



# Northeastern University

## D'Amore-McKim School of Business

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### MARK ANDREW HUSELID

#### Biographical Sketch

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Dr. Mark Huselid is the Distinguished Professor of Workforce Analytics and Director of the Center for Workforce Analytics in the D'Amore-McKim School of Business at Northeastern University. Prior to joining Northeastern, Huselid was Distinguished Professor of HR Strategy in the School of Management and Labor Relations (SMLR) at Rutgers University. He holds a Ph.D. in Human Resource Management, an M.B.A., an M.A. in Industrial and Organizational Psychology, and a B.A. in Psychology.

Dr. Huselid's research focuses on the linkages between HR management systems, corporate strategy, workforce differentiation, and firm performance. In addition, he also has an active research program focused on the development of balanced measurement systems to reflect the contribution of the workforce, workforce management systems, and the HR management function to business success. He has published numerous articles on these topics in outlets such as the *Academy of Management Journal*, *Administrative Science Quarterly*, *Harvard Business Review*, *Human Resource Management*, *Human Resource Planning*, *Industrial Relations*, *Journal of Applied Psychology*, *Journal of Management*, *Journal of Organizational Behavior*, *Organizational Dynamics*, *Personnel Psychology*, and *Research in Personnel and Human Resource Management*.

Dr. Huselid's first book *The HR Scorecard: Linking People, Strategy & Performance* (with Brian Becker and Dave Ulrich) was published in 2001 by the Harvard Business Press (HBP). *The HR Scorecard* has been translated into ten languages and is a HBP bestseller. His second book *The Workforce Scorecard: Managing Human Capital to Execute Strategy* (with Brian Becker and Dick Beatty) was published by the HBP in 2005. *The Workforce Scorecard* has been translated into seven languages to date and is also a HBP bestseller. His latest book *The Differentiated Workforce: Transforming Talent Into Strategic Impact* (with Brian Becker and Dick Beatty, and also a bestseller) was published by the HBP in April 2009. Huselid's new book *Disrupting Workforce Competition: Executing Strategy through Workforce Analytics* is currently in development.

Dr. Huselid was the Editor of *Human Resource Management* from 2000–2004, and is a current or former member of the editorial boards of the *Academy of Management Review*, *Human Resource Management*, *Human Resource Management Review*, *Human Resource Planning*, *International Journal of Human Resource Management*, and *Personnel Psychology*. He also served on the Board of Directors of the *Society for Human Resource Management Foundation* from 1999-2004, and was a member of the Executive Committee of the Human Resource Management Division of the Academy of Management. Huselid was the recipient of the Society for Human Resource Management's Yoder-Heneman Scholarly Achievement Award, the Academy of Management's Scholarly Achievement Award in Human Resource Management, the *Academy of Management Journal's Best Paper Award*, the *Journal of Management's Best Paper Award*, and the Academy of Management's *Best Paper* award in human resource

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management. He is among the most frequently cited scholars in the field of management, having authored the most frequently cited article in the history of the field's the leading academic journal, the *Academy of Management Journal* (1958-2017). In addition, Professor Huselid has published more highly cited papers in the (top 10 and top 50) than any other scholar in the field of management. He is a Fellow of the National Academy of Human Resources (NAHR), the Society for Industrial and Organizational Psychology (SIOP), and the Association for Psychological Science (APS).

Dr. Huselid is a frequent and highly rated speaker and consultant to professional audiences, having delivered over 600 presentations throughout the Africa, Asia, Europe, Latin America, and the U.S. He has consulted on the topics of workforce strategy measurement with companies such as ABB, Abbott Labs, Agilent, Alpharma, Allstate, American Heart Association, American Standard, Andersen Consulting (Accenture), Arthur Andersen, AT&T, Atlantic Health System, Australian Human Resources Institute (AHRI), Avon, Bank of America, Bristol-Myers Squibb (BMS) CARE, Caesars Entertainment, Catholic Health Initiatives, CHE, Chase Manhattan, Chic-fil-A, CLC-Metrics, Coca Cola, CODELCO, Conference Board (US and Canada), The Concours Group, Coopers & Lybrand (PWC), Corning, Cosmopolitan Las Vegas, CTHRA, CUPA-HR, Department of Trade and Industry (UK), Duke CE, DuPont, Equilon (Shell & Texaco), Fifth Third Bank, Forest City, GlaxoSmithKline, Global Consulting Alliance, GM, Herman Miller, Hewlett Packard, IBM, IPD (UK), ITT, Johnson & Johnson, Khazanah Nasional (Malaysia), Koch Industries, Lockheed Martin, Lominger, Lucent, M&M/Mars, Mellon Bank, Merrill Lynch, MetLife, Motorola Mobility, MSCI, Nash Finch, National Health Service (UK), Nationwide Bank, NEHRA, New Jersey Department of Labor, Nortel, Northrup Grumman, Norwest, Novo Nordisk, Olsten Temporary Services, Oracle, Perform.com, Prudential, Quantum Technology, Saatchi & Saatchi, Saks Incorporated, SAP, SAS, Schwans, Sears, Shell Skillsoft, State Farm, SuccessFactors, Technology Credit Union (TCU), Teledyne, Teva Pharmaceuticals, Tyco, United Technologies, USG Corporation, Verizon, Warner Lambert, Whitman, and the Williams Companies.

Dr. Huselid lives in Fairfield, CT with his wife and two children.