



To: Promotion and Tenure Committee, Jones Graduate School of Business  
From: Tenured Accounting faculty members  
Subject: Annual evaluation of Assistant Professor Stefan Huber  
Date: February 12, 2024

Dr. Stefan Huber joined the Jones School faculty effective July 2021 after completing his doctoral studies at Stanford University. He was awarded primary care leave during Fall 2021 and received a one-year extension on his first contract. Our evaluation of his research, teaching, and service for the calendar year 2023 is provided below.

Research:

Dr. Huber's research places emphasis on financial reporting, with current projects emphasizing issues relating to disclosure, the banking industry, and payout policies. Trained in both theoretical and empirical analyses, his research is focused on employing structural estimation methods in answering compelling questions in financial reporting. Dr. Huber is especially interested in industry settings in which financial reports act as a regulatory tool and influence actions of economic agents through that channel.

Dr. Huber's 2023 publication in the *Journal of Accounting Research*, a prestigious journal, is a commendable achievement and indicates the high quality of his work. The fact that he has a revise and resubmit for another study in the same journal further highlights his scholarly contributions. The transition of one of his working papers from his 2022 annual report to a completed project demonstrates his ability to effectively develop and execute research projects. Additionally, having two new work-in-progress projects shows his ongoing commitment to advancing knowledge in his field. We encourage Dr. Huber to continue to push his existing projects through the pipeline given the often lengthy time periods surrounding the ultimate acceptance and publication of studies in accounting.

All of Dr. Huber's coauthored work is with assistant professors, which not only speaks to his collaborative spirit but also suggests that he is actively engaging with peers in his field, which can be beneficial for both networking and research advancement. Moreover, his participation as a presenter or discussant at various top conferences and universities indicates that he is actively contributing to academic discourse and building his reputation within the academic community.

Overall, the area tenured faculty are pleased with Dr. Huber's research progress and encourage him to continue developing his projects and reputation to help ensure his success.

Teaching:

Dr. Huber taught three sections of BUSI 305, Financial Accounting, during Spring 2023. His teaching evaluations for Spring 2023 were very good, with students indicating that he is very knowledgeable, friendly and approachable, creates a collaborative learning environment, and incorporates real-world examples, but at the same time offers a course that is challenging (1.36 course score vs Rice mean 1.68).

	Effectiveness		Course	
	Stefan	Rice mean	Stefan	Rice mean
BUSI 305 (Spring 2023, Section 20157)	1.53	1.61	1.63	1.72
BUSI 305 (Spring 2023, Section 20158)	1.24	1.61	1.45	1.72
BUSI 305 (Spring 2023, Section 20159)	1.57	1.61	1.74	1.72

His overall instructor evaluation score of 1.4 (Rice mean 1.6) and the evaluation score for overall course effectiveness of 1.6 (Rice mean 1.7) are consistent with the qualitative feedback from the students. Overall, Dr. Huber is off to an excellent start in teaching, and the area faculty feel comfortable that he will be able to transition to graduate level teaching prior to being considered for tenure.

Service:

Along with Dr. Petrus Ferreira, Dr. Huber organizes the area's research workshops. He is a faculty associate at Hanszen College. In terms of professional service, he has served as an ad hoc reviewer for the *Journal of Accounting and Economics*, the *Review of Accounting Studies*, and the *Journal of Business Finance & Accounting*. Overall, Dr. Huber's service contribution is consistent with the expectations for an Assistant Professor.

Overall:

The tenured members of the Accounting group continue to be enthusiastic about Dr. Huber's research agenda and recognize his commitment to teaching. We encourage him to seek out senior faculty for advice and to view them as a resource for consultation and mentoring. We also encourage Dr. Huber to review [Rice University Policy No. 201C](#) to understand the questions that should be answered and the evidence that should be provided to earn tenure at Rice University.

I acknowledge receipt of this review.

Stefan Huber

Date \_\_\_\_\_