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# In Gyun Baek

NUS Business School
National University of Singapore
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ACADEMIC POSITIONS

**National University of Singapore** 2021 - Present
*Assistant Professor of Accounting*

EDUCATION

**University of Wisconsin-Madison** 2021
*Ph.D. in Accounting*

**Seoul National University** 2016
*Master of Science in Accounting*

**Seoul National University** 2014
*Bachelor of Business Administration*

RESEARCH INTERESTS

Management Accounting and Control Systems, Knowledge-Intensive Economy, Organizational Culture, and Corporate Governance

PUBLICATIONS

**The Effect of Telecommuting on Information Acquisition: Evidence from the U.S. Patent Office** (*Solo-Authored; Dissertation Chapter 1*), 2023

- *The Accounting Review* 98 (3): 21-46.
- Winner, 2022 AAA MAS Outstanding Dissertation Award

**The Effect of Computer Monitoring on Employees' Productivity in Telecommuting Arrangements** (with *Yea Hee Ko*), 2025

- *Management Science* 71 (1): 103-122.

WORKING PAPERS

**Earnings Pressure and Rank-and-File Employee Decisions: Evidence from Pharmacists' Opioid Dispensing Activities** (with *Han Seong Ryu* and *Jason Schloetzer*)

- Preparing for Resubmission at *Journal of Accounting and Economics*

**From Data to Insights: Small Entity Patent Disparity and Public Data Visualization** (with *Ben Charoenwong* and *Yupeng Lin*)

- Winner, 2024 ISAFE Best Paper Award
- Preparing for Resubmission at *Review of Accounting Studies*

**Signals from Afar: How Remote Work by Senior Employees Shape Junior Employee Turnover** (with *Yea Hee Ko*)

- Winner, 2022 AAA MAS Outstanding Dissertation Award
- Preparing for Resubmission at *Organization Science*

**Forecasting Under Uncertainty: Import Penetration and Analysts' Cultural Advantage** (with *Minjae Koo*)

- Preparing for Resubmission at *Journal of International Business Studies*

**Unintended Consequences of a Creative Corporate Culture: An Empirical Investigation** (with *Sewon Kwon* and *Ella Mae Matsumura*)

- Preparing for Resubmission at *Auditing: A Journal of Practice and Theory*

**Assessing ESG Metric Designs: Implications for ESG outcomes and CEO compensation** (with *Jeong-Hoon Hyun* and *Jongwon Park*)

**The Effect of ESG Rating Agency Coverage on Disclosure of Green Innovation** (with *Shiran Froymovich* and *Michael Kimbrough*)

**Do Patent Disclosures Shape Firm Boundaries? Evidence from Patent Prosecution** (with *Mary Lee*)

**Do Management Revenue Forecasts Explain the Asymmetrical Behavior of Operating Costs?** (with *Ella Mae Matsumura* and *Kenji Yasukata*)

NON-REFEREED PUBLICATIONS

**Individual Creativity and Organizational Innovation: Can We Reconcile Creativity with Management Control Systems?** (with *Ella Mae Matsumura*)

- *China Management Accounting Review* 8(2), 2019.

HONORS AND AWARDS

- Winner of the Best Paper Award, ISAFE 2024
- Winner of Outstanding Dissertation Award, AAA MAS 2022
- Best Reviewer Award, Hawaii Accounting Research Conference 2022
- Outstanding Reviewer Award, AAA Management Accounting Section 2020
- The Korean-American Accounting Professor Association Research Grant 2020
- Research Fellowship, University of Wisconsin-Madison 2016-2021
- Full Scholarship for the Master's Program, Wonil Foundation 2014-2016
- Deloitte Sponsored Scholarship, Deloitte Seoul Office 2013
- Dean's List for Academic Excellence, Seoul National University 2012

SEMINAR AND CONFERENCE PARTICIPATION

- **2026** Georgetown University (Presenter; Scheduled)
- **2025** Hawaii Accounting Research Conference (Presenter, Discussant); AAA MAS Midyear Meeting (Presenter, Discussant); KAIST-Korea University (Presenter); Seoul National University (Presenter); AMARS
- **2024** UIUC Emerging Management Accounting Scholars Symposium; Columbia Management Accounting Conference; NUS Accounting Research Symposium (Discussant); International Society for the Advancement of Financial Economics (Presenter)
- **2023** AAA MAS Midyear Meeting (Invited Panel Discussant); KAIST-Korea University (Presenter); Yonsei University (Presenter); Deakin University (Presenter)
- **2022** AAA MAS Midyear Meeting (Presenter); NUS/SMU/NTU Tri Uni Accounting Research Conference (Presenter); Harvard Business School IMO Conference (Presenter); Global Management Accounting Research Symposium (Discussant); RMIT Melbourne (Presenter)
- **2021** AAA MAS Midyear Meeting (Presenter); Seoul National University (Presenter); AAA Annual Meeting (Presenter, Discussant)
- **2020** AAA MAS Midyear Meeting (Presenter); AAA Annual Meeting (Presenter); Chinese University of Hong Kong (Presenter); Harvard Business School (Canceled); London School of Economics (Canceled); National University of Singapore (Presenter); Singapore Management University (Presenter); University of North Carolina at Chapel Hill (Presenter)
- **2019** AAA MAS Midyear Meeting (Presenter); Conference on the Convergence of Financial and Managerial Accounting Research (Presenter); Global Management Accounting Research Symposium (Presenter)
- **2018** AAA Annual Meeting (Presenter)

TEACHING EXPERIENCE

**Instructor**
NUS Business School, National University of Singapore

- Managerial Planning and Control (Master's)
- Managerial Accounting (Undergraduate)
- Latest Evaluation: 4.8/5

Wisconsin School of Business, University of Wisconsin-Madison

- Introduction to Managerial Accounting
- Spring 2019; Fall 2018; Spring 2018; Fall 2017; Spring 2017

**Teaching Assistant**
SNU Business School, Seoul National University

- Managerial Accounting (Undergraduate, MBA, and EMBA) 2014 - 2015

PROFESSIONAL EXPERIENCE

**Tangible Idea** - *Cofounder, CEO* 2012 - 2013

- Founded a mobile app company, *Tangible Idea*, which developed the mobile app Meeple that ranked 6th in the social-networking category in iOS
- Selected Media Coverage:
  Tech in Asia, *Meeple hopes to lessen the suffering of South Korean students* 2012
  E27, *Korean Mobile Mentoring App, Meeple, Expands to Android* 2012

**Republic of Korea Air Force** 2008 - 2010

- Air Defense and Control Group *(Final Rank: Sergeant)*

ACADEMIC SERVICE

*Institutional Service*:
2025 AAA MAS Midyear Doctoral Colloquium Mentor
2025 AAA MAS Dissertation Award Committee
2023 AAA MAS Midyear Doctoral Colloquium Panelist

*School Service*:
2024 NUS Accounting Research Symposium Paper Selection Committee
2022-2023 Faculty Recruiting Committee
2022-2023 Department Seminar Series Organizer

*Journal Review*:
Contemporary Accounting Research
Production and Operations Management
Accounting Horizons
Journal of Management Accounting Research
Journal of Banking and Finance
Advances in Management Accounting

*Conference Review*:
Accounting and Economics Society Conference
Hawaii Accounting Research Conference
AAA MAS Midyear Meeting
AAA Annual Meeting