August 30, 2016

To Whom It May Concern,

Many faculty members have had a significant role in my academic career, but Dr. Huber is the individual I credit with influencing me to choose accounting for my degree. I had experience learning from her in my undergraduate degree and now have the pleasure of working with her during my Master of Accountancy program as a Graduate Assistant. After being instructed by her in the Financial Accounting and Federal Taxation 1 courses, as well as having her become a faculty member I look to as a mentor, I can confidently recommend and urge she be awarded tenure.

Dr. Huber possesses the desired traits of an ideal faculty member; she is knowledgeable, student oriented, and committed to research. Dr. Huber first impressed me in Financial Accounting with her vast knowledge and understanding of the subject. Her ability to teach the text material while incorporating her real world experiences made both the Financial Accounting and Federal Taxation 1 courses rich learning experiences that I still continue to reflect on.

Dr. Huber is one of the most student oriented professors I have encountered during my time at Youngstown State University. It’s clear she loves teaching and wants more than anything to see her students learn. She is willing to go above and beyond to ensure all of her students understand the material and will succeed in the course. Dr. Huber’s ability to address the needs of students while still challenging them, encouraging them to do their best work, and being aware and flexible to the many backgrounds college students come from is a combination of strengths not found in every professor.

The research Dr. Huber is and has been performing is not only unique, but will have an impact on the lives of professionals, students, and the academic world. From the time I was in Financial Accounting during the Fall 2013 semester to my graduation in Fall 2015, Dr. Huber was performing research on the happiness levels of those in the accounting field and what factors contributed to their happiness. I participated in her research as a student subject, which was a learning experience I thought beneficial. When I saw the article based on her happiness research on the cover of the June 2016 *Journal of Accountancy* I felt an immense sense of pride to have had Dr. Huber as an instructor.

Dr. Huber’s knowledge, student focus, and active research make her an excellent candidate to become a tenured faculty member. Her efforts and service to the department and students has shown she is willing and capable of the promotion. I can think of no one who is more deserving and who would be such a valuable permanent addition to the department.

Thank you,

Ann Phillips