
MARK ANDREW HUSELID

Biographical Sketch

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Dr. Mark Huselid is 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 has been on the SMLR faculty since 1992, where he teaches Masters, Executive, and Ph.D.-level courses in the design and implementation of workforce measurement systems, financial analysis for HRM, and HR Strategy.

Dr. Huselid's current academic research and consulting activities focus on the linkages between HR management systems, corporate strategy, and firm performance. In addition, he also has an active research and consulting 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 Journal*, *Human Resource Planning*, *Industrial Relations*, *Journal of Applied Psychology*, *Journal of Management*, *Organizational Dynamics*, *Personnel Psychology*, and *Research in Personnel and Human Resource Management*, among others.

Dr. Huselid was the Editor of the *Human Resource Management Journal* from 2000 – 2004, and is a current or former member of the editorial boards of the *Academy of Management Review*, *Human Resource Management Journal*, *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 until recently 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*, and the Academy of Management's *Best Paper* award in human resource management. He is among the most frequently cited scholars in the field of management, and has authored the most frequently cited article in the history of the prestigious *Academy of Management Journal*.

Dr. Huselid is a frequent speaker to professional and academic audiences, having delivered nearly 500 presentations throughout the U.S., Europe, Asia, and Africa. In addition, he has consulted on the topics on of HR measurement and HR strategy with companies such as ABB, Abbott Labs, Agilent, Allstate, American Heart Association, American Standard, Andersen Consulting (Accenture), Arthur Andersen, AT&T, Atlantic Health System, Avon, Bank of America, CARE, Catholic Health Initiatives, CHE, Chase Manhattan, Coca Cola, Conference Board (US and Canada), The Concours Group, Coopers & Lybrand (PWC), Corning, CUPA-HR, Department of Trade and Industry (UK), DuPont, Equilon (Shell & Texaco), GlaxcoSmithKline, Global Consulting Alliance, GM, Herman Miller, Hewlett Packard, IBM, IPD (UK), Johnson & Johnson, Koch Industries, Lucent, M&M/Mars, Mellon Bank, Merrill Lynch, MetLife, Nash Finch, National Health Service (UK), Nationwide Bank, NEHRA, New Jersey Department of Labor, Nortel, Northrup Grumman, Norwest, Olsten Temporary Services, Oracle, Perform.com, Prudential, Quantum Technology, Saatchi & Saatchi, Saks Incorporated, SAP, SAS, Sears, State Farm, Tyco, USG

Corporation, Verizon, Warner Lambert, Whitman, and the Williams Companies.

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 School Press. *The HR Scorecard* has been translated into ten languages and is an international bestseller. His second book *The Workforce Scorecard: Managing Human Capital to Execute Strategy* (with Brian Becker and Dick Beatty) was published by the Harvard Business School Press in 2005. *The Workforce Scorecard* has been translated into seven languages to date and is also an international bestseller. His latest book *The Differentiated Workforce* (with Brian Becker and Dick Beatty) is currently in preparation for publication by the Harvard Business School Press in 2007.

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Curriculum Vita

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EDUCATION

- Ph.D.** Organization and Human Resource Management.
State University of New York (SUNY) at Buffalo, 1993.
Major: Human Resources/Industrial Relations.
Minor: Quantitative Methods.
- M.B.A.** The University of Kansas, 1989.
- M.A.** Industrial and Organizational Psychology.
The University of Kansas, 1988.
- B.A.** Psychology.
California State University, Fresno, 1986.

ACADEMIC WORK EXPERIENCE

- 2004 - Present** **Professor.** School of Management and Labor Relations (SMLR),
Department of Human Resource Management. Rutgers, The State
University of New Jersey.
- 1997-2004** **Associate Professor.** School of Management and Labor Relations
(SMLR), Department of Human Resource Management. Rutgers, The
State University of New Jersey.
- 1992-1997** **Assistant Professor.** School of Management and Labor Relations
(SMLR), Department of Human Resource Management. Rutgers, The
State University of New Jersey.

BOOKS

Becker, B.E., Huselid, M.A., & Beatty, D. In Preparation. *The Differentiated Workforce*. Harvard Business School Press.

Huselid, M.A., Becker, B.E., & Beatty, D. 2005. *The Workforce Scorecard: Managing Human Capital to Execute Strategy*. Harvard Business School Press. Translated into Chinese, French, Korean, Portuguese, Spanish, and Russian.

- Harvard Business School Press *Bestseller*, 2005, 2006.

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- Recipient, Soundview Executive Book Summary, *30 Best Business Books of 2001 Award*.

- *BusinessWeek Bestseller* list, 2001

- Harvard Business School Press *Bestseller*, 2001, 2002, 2003, 2004, 2005, 2006.

JOURNAL ARTICLES

Becker, B.E., & Huselid, M.A. 2006. Strategic Human Resource Management: Where Do We Go From Here? *Journal of Management*, 32, 898-925.

Huselid, M.A., Beatty, R.W., & Becker, B.E. 2005. "A" Players or "A" Positions? The Strategic Logic of Workforce Management. *Harvard Business Review*, December, 110-117.

Beatty, R.W., Huselid, M.A., & Schneier, C.E. 2003. New HR Metrics: Scoring on the Business Scorecard. *Organizational Dynamics*, 52, 107-121. (Lead article).

Huselid, M.A. & Becker, B.E. 2001. Comment on "Measurement Error in Research on Human Resources and Firm Performance: How Much Error is There and How Does It Influence Effect Size Estimates?" by Gerhart, Wright, McMahan and Snell. *Personnel Psychology*, 53, 835-854.

Becker, B.E., & Huselid, M.A. 1999. Strategic Human Resource Management in Five Leading Firms. *Human Resource Management*, 38, 287-301.

McCowan, R.A., Bowen, U., Huselid, M.A., Becker, B.E. 1999. Strategic Human Resource Management at Herman Miller. *Human Resource Management*, 38, 303-308.

Artis, C.R., Becker, B.E., & Huselid, M.A. 1999. Strategic Human Resource Management at Lucent. *Human Resource Management*, 38, 309-313.

Harris, B., Huselid, M.A., & Becker, B.E. 1999. Strategic Human Resource Management at Praxair. *Human Resource Management*, 38, 315-320.

Barber, D., Huselid, M.A., & Becker, B.E. 1999. Strategic Human Resource Management at Quantum. *Human Resource Management*, 38, 321-328.

Kirn, S.P., Rucci, A.J., Huselid, M.A., & Becker, B.E. 1999. Strategic Human Resource Management at

Sears. *Human Resource Management*, 38, 329-335.

Huselid, M.A. & Becker, B.E. 1999. An Interview with Mike Losey, Tony Rucci, and Dave Ulrich: Three Experts Respond to HRMJ's Special Issue in Five Leading Firms. *Human Resource Management*, 38, 353-365.

Huselid, M.A. & Becker, B.E. 1997. The Impact of High Performance Work Systems, Implementation Effectiveness, and Alignment with Strategy on Shareholder Wealth. *Academy of Management Best Papers Proceedings*, 144-148.

Recipient, 1997 Academy of Management Annual Conference, Best Paper Award, Human Resource Management Division.

Huselid, M.A., Jackson, S.E., & Schuler, R.S. 1997. Technical and strategic human resource management effectiveness as determinants of firm performance. *Academy of Management Journal*, 40, 171-188.

Becker, B.E., Huselid, M.A., Pickus, P.S., & Spratt, M. 1997. HR as a source of shareholder value: Research and recommendations. *Human Resource Management*, 36, 39-47.

Reprinted in D. Ulrich, M.R. Losey, & G. Lake (Eds.) 1997. *Tomorrow's HR Management*, pp. 227-240. New York: John Wiley & Sons.

Delaney, J.T. & Huselid, M.A. 1996. The impact of human resource management practices on perceptions of performance in for-profit and nonprofit organizations. *Academy of Management Journal*, 39, 949-969.

Huselid, M.A. & Becker, B.E. 1996. Methodological issues in cross-sectional and panel estimates of the HR-firm performance link. *Industrial Relations*, 35, 400-422.

Reprinted in C. Ichniowski, D.I. Levine, C. Olson, and G. Strauss (Eds.) *The American Workplace: Skills, Pay, and Employee Involvement*. Cambridge University Press.

Huselid, M.A. 1995. The impact of human resource management practices on turnover, productivity, and corporate financial performance. *Academy of Management Journal*, 38, 635-672.

Most frequently cited article, *Academy of Management Journal*.

Reprinted (In Chinese). Tsui, A.S. 2006. *Selected Collection of Award Winning Papers in the Academy of Management Journal*.

Recipient, Academy of Management 1996 Scholarly Achievement Award, Human Resource Management Division.

Recipient, *Academy of Management Journal's* 1995 Best Paper Award.

Recipient, The Society for Human Resource Management (SHRM) *Yoder-Heneman Human Resource Management Research Award* for 1993 (Earlier Version).

Excerpted in a *Research Translation*, *Academy of Management Executive*, June 1996.

Huselid, M.A. 1994. Essays on human resource management practices, turnover, productivity, and firm performance. In P.B. Voos (Ed.) *Proceedings of the Forty-sixth Annual Industrial Relations*

Research Association Meeting, 197-204.

Huselid, M.A. 1993. The impact of environmental volatility on human resource planning and strategic human resource management. *Human Resource Planning*, 16, 35-52.

Becker, B.E., & Huselid, M.A. 1992a. Direct estimates of SD_y and the implications for utility analysis. *Journal of Applied Psychology*, 77, 227-233. (Lead article).

Becker, B.E., & Huselid, M.A. 1992b. The incentive effects of tournament compensation systems. *Administrative Science Quarterly*, 37, 336-350.

Huselid, M.A., & Day, N.E. 1991. Organizational commitment, job involvement, and turnover: A substantive and methodological analysis. *Journal of Applied Psychology*, 76, 380-391.

CHAPTERS IN BOOKS AND OTHER PUBLICATIONS

Becker, B.E., & Huselid, M.A. Human Resource Management Systems and Firm Performance: A Review of the Literature. In Preparation for the *Sage Handbook of Human Resource Management* by Scott Snell, Adrian Wilkinson, Tom Redman, and Nick Bacon (Eds.).

Huselid, M.A., & Becker, B.E. 2005. Improving HR's Analytical Literacy: Lessons from *Moneyball*. In *The Future of HR: 50 Thought Leaders Call for Change*, page 278-284. Dave Ulrich, Mike Losey, and Sue Meisinger (Eds). New York: John Wiley and Sons.

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Becker, B.E., & Huselid, M.A., & Ulrich, D. 2001. Making HR a Strategic Asset. *Financial Times*, November 2001.

Reprinted as *The Link Between People and Strategy*, in James Pickford (Ed.) *Mastering People Management*, 31-35, 2003. London: Prentice-Hall.

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Schuler, R.S., & Huselid, M.A. 1997. HR strategy in the United States: Examples of key issues identification and execution. S. Tyson (Ed.) *Practical Strategy: The Reality of Human Resource Management*. New York: Pitman Publishing, 174-202.

Huselid, M.A. 1996. (Various entries). *Blackwell Dictionary of Human Resources Management*. Blackwell Publishers: Oxford, UK.

Huselid, M.A., & Becker, B.E. 1995. The strategic impact of human resources. *Human Resources Advisory*, 2-6.

Huselid, M.A. 1995. The effects of strategic human resource management and human resource planning on firm performance. In Miner, J.B & Crane, D.P. (Eds.) *Advances in the Practice*,

Theory, and Research of Strategic Human Resource Management, 108-125. New York: HarperCollins.

Huselid, M.A. 1994. Documenting HR's effect on the bottom line. *HRMagazine*. January, 79-85.

Reprinted in M.F. Cook (Ed.) *Human Resource Yearbook, 1995-1996 Edition*. New York: Prentice Hall.

Huselid, M.A. 1994. Determinants of human resource planning and strategic human resource management practice sophistication. In Fay, C.S., Price, K.F., & Niehaus, R.J. (Eds.) *Achieving Organizational Success Through Innovative Human Resource Strategies*, 467-499. New York: Human Resource Planning Society.

Newman, J.N., & Huselid, M.A. 1992. The nature of behavioral controls in boundary occupations: Agency theory at the edge. In Gomez-Mejia, L., & Lawless, M.W. (Eds.) *Top Management and Effective Leadership in High Technology*, 193-211. Greenwich, CN: JAI Press.

RESEARCH IN PROGRESS

Becker, B.E., Huselid, M.A., Beatty, R.W. *Strategy Execution Requires a Differentiated Workforce Strategy*. In Preparation for *Strategy+Business*.

Huselid, M.A., & Barnes, J.E. Revise & Resubmit Status. *Human Capital Measurement Systems as a Source of Competitive Advantage*. *Human Resource Management Review*.

Becker, B.E., & Huselid, M.A. Working paper. Value Creation Through Strategy Execution: The Role of SHRM Theory and Practice.

Becker, B.E., & Huselid, M.A., & Ulrich, D. *Six Key Principles for Measuring Human Capital Performance in Your Organization*. *Organization Dynamics*.

Becker, B.E., & Huselid, M.A., & Ulrich, D. *Linking People, Strategy and Firm Performance*. *Harvard Business Review*.

Huselid, M.A., & Rau, B. The Determinants of High Performance Work Systems: Cross-sectional and Longitudinal Analyses. Revise and resubmit status, *Industrial Relations*.

Becker, B.E., & Huselid, M.A. Human Resource Management Systems, Complementarities, and Firm Performance.

Becker, B.E., & Huselid, M.A. Managerial Compensation Systems and Firm Performance.

Huselid, M.A. & Becker, B.E. The Strategic Impact of High Performance Work Systems.

CONFERENCE PRESENTATIONS, LECTURES, AND EXECUTIVE EDUCATION

Huselid, M.A. *The Workforce Scorecard: Managing Human Capital to Execute Strategy*. Catholic Healthcare Association. Tampa, FL. October 12, 2006.

Huselid, M.A. *The Workforce Scorecard: Managing Human Capital to Execute Strategy*. Catholic Healthcare Association. Philadelphia, PA. September 14, 2006.

- Huselid, M.A. *The Workforce Scorecard: Managing Human Capital to Execute Strategy*. Society for Human Resource Management (SHRM) Seminar. Chicago, IL. August 7, 2006.
- Huselid, M.A. *The Workforce Scorecard: Managing Human Capital to Execute Strategy*. Society for Human Resource Management (SHRM) Annual Conference. Washington, DC. June 26, 2006.
- Huselid, M.A. Workshop. *The Workforce Scorecard: Managing Human Capital to Execute Strategy*. Australian Human Resource Institute (AHRI) National Conference. Melbourne, Australia. May 26, 2006.
- Huselid, M.A. Graduate Seminar. *Strategic Human Resource Management: Where Do We Go From Here?* Monash University, School of Business and Economics. May 25, 2006.
- Huselid, M.A. Keynote Speaker. *The Workforce Scorecard: Managing Human Capital to Execute Strategy*. Australian Human Resource Institute (AHRI) National Conference. Melbourne, Australia. May 24, 2006.
- Huselid, M.A. Workshop. *The Workforce Scorecard: Managing Human Capital to Execute Strategy*. Rutgers University School of Management and Labor Relations Center for Human Resource Strategy. New Brunswick, NJ. May 19, 2006.
- Huselid, M.A. Keynote Speaker. *The Workforce Scorecard: Managing Human Capital to Execute Strategy*. Peopleclick Annual Conference. Amelia Island, FL: November 14, 2005.
- Huselid, M.A. *The HR Scorecard: Linking People, Strategy, and Performance*. SHRM HR Scorecard Certificate Program. Philadelphia, PA; November 7, 2005.
- Huselid, M.A. Keynote Speaker. *The Workforce Scorecard: Managing Human Capital to Execute Strategy*. ORHRI Annual Conference. Quebec City, CA: October 4, 2005.
- Huselid, M.A. *The Workforce Scorecard: Managing Human Capital to Execute Strategy*. IACPR Annual Conference. New York, NY: September 26, 2005.
- Huselid, M.A. Keynote Speaker. *The Workforce Scorecard: Managing Human Capital to Execute Strategy*. Lominger Users Conference. San Francisco, CA: July 26, 2005.
- Huselid, M.A. *The HR Scorecard: Linking People, Strategy, and Performance*. SHRM HR Scorecard Certificate Program. Atlanta, GA; July 25, 2005.
- Huselid, M.A. Keynote Speaker. *The Workforce Scorecard: Managing Human Capital to Execute Strategy*. Goodwill Industries International Annual Conference. Winston-Salem, NC: July 20, 2005.
- Huselid, M.A. Keynote Speaker. *The Workforce Scorecard: Managing Human Capital to Execute Strategy*. CHE HR Conference. Philadelphia, PA: June 24, 2005.
- Huselid, M.A. *The Workforce Scorecard: Managing Human Capital to Execute Strategy*. SHRM Annual Conference. San Diego: June 20, 2005.
- Huselid, M.A. Keynote Speaker. *The Workforce Scorecard: Managing Human Capital to Execute Strategy*. CLC-Metrics Annual Conference. Washington, DC: May 23rd 2005.

Huselid, M.A. Keynote Speaker. *The Workforce Scorecard: Managing Human Capital to Execute Strategy*. Lominger Users Conference. New York, NY: May 16, 2005.

Huselid, M.A. Keynote Speaker. *The Workforce Scorecard: Managing Human Capital to Execute Strategy*. HRPAAO Annual Conference. Toronto, ON: February 4, 2005.

Huselid, M.A. Seminar Leader. *The Workforce Scorecard: Managing Human Capital to Execute Strategy*. CUPA-HR Annual Conference. Hallandale, FL: January 24 2005.

Huselid, M.A. *The HR Scorecard: Linking People, Strategy, and Performance*. SHRM HR Scorecard Certificate Program. Las Vegas; November 1, 2004.

Huselid, M.A. Keynote Speaker. *The Workforce Scorecard: Managing Human Capital to Execute Strategy*. Northrup Grumman HR Executive Annual Conference. Las Vegas; October 21, 2004.

Huselid, M.A. *The Workforce Scorecard: Managing Human Capital to Execute Strategy*. SHRM Strategic HR Conference: Aligning With the Business to Drive Results. Los Angeles; October 20, 2004.

Huselid, M.A. Keynote Speaker. *The Workforce Scorecard: Managing Human Capital to Execute Strategy*. Tyco HR Manager Annual Conference. Boston; September 9, 2004.

Huselid, M.A. Keynote Speaker. *The Workforce Scorecard: Managing Human Capital to Execute Strategy*. Tyco HR Executive Annual Conference. Philadelphia; July 29-30, 2004.

Huselid, M.A. Keynote Speaker. *The Workforce Scorecard: Managing Human Capital to Execute Strategy*. Leading Minds HR Program. Johannesburg, South Africa. July 19, 2004.

Huselid, M.A. *The HR Scorecard: Linking People, Strategy, and Performance*. SHRM HR Scorecard Certificate Program. Arlington, VA; July 12, 2004.

Huselid, M.A. *The Workforce Scorecard: Managing Human Capital to Execute Strategy*. Atlantic Health System Annual Conference. New Jersey, June 30, 2004 (repeated on July 1, 2004).

Huselid, M.A. *The Workforce Scorecard: Managing Human Capital to Execute Strategy*. Society for Human Resource Management Annual Conference. New Orleans, LA. June 28, 2004.

Huselid, M.A. Keynote Speaker. *The Workforce Scorecard: Managing Human Capital to Execute Strategy*. Strategic HR Network Annual Conference. New York. Pfizer, Inc. May 26, 2004.

Huselid, M.A. Keynote Speaker. *The Workforce Scorecard: Executing Strategy Through Human Capital*. Catholic Health Initiatives National Human Resources Conference. San Antonio, TX. May 3, 2004.

Huselid, M.A. Keynote Speaker. *The Workforce Scorecard: Executing Strategy Through Human Capital*. Oracle Corporation, HR Executive Forum. Las Vegas, April 26, 2004.

Huselid, M.A. *The HR Scorecard: Linking People, Strategy, and Performance*. SHRM HR Scorecard Certificate Program. Dallas, March 29, 2004.

Huselid, M.A. *The HR Scorecard: Linking People, Strategy, and Performance*. SHRM HR Scorecard Certificate Program. Chicago IL, October 27, 2003.

- Huselid, M.A. *The HR Scorecard: Linking People, Strategy, and Performance*. Northeast Human Resources Association (NEHRA). Boston, MA, October 23, 2003.
- Huselid, M.A. *The HR Scorecard: Linking People, Strategy, and Performance*. SHRM HR Scorecard Certificate Program. New York, October 20, 2003.
- Huselid, M.A. *The HR Scorecard: Linking People, Strategy, and Performance*. SHRM Foundation Thought Leaders Conference. Chicago IL, October 3, 2003.
- Huselid, M.A. *The HR Scorecard: Linking People, Strategy, and Performance*. University of Kingston. Kingston, ONT, September 23, 2003.
- Huselid, M.A. *The HR Scorecard: Linking People, Strategy, and Performance*. Human Resource Management Association. Milwaukee, WI, September 10, 2003.
- Huselid, M.A. *Human Resource Management Divisions Doctoral Consortium*. Presenter, Academy of Management Annual Meeting, Seattle, WA, August 2003. .
- Huselid, M.A. Keynote Speaker. *The HR Scorecard: Linking People, Strategy, and Performance*. Society for Human Resource Management Annual Conference. Orlando, FL, June 24, 2003.
- Huselid, M.A. Keynote Speaker. *The HR Scorecard: Linking People, Strategy, and Performance*. Lominger 2003 Leadership Conference. San Diego, June 11, 2003.
- Huselid, M.A. *The HR Scorecard: Linking People, Strategy, and Performance*. Avon International HR Conference. Miami, FL, May 16, 2003.
- Huselid, M.A. *The HR Scorecard: Linking People, Strategy, and Performance*. New Brunswick IRRA meeting. March 3, 2003.
- Huselid, M.A. Keynote Speaker. *Designing and Implementing an HR Scorecard in an Academic Environment*. CUPA-HR Conference, Ft. Lauderdale, Florida. February 24, 2003.
- Huselid, M.A. *The HR Scorecard: Linking People, Strategy, and Performance*. State Farm Annual Corporate HR Conference. February 18, 2003.
- Huselid, M.A. *The HR Scorecard: Linking People, Strategy, and Performance*. Partners in HR International Annual Conference. New York, October 29, 2002.
- Huselid, M.A. *The HR Scorecard: Linking People, Strategy, and Performance*. CDR International Leadership Conference. New York, October 24, 2002.
- Huselid, M.A. *The HR Scorecard: Linking People, Strategy, and Performance*. Middlesex Country Regional Chamber of Commerce. October 16th, 2002.
- Huselid, M.A.. Discussant. Theoretical Perspectives and Frameworks for Macro HRM Research: Empirically Revisited. Academy of Management Annual meetings, Denver, CO. August, 2002.
- Huselid, M.A. *Human Resource Management Divisions Doctoral Consortium*. Presenter, Academy of Management Annual Meeting, Denver, CO. August, 2002.
- Huselid, M.A. Keynote Speaker. *The HR Scorecard: Linking People, Strategy, and Performance*. Society for Human Resource Management Annual Conference, Philadelphia, PA. June 24, 2002.

- Huselid, M.A. *The HR Scorecard: Linking People, Strategy, and Performance*. Saks Incorporated HR Leadership team. June 24th, 2002.
- Huselid, M.A. *The HR Scorecard: Linking People, Strategy, and Performance*. Rutgers University School of Management and Labor Relations Center for Human Resource Strategy. Piscataway, NJ. May 3, 2002.
- Huselid, M.A. Keynote Speaker. *The HR Scorecard: Linking People, Strategy, and Performance*. Saratoga Institute Human Capital Effectiveness Summit, Monterey, CA. March 18, 2002.
- Huselid, M.A. *The HR Scorecard: Linking People, Strategy, and Performance*. University of Alberta, Government HR Ministers' Group. February 21, 2002.
- Huselid, M.A. *Creating and Implementing an HR Scorecard*. University of Alberta, February 20, 2002.
- Huselid, M.A. *The HR Scorecard: Linking People, Strategy, and Performance*. SAS HR Executive Group. Orlando, FL. February 7, 2002.
- Huselid, M.A. *The HR Scorecard: Linking People, Strategy, and Performance*. SAS HR Executive Group. New York, NY. January 16, 2002.
- Huselid, M.A. *The HR Scorecard: Linking People, Strategy, and Performance*. SAS HR Executive Group. Boston, MA. November 7, 2001.
- Huselid, M.A. Keynote Speaker. *The HR Scorecard: Linking People, Strategy, and Performance*. IPQC Balanced Scorecard Conference. Atlanta, GA. October 24, 2001.
- Huselid, M.A. Keynote Speaker. *The HR Scorecard: Linking People, Strategy, and Performance*. NJ Department of Personnel Annual Conference. Princeton, NJ. October 19, 2001.
- Huselid, M.A. *The HR Scorecard: Linking People, Strategy, and Performance*. SAS HR Executive Group. Los Angeles, CA. September 29, 2001.
- Huselid, M.A. *The HR Scorecard: Linking People, Strategy, and Performance*. SAS HR Executive Group. Dallas, TX. September 26, 2001.
- Huselid, M.A. *The HR Scorecard: Linking People, Strategy, and Performance*. Arthur Andersen HR Executive Group. Houston, TX. September 21, 2001.
- Huselid, M.A. *The HR Scorecard: Linking People, Strategy, and Performance*. "HR With an Attitude" Annual Conference. Scottsdale, AZ. September 10 2001.
- Huselid, M.A. Keynote Speaker. *The HR Scorecard: Linking People, Strategy, and Performance*. IPQC Balanced Scorecard Conference. Chicago, IL. July 30, 2001 (Videoconference).
- Huselid, M.A. *The HR Scorecard: Linking People, Strategy, and Performance*. SAS HR Executive Group. San Francisco, CA. June 14, 2001.
- Huselid, M.A. *The HR Scorecard: Linking People, Strategy, and Performance*. SAP SAPPHIRE Annual Conference. Orlando, FL. June, 2001.
- Huselid, M.A. Keynote Speaker. *The HR Scorecard: Linking People, Strategy, and Performance*.

- IQuantic Annual Conference. Boston, MA. June 13, 2001.
- Huselid, M.A. *The HR Scorecard: Linking People, Strategy, and Performance*. Rutgers SMLR Alumni Association. Piscataway, NJ. June 5, 2001.
- Huselid, M.A. *The HR Scorecard: Linking People, Strategy, and Performance*. American Standard HR Executives Annual Conference. Piscataway, NJ. May 15, 2001.
- Huselid, M.A. *The HR Scorecard: Linking People, Strategy, and Performance*. The Human Resource Management Group of Chicago. Chicago, IL. May 11, 2001.
- Huselid, M.A. and Becker, B.E. Using HR Scorecards to Estimate the Impact of HR on Firm Performance. Human Resources Action Working Group Conference. Boston, MA. May 2, 2001.
- Huselid, M.A., and Barnes, J. HR and Firm Performance: What Do We Know? What Do We Need To Know. Seminar, The Wharton School. Philadelphia, PA. March 28, 2001.
- Huselid, M.A. and Becker, B.E. Creating an HR Scorecard. Human Resources Action Working Group Conference. Phoenix, AZ. February 28, 2001.
- Huselid, M.A. *The HR Scorecard: Linking People, Strategy, and Performance*, Conference Board of Canada, Organizational Development Group. Ontario, Canada. February 13, 2001.
- Huselid, M.A. *The HR Scorecard: Linking People, Strategy, and Performance*, Conference Board of Canada, HR Executive Meeting. Ontario, Canada. January 8, 2001.
- Huselid, M.A. & Becker, B.E. *Building the HR Scorecard: Creating and Sustaining High Performance Through People Metrics*. Balanced Scorecard Collaborative HR Action Working Group Conference. December 5, 2000.
- Walker, G. & Huselid, M.A. *The HR Scorecard: Applications and Lessons*. Rutgers University, SMLR, Center for Global Strategic HRM. First Annual Senior HR Manager Conference, September 21, 2000.
- Becker, B., & Huselid, M.A. *The HR Scorecard: Linking People, Strategy, and Performance*. Balanced Scorecard Collaborative NetConference. September 14, 2000.
- Barnes, J.E., & Huselid, M.A. *The Impact of High Performance Work Systems on Mergers, Acquisitions, and Bankruptcies*. Academy of Management Annual Meetings, Toronto, Ont., August, 2000.
- Huselid, M.A. *Human Resource Management Divisions Doctoral Consortium*. Presenter, Academy of Management Annual Meeting, Toronto, Ont., August, 2000.
- Huselid, M.A. *Human Resource Management Division Junior Faculty Consortium*. Presenter, Academy of Management Annual Meeting, Toronto, Ont., August, 2000.
- Huselid, M.A. Keynote Speaker. *Managing and Measuring High Performance Work Systems for Competitive Advantage*. InfoHRM and Saratoga Institute Annual HRM Measurement Conference (Australia). August 21, 2000 (Participated through a prerecorded video tape and conference call).
- Huselid, M.A. *Managing and Measuring Human Resource Management Systems in NGOs*. CARE International, August 2, 2000.

- Huselid, M.A. *Managing and Measuring Human Resource Management Systems for Competitive Advantage*. Pitney Bowes, May 12, 2000.
- Huselid, M.A. *Managing and Measuring Human Resource Management Systems for Competitive Advantage*. Balanced Scorecard Collaborative Annual Conference, April 13, 2000.
- Huselid, M.A. *Managing and Measuring Human Resource Management Systems for Competitive Advantage*. Mellon Bank, March 15, 2000.
- Huselid, M.A. Keynote Speaker. *Managing and Measuring Human Resource Management Systems for Competitive Advantage*. National Health Service (UK) Annual Conference. London, February 29, 2000.
- Huselid, M.A. *Managing and Measuring Human Resource Management Systems for Competitive Advantage*. Agilent Technologies, February 17, 2000.
- Huselid, M.A. *High Performance Work Systems, Measurement Systems, and Complementarities*. Stanford Graduate School of Business, November, 1999.
- Huselid, M.A. *High Performance Work Systems, Measurement Systems, and Complementarities*. Columbia Graduate School of Business, November, 1999.
- Huselid, M.A. *Human Resource Management Systems and Firm Performance*. SMLR SAC Meeting, October 14, 1999.
- Huselid, M.A. *Measuring Human Resource Management Systems for Competitive Advantage*. Master's Series, IPD Annual Conference. London, October, 1999.
- Huselid, M.A. *Measuring Human Resource Management Systems for Competitive Advantage*. Human Resource Management Group, Boston, MA. October, 1999.
- Huselid, M.A. *Managing and Measuring Human Resource Management Systems for Competitive Advantage*. Human Resource Planning Society, September 16, 1999.
- Huselid, M.A. *Establishing a Research Agenda for Strategic HRM: Issues and Opportunities*. Workshop presenter, Academy of Management Annual Meeting, Boston, MA. August, 1999.
- Huselid, M.A. *Human Resource Management Division Doctoral Consortium*. Presenter, Academy of Management Annual Meeting, Boston, MA. August, 1999.
- Huselid, M.A. *Measuring and Managing Intangibles*. Anderson Consulting Annual Conference. Orlando, FL: June, 1999.
- Huselid, M.A. *Measuring Human Resource Management Systems for Competitive Advantage*. Master's Series, USG Corporation. May, 1999.
- Huselid, M.A. & Becker, B.E. Human Resource, Knowledge Management, and Firm Performance. Paper presented at the *Conference on Intangibles and Capital Markets*. New York University, May 15-16, 1999.
- Huselid, M.A. *Human Resource Management Systems and Shareholder Wealth*. University of Illinois Center For Human Resource Management Spring Partner Roundtable. April 8-9, 1999.

- Huselid, M.A. *Developing a Research Program for the Institute of Personnel & Development (IPD)*. Seminar Leader & Facilitation. London, January, 1999.
- Huselid, M.A. *Seminar on High Performance Work Systems and Firm Performance*. Presenter, IRRA Annual Meetings. January, 1999.
- Huselid, M.A. *Human Resource Management Systems and Shareholder Wealth*. IPD Annual Conference. London, October 29, 1998.
- Huselid, M.A. *Methodological Challenges in Evaluating the Impact of HR Management Systems on Firm Performance*. Birkbeck College and London School of Economics. London, October 28, 1998.
- Huselid, M.A. Keynote Speaker. *Creating Shareholder Value Through High Performance Work Systems*. University of Wisconsin-Milwaukee Practitioner Forum. September, 1998.
- Huselid, M.A. *The Impact of High Performance Work Systems, HR Management Effectiveness, and Intellectual Capital Development on Shareholder Wealth*. Presented at the Academy of Management Annual Meetings, August, 1998.
- Huselid, M.A. *Human Resources, Productivity, and Shareholder Wealth*. Paper presented at the *Conference on Intangibles and Capital Markets*. New York University, May 15-16, 1998.
- Huselid, M.A. *High Performance Work Systems: Critical Issues of Definition, Implementation, and Outcomes*. Panel discussion at the 13th Annual SIOF Meetings, April 24-26, 1998.
- Huselid, M.A. *High Performance Work Systems and Firm Performance: A Synthesis of Research and Managerial Implications*. Rutgers Graduate School of Management, March 12, 1998.
- Huselid, M.A. *Linking People and Business Strategy Through Human Resource Management Systems*. Duke University, Executive Program (1998).
- Huselid, M.A. *Research on the Strategic Impact of HR: Lessons Learned and Future Directions*. Workshop presented at the IRRA Annual Meetings, January 3, 1998.
- Huselid, M.A. *High Performance Work Systems in Small and Medium-Sized Firms*. Workshop presented at the *Southern Management Association* Meetings, November 7, 1997.
- Huselid, M.A. Keynote Speaker. *Creating Shareholder Value Through High Performance Work Systems*. Human Resources Leadership Forum, Atlanta, GA, September 22, 1997.
- Huselid, M.A. Keynote Speaker. *Creating Shareholder Value Through High Performance Work Systems*. Human Resources Leadership Forum, Atlanta, GA, September 22, 1997.
- Huselid, M.A. Keynote Speaker. *Maximizing Human and Intellectual Capital Through High Performance Work Systems*. Presented at the *Leadership Development Conference*, October 17, 1996, Boston, MA
- Huselid, M.A. Keynote Speaker. *Creating Shareholder Value Through High Performance Work Systems*. Metro, NYC, September 17, 1997.
- Huselid, M.A. Keynote Speaker. *Maximizing Human and Intellectual Capital Through High Performance Work Systems*. Presented at the *Leadership Development Conference*, October 17, 1996,

Boston, MA

Huselid, M.A. Keynote Address. *Creating Shareholder Value Through High Performance Work Systems*. Metro, NYC, September 17, 1997.

Huselid, M.A. *Creating Shareholder Value Through High Performance Work Systems*. Discovery 1997 Conference, September 15, 1997.

Huselid, M.A. Measuring Human Resource Management Systems. University of Michigan, Executive HR Management program, 1997.

Huselid, M.A. & Becker, B.E. The Impact of High Performance Work Systems, Implementation Effectiveness, and Alignment with Strategy on Shareholder Wealth. Presented at the 1997 Academy of Management Annual Conference, Boston, MA.

Huselid, M.A., & Rau, B. The Determinants of High Performance Work Systems: Cross-sectional and Longitudinal Analyses. Presented at the 1997 Academy of Management Annual Conference, Boston, MA.

Huselid, M.A. Presenter, Doctoral Consortium, 1997 Academy of Management meetings, Boston, MA.

Huselid, M.A. Presenter, *Academy of Management Review* Theory Development Workshop. 1997 Academy of Management meetings, Cincinnati, OH.

Huselid, M.A. *Creating Shareholder Value Through High Performance Work Systems*. Presented at the 1997 Society for Human Resource Management Annual Conference, San Diego, CA. June 23, 1997.

Huselid, M.A. HR's Contribution to the Bottom Line. Faculty Keynote. Presented at *The Future of HR*, SHRM Student Conference, School of Management and Labor Relations. April 19, 1997.

Huselid, M.A. The Impact of HR Management Practices in U.S. Corporations. Keynote Address. Presented at the *Corporate Effectiveness and Human Resource Practices* Conference, Chicago, Ill; October 24-25, 1996. Sponsored by the University of Illinois and the Japan Institute of Labor.

Huselid, M.A. Keynote Speaker. *High Performance Work Systems and Firm Performance*. Conference on Measuring the Human Resource Function, June 10-11 1996, Chicago, Ill. Sponsored by the International Quality and Productivity Center (IPQC).

Huselid, M.A. *The Strategic Impact of Human Resources*. Presented at the 1996 Employee Benefits Conference, March 18-19, 1996. Sponsored by The Conference Board.

Becker, B.E., & Huselid, M.A. Managerial Compensation Systems and Firm Performance. Paper presented at the 1996 Academy of Management meetings, Cincinnati, OH.

Huselid, M.A.. Discussant. Symposia on International Human Resource Management. 1996 Academy of Management meetings, Cincinnati, OH.

Huselid, M.A. Presenter, Doctoral Consortium, 1996 Academy of Management meetings, Cincinnati, OH.

Huselid, M.A. *High Performance Work Systems and Firm Performance*. London School of Economics, June 20, 1996.

- Huselid, M.A. *The Strategic Impact of Human Resources*. London School of Economics, June 21, 1996.
- Huselid, M.A. Training & Development Systems and Firm Performance. Conference Board, *Working Group on Measuring the Value of Training*. June 13, 1996, New York, NY.
- Huselid, M.A. Measuring Human Resource Management Systems. University of Michigan, Executive HR Management program, 1996.
- Huselid, M.A. Discussant. 1996 Society for Industrial and Organizational Psychology (SIOP) annual conference, April 26-28, 1996.
- Huselid, M.A. Participant. *Conference on High Performance Work Systems*. Sponsored by the American Society for Training and Development (ASTD) and the National Center for the Workforce (NCW), February 16-17, 1996. Washington, D.C.
- Huselid, M.A., & Rau, B. *The Impact of Firm and Environmental Contingencies on HR Management Systems*. The Structure of Human Resources Conference, The Wharton School, University of Pennsylvania. October 1995.
- Huselid, M.A. & Becker, B.E. *High Performance Work Practices and the Performance of the Firm: The Mediating Effects of Capital Structure and Competitive Strategy*. Presented at the 1995 *Academy of Management* annual meetings, Vancouver, BC.
- Huselid, M.A., Jackson, S.E., & Schuler, R.S. The Significance of Human Resource Management Implementation Effectiveness for Corporate Financial Performance. Presented at the 1995 *Academy of Management* annual meetings, Vancouver, BC.
- Delaney, J.T. & Huselid, M.A. The Firm-level Impact of *High Performance Work Practices* in For-profit and Nonprofit Organizations. Presented at the 1995 *Academy of Management* annual meetings, Vancouver, BC.
- Huselid, M.A. Presenter, Doctoral Consortium, 1995 *Academy of Management* meetings, Vancouver, BC.
- Huselid, M.A. *The Strategic Impact of Human Resources*. The Wharton School, Banking Institute Group. June, 1995.
- Huselid, M.A. & Becker, B.E. *The Strategic Impact of Human Resources: Results from a Panel Study. What Works at Work: Human Resource Policies and Organizational Performance*. Sponsored by the National Center for the Workplace (NCW), The Sloan Foundation Human Resources Network, and the Sloan Foundation. Washington, D.C., January, 1995.
- Huselid, M.A. *The Impact of Human Resource Management Practices on Turnover, Productivity, and Corporate Financial Performance*. MIT Sloan School of Management, Industrial Relations Section, December, 1994.
- Huselid, M.A. & Becker, B.E. *The Strategic Impact of Human Resources: Results from a Panel Study*. MIT Sloan School of Management, Industrial Performance Working Group, December, 1994.
- Huselid, M.A. *High Performance Work Practices, Strategic Human Resource Management, and the Performance of the Firm*. Society for Human Resource Management, Minneapolis, MN. September, 1994.

Huselid, M.A. *High Performance Work Practices, Strategic Human Resource Management, and the Performance of the Firm*. Human Resource Management Association, Kansas City, MO. September, 1994.

Huselid, M.A. *Estimates of the Impact of Human Resource Management Practices on Employee Turnover, Productivity, and Corporate Financial Performance: Results from a Panel Study*. Human Resources and the Resource-Based View of the Firm, The Wharton School, University of Pennsylvania, June, 1994.

Huselid, M.A. *The Impact of Human Resource Management Practices on Turnover, Productivity, and Corporate Financial Performance*. The Center for Workforce Management, School of Business, The University of Kansas. April, 1994.

Huselid, M.A. *Essays on Human Resource Management Practices, Turnover, Productivity, and Firm Performance*. Industrial Relations Research Association, Annual Meetings, January, 1994.

Huselid, M.A. *The Effects of Human Resource Management Practice Sophistication on Firm Performance*. Human Resources Division, Academy of Management Annual Meetings, August, 1993.

Huselid, M.A. *Estimates of the Impact of Human Resource Management Practices on Turnover and Productivity*. Human Resources Division, Academy of Management Annual Meetings, August 1993 (poster session).

Fay, C.H., Hempel, P., Director, S.M., & Huselid, M.A. *Costing Human Resource Initiatives*. Fifth Biennial Human Resource Planning Society *Research Symposium*, June, 1993.

Huselid, M.A. *Determinants of Human Resource Planning and Strategic Human Resource Management Practice Sophistication*. Fifth Biennial Human Resource Planning Society *Research Symposium*, June, 1993.

Huselid, M.A. *Human Resource Management Practices and Firm Performance*. New York State School of Industrial and Labor Relations, Cornell University. November, 1992.

Huselid, M.A. *The Effects of Human Resource Management Practice Sophistication on Productivity, Turnover, and Firm Performance*. Human Resource Planning Society (HRPS) *Research Committee Annual Meeting*. New York City: December, 1992.

Huselid, M.A., & Hunt, R.G. 1991. *Why Don't They Plan? Human Resource Professionals' Estimates of the Need for Human Resource Planning and Some Objective Data*. Human Resources Division, Academy of Management Annual Conference, Miami, Florida.

UNPUBLISHED RESEARCH

Huselid, M.A., & Becker, B.E. 2001. *The Strategic Impact of Human Resources: Executive Summary*.

Huselid, M.A., & Becker, B.E. 1999. *The Strategic Impact of Human Resources: Executive Summary*.

Huselid, M.A., & Becker, B.E. 1997. *The Strategic Impact of Human Resources: Executive Summary*.

Becker, B.E. & Huselid, M.A. 1997. *Strategic Human Resource Management in Ten Leading Firms: A*

Global Consulting Alliance - HR Learning Partnership Project.

- Huselid, M.A. 1995. *Human Resource Management Systems and Firm Performance: Executive Summary.*
- Huselid, M.A. 1993. *Essays on Human Resource Management Practices, Turnover, Productivity, and Firm Performance.* Doctoral Dissertation, SUNY at Buffalo, School of Management. Chairman: Dr. Brian E. Becker.
- Huselid, M.A. 1993. *Human Resource Management Practices, Productivity, Turnover, and Firm Performance: Executive Summary.*
- Huselid, M.A. 1991. *A Theoretical Investigation of the Significant Human Resource Innovations of the 1980s: Strategic Human Resource Management, Human Resource Information Systems, and Human Resource Costing Procedures.*
- Huselid, M.A., & Hunt, R.G. 1990. *A Survey of Western New York's Human Resources: Levels of Supply, Demand, Numeracy, and Literacy.* Technical report, presented to the Western New York Economic Development Corporation (WNYEDC), Buffalo, NY.
- Huselid, M.A. 1990. *A Comparison and Critique of Exploratory Factor Analysis Methodologies: The Case of Intelligence Tests.*
- Huselid, M.A. 1988. *A Comparison of Quantitative and Subjective Equity Ratios in the Workplace: A Test of Equity Theory.* Masters thesis, The University of Kansas.

PUBLISHED INTERVIEWS

- HR Monthly. 2006. Measure for Measure.
<http://www.markhuselid.com>
- Veritude.com. 2005. Bring out the best in your employees with workforce scorecards.
http://www.markhuselid.com/pdfs/about/Interview_Veritude.pdf
- Ubiquity. 2003. Stand up for Human resources.
http://www.markhuselid.com/pdfs/about/Interview_with_Ubiquity.pdf
- Queens University. 2003. Spotlight: Conversation with Dr. Mark Huselid.
http://www.markhuselid.com/pdfs/about/Interview_with_Queens.pdf
- HR.Com. 2001. Mark Huselid and the HR Scorecard.
http://www.markhuselid.com/pdfs/about/Interview_with_HR.com.pdf

RESEARCH INTERESTS

- Development of balanced measurement systems to reflect the contribution of (1) people, (2) people management systems, and (3) the HR management function to business success.
- Quantifying the impact of human resource management systems on organizational performance.
- The application of econometric modeling techniques to human resource management research.

- The integration of organizational theory and human resources/labor relations research.

NEW COURSE DEVELOPMENT

- Human Resource Strategy and the Firm I (Graduate)
- Human Resource Strategy and the Firm III – Measurement Issues (Graduate)
- Human Resource Strategy and the Firm IV (Graduate)
- HR Measures (Graduate) – SMLR Executive Program in HR Leadership (EHRML)

COURSES TAUGHT (DOMESTIC)

- Industrial and Organizational Psychology (Undergraduate)
- Personnel Administration (Undergraduate)
- Human Resource Strategy and the Firm I (Graduate)
- Human Resource Strategy and the Firm III – Measurement Issues (Graduate)
- Human Resource Strategy and the Firm IV (Graduate)
- HR Measures (Graduate) – SMLR Executive Program in HR Leadership
- Financial Analysis for IR/HR (Graduate)
- Doctoral Seminar in HR Management Systems (co-taught with James Begin)

COURSES TAUGHT (INTERNATIONAL)

- Workforce Measures (EHRML Bocconi, Italy, 2005)
- Human Resource Strategy and the Firm (Singapore - Graduate, Summer 1994 and 1996)
- Financial Analysis for IR/HR (Singapore - Graduate, Summer 1994)
- Human Resources Decision Modeling (Singapore - Graduate - Summer 1996)
- Strategic and Global Human Resource Management. Course taught in Germany, Europa Institute, Executive MBA Program, Summer 1996)

GRANTS, HONORS, AND AWARDS

- Recipient, 1997 Academy of Management Annual Conference, Best Paper Award, Human Resource Management Division.
- Recipient, *Academy of Management Journal's* 1995 Best Paper Award.
- Recipient, Academy of Management 1996 Scholarly Achievement Award, Human Resource Management Division.
- Recipient, The Society for Human Resource Management (SHRM) *Yoder-Heneman Human Resource Management Research Award* for 1993
- Selected to attend the Human Resource Management Division of the 1991 Academy of Management Doctoral Consortium.
- University of Kansas, *Graduate Business Scholar*.
- *SHRM Foundation* and Rutgers Research Grant.
- Human Resource System Professionals (HRSP) Grant, with Charles Fay and Steven Director.
- SMLR HRM 1996 Program Chair's Grant.
- SMLR HRM 1997 Program Chair's Grant.
- SMLR HRM 1999 Program Chair's Grant.
- SMLR HRM 2000 Program Chair's Grant.

- SMLR HRM 2001 Program Chair's Grant.
- SMLR HRM 2002 Program Chair's Grant.
- Human Research Planning Society Research (HRPS) Grant.
- Harvey Wilson/Society for Human Resource Management Foundation Dissertation Grant.
- Mark Diamond Research Fund Dissertation Grant.
- SUNY at Buffalo, School of Management Dissertation Grant.

UNIVERSITY SERVICE

- SMLR Dean's Development Committee 2006-2007
- SMLR Dean's Search Committee, 2005-2006
- SMLR Rules, Nominations, and Review Committee, 2000-2006
- Director, SMLR IT Computing Support, March – August 2002
- SMLR IT Director Search Committee (Chair) 2002
- SMLR Dean's Search Committee, 1999-2000
- SMLR HRM Department Faculty Search Committee, 1994, 1995, 1996, 1997 (Co-Chair), 1998 (Co-Chair), 2000 (Co-Chair), 2001 (Chair), 2004 (Chair)
- SMLR Ph.D. Program and Evaluation Committee, 1993-97
- SMLR MHRM Admissions Committee (Domestic and International), 1996, 1997
- SMLR MHRM Program Redesign Committee, 1996, 1997
- SMLR Nominating Committee, 1993-95
- SMLR Curricular Committee, 1994-95
- SMLR Center for the Global Workforce Project Team, 1997
- Co-coordinator, SMLR 50th Anniversary Seminar Series, 1997
- University Code of Student Conduct (UCSC) Hearing Board, 1997-98

PROFESSIONAL SERVICE

- Editor, *Human Resource Management Journal*, 2000-2004
- Associate Editor, *Human Resource Management Journal*, 1998-1999
- Board of Advisors, Perform.com
- List Manager, HRDIV-NET (*Academy of Management* HR Division's Official Listserv)
- Board of Directors, *Society for Human Resource Management Foundation* (1999-2004)
- Runnerup, Chair of *Academy of Management* HR Division Election, 1999
- Executive Committee (1996-2000), Human Resources Division, *Academy of Management*
- Editorial Board, *International Journal of Human Resource Management*, 1999-Present
- Editorial Board, *Academy of Management Review*, 1997-2000
- Editorial Board, *Human Resource Management*, 1997-1998
- Editorial Board, *Human Resource Management Review*, 1997-Present
- Editorial Board, *Human Resource Planning*, 1997-2002
- Editorial Board, *Personnel Psychology*, 1997-2001
- Ad-hoc Consulting Editor, *Academy of Management Journal*
- Ad-hoc Consulting Editor, *Academy of Management Review*
- Ad-hoc Reviewer, *Administrative Science Quarterly*
- Ad-hoc Reviewer, *Academy of Management Journal*
- Ad-hoc Reviewer, *Human Resource Management*
- Ad-hoc Reviewer, *Industrial and Labor Relations Review*
- Ad-hoc Reviewer, *Journal of Applied Psychology*
- Ad-hoc Reviewer, *Journal of Applied Social Psychology*
- Ad-hoc Reviewer, *Journal of Management*

- Ad-hoc Reviewer, *Journal of Organizational Behavior*
- Ad-hoc Reviewer, *National Science Foundation*
- Ad-hoc Reviewer, *Transactions on Engineering Management*
- Reviewer, 1994 *Academy of Management Meetings*, Research Methods Division
- Reviewer, 1994 *Academy of Management Meetings*, Human Resources Division
- Reviewer, 1996 *Academy of Management Meetings*, Human Resources Division
- Reviewer, 1997 *Academy of Management Meetings*, Human Resources Division
- Junior Faculty Consortium Committee (1996-8), Human Resources Division, *Academy of Management*
- Awards Committee, *Academy of Management Review Best Paper Award*
- Awards Committee, 1997 *Academy of Management Meetings*, Human Resource Management Division
- Awards Committee, 1995 *Academy of Management Meetings*, Human Resource Management Division
- Awards Committee, 1996 *Academy of Management Meetings*, Best Dissertation Award
- Nominated, 1994-1996 Executive Committee, Human Resources Division, *Academy of Management*
- Program Committee (Reviewer), 1997 SIOP Annual Meetings

THESIS SUPERVISION

- Jane Barnes (Chair)
- Debra Casey
- Liz Douthitt
- Paul Hempel
- Sean Way

DISSERTATION SUPERVISION

- Jane Barnes (Chair)
- Clint Chadwick (University of Pennsylvania)
- Sean Way

PROFESSIONAL AFFILIATIONS

- Academy of Management
- American Psychological Association
- Industrial Relations Research Association
- Institute for Operations Research and Management Sciences
- Society for Human Resource Management
- Society for Industrial/Organizational Psychology
- Strategic Management Society

CONSULTING EXPERIENCE

ABB, Abbott Labs, Agilent, Allstate, American Heart Association, American Standard, Andersen Consulting (Accenture), Arthur Andersen, AT&T, Atlantic Health System, Avon, Bank of America, CARE, Catholic Health Initiatives, Chase Manhattan, Coca Cola, Conference Board (US and Canada), The Concours Group, Coopers & Lybrand (PWC), Corning, CUPA-HR, Department of Trade and Industry (UK), DuPont, Equilon (Shell & Texaco), GlaxcoSmithKline, Global Consulting Alliance, GM, Herman Miller, Hewlett Packard, IBM, IPD (UK), Koch Industries, Lucent, M&M/Mars, Mellon Bank, Merrill Lynch, MetLife, Nash Finch, National

Health Service (UK), Nationwide Bank, NEHRA, New Jersey Department of Labor, Nortel, Northrup Grumman, Norwest, Olsten Temporary Services, Oracle, Perform.com, Prudential, Quantum Technology, Saatchi & Saatchi, Saks Incorporated, SAP, SAS, Sears, State Farm, Tyco, USG Corporation, Verizon, Warner Lambert, Whitman, and the Williams Companies.

OTHER RELEVANT WORK EXPERIENCE

- 9/90-7/92** **Research Assistant.** SUNY at Buffalo, School of Management.
- 9/89-11/90** **Research Associate.** Western New York Economic Development Corporation (WNYEDC).
- 8/88-5/89** **Instructor.** Industrial Psychology, The University of Kansas.
- 1/87-8/88** **Consultant.** Banning & Huselid, Human Resource Consultants.
- 8/87-5/88** **Research Assistant.** The University of Kansas, Dept. of Psychology.
- 9/84-8/86** **Mental Health Worker.** Kings View Psychiatric Hospital, Reedley, CA.
- 1/78-9/84** **General Manager.** Eddie's Speed Shop, Fresno, CA.