



December 12, 2005

Mark Huselid, Ph.D.  
58 Danville Drive  
Princeton Jct., NJ. 08550

Dear Mark,

It has been a privilege to have you participate as a faculty member of SHRM's HR Scorecard Seminar in Philadelphia, PA on November 7, 2005. I am happy to provide you with the scores. Scores are based on a scale from 1-4, with 4 being the highest score. On the four-point scale, a rating below 3.5 indicates need for improvement.

Speaker's knowledge of subject(s)	4.0
Speaker's effectiveness in communicating information	3.9
Speaker's response to audience needs	3.8

We have attached the participant comments. Once again, thank you for sharing your time and expertise with our HR Scorecard Seminar Participants.

Sincerely,

Nancy A. Woolever, SPHR  
Manager of Education

Laura Short  
Program Manager, Seminars

*Great job!  
Thanks!*

Society for Human Resource Management  
HR Scorecard Seminar Evaluation Comments  
November 7, 2005  
Philadelphia, PA

Comments
The presenter and material is crystal clear, relevant to, and applicable to my organization and our strategic plan.
Thank you – job well done!
Mark is excellent. This is not easy stuff, but he is passionate about HR and what we can achieve and I feel refueled after this seminar and eager to test out my new knowledge.
Mark was very encouraging of input of attendees and validated responses. Active listener.
Enjoyed the instructor – used applicable analysis to the real world.
Excellent seminar! Thanks!
Handouts were useful & great take-away materials to share w/peers.
Excellent presenter – appreciate all the helpful answers to my questions. Having the books to take away is also a great feature.
Sometimes difficult to hear – especially participant comments.
Instructor articulated subject matter well. Environment changes in the room were very irritating & distracting.



September 2, 2005

Mark Huselid, Ph.D.  
58 Danville Drive  
Princeton Jct., NJ. 08550

Dear Mark,

It has been a privilege to have you participate as a faculty member of SHRM's HR Scorecard Seminar in Atlanta, GA on July 25, 2005. I am happy to provide you with the scores. Scores are based on a scale from 1-4, with 4 being the highest score. On the four-point scale, a rating below 3.5 indicates need for improvement.

Speaker's knowledge of subject(s)	3.9
Speaker's effectiveness in communicating information	3.6
Speaker's response to audience needs	3.8

We have attached the participant comments. Once again, thank you for sharing your time and expertise with our HR Scorecard Seminar Participants.

Sincerely,

A handwritten signature in cursive script that reads 'Nancy A. Woolever'.

Nancy A. Woolever, SPHR  
Manager of Education

A handwritten signature in cursive script that reads 'Laura Short'.

Laura Short  
Program Manager, Seminars

Society for Human Resource Management  
HR Scorecard Seminar Evaluation Comments  
July 25, 2005  
Atlanta, GA

Survey Number	Comments
1	Thoroughly enjoyed.
2	This should be a core course for every HR professional.
5	The information presented in this program is essential knowledge for HR practitioners to have. Strategy partnering is the future.
16	Very thought-provoking. I'm looking forward to reading through the materials & using the concepts on my own environment.
27	Mark is a delight – excellent instructor!



December 6, 2004

Mark Huselid, Ph.D.  
58 Danville Drive  
Princeton Jct., NJ. 08550

Dear Mark,

It has been a privilege to have you participate as a faculty member of SHRM's HR Scorecard Seminar in Las Vegas, NV on November 1, 2004. I am happy to provide you with the scores. Scores are based on a scale from 1-4, with 4 being the highest score. On the four-point scale, a rating below 3.5 indicates need for improvement.

Speaker's knowledge of subject(s)	4.0
Speaker's effectiveness in communicating information	3.8
Speaker's response to audience needs	3.9

If you would like to receive copies of the evaluation forms to see the written comments, please call me at (703) 535-6123. Once again, thank you for sharing your time and expertise with our HR Scorecard Seminar Participants.

Sincerely,

A handwritten signature in cursive script that reads "Nancy".

Nancy A. Woolever, SPHR  
Manager of Education

*Great job!*

Society for Human Resource Management  
HR Scorecard Course Evaluation Comments  
November 1, 2004  
Las Vegas, NV

Survey Number	Comments
1	Mark Huselid is extremely knowledgeable, provides excellent real-life examples, has an excellent sense of tempo and a wonderful presentation style. I am further ahead in my career because of this course.
2	This one day seminar provided me with very valuable tools to begin the HR Scorecard development activities in our organization. What a powerful, comprehensive seminar all packed into one day. Excellent!
7	Great instructor. I would have liked more time to discuss specific examples to my organization.
10	Provided very good handouts, and the opportunity for follow-up questions after the seminar.
15	Case studies – do break out groups for more interaction. Incorporate more adult learning principles/facilitation less presentation. Use more effective recap activities.
16	I feel the entire program was helpful, practical & useable when back on the job.
19	Great class...I really enjoyed it. I can't wait to dig in!
20	Would be helpful to do the exercises in small group & present our steps/report back to you.



**College and University Professional  
Association for Human Resources**

February 23, 2005

Mark Huselid, Ph.D.  
Professor of HR Strategy,  
School of Management and Labor Relations,  
Rutgers-The State University of New Jersey  
94 Rockefeller Road, Rm. 216,  
Piscataway, NJ 08854-5445

Dear Mark,

On behalf of the College and University Professional Association for Human Resources (CUPA-HR), thank you for presenting the session, *The HR Scorecard: Linking People, Strategy & Performance* at the Executive HR Leadership Program in Hallandale, Florida, January 23-28, 2005.

Your research, insights, and recommendations offered a good blend of practical and theoretical considerations. The audience enjoyed your presentation and commented it added to their understanding of the overall program that followed. Some of the glowing comments included

- "Mark was fantastic" – mentioned by five people
- "Mark was excellent, easy to follow and involved the group."
- "The highlight of the week was the time spent with Mark Huselid—he had a lot of very valuable information to share with us."
- "Mark is clearly an expert."

Thank you for coming early to be sure your arrival would not be problematic due to the storm and for helping to make the program a success, Mark.

Sincerely,

Susan Reichbart, CMP  
Director, Conferences and Meetings



August 17, 2004

Mark Huselid, Ph.D.  
58 Danville Drive  
Princeton Jct., NJ. 08550

Dear Mark,

It has been a privilege to have you participate as a faculty member of SHRM's HR Scorecard Seminar in Washington, DC on July 12, 2004. I am happy to provide you with the scores. Scores are based on a scale from 1-4, with 4 being the highest score. On the four-point scale, a rating below 3.5 indicates need for improvement.

Speaker's knowledge of subject(s)	4.0
Speaker's effectiveness in communicating information	3.7
Speaker's response to audience needs	3.7

If you would like to receive copies of the evaluation forms to see the written comments, please call me at (703) 535-6123. Once again, thank you for sharing your time and expertise with our HR Scorecard Seminar Participants.

Sincerely,

*Great job! Thanks.*

Nancy A. Woolever, SPHR  
Manager of Education





June 1, 2004

Mr. Mark A. Huselid, Ph.D.  
58 Danville Drive  
Princeton Junction, NJ 08550

Dear Mark:

The following data shows your quality rating scores from the SHRM HR Scorecard Seminar in Dallas, TX on March 29, 2004. I am happy to provide you with your scores. Scores are based on a scale from 1-4, with 4 being the highest score. A rating below 3.5 indicates need for improvement.

Speaker's knowledge of the subject	3.9
Speaker's effectiveness in communicating information	3.7
Speaker's response to audience needs	3.8

It is always a pleasure to work with you. Your on-going participation as a faculty member is important to the program's success, and we value your continued commitment to making the HR Scorecard Seminar the best it can be. Once again, thank you for sharing your time and expertise with our HR Scorecard participants.

Sincerely,

Nancy A. Woolever, SPHR  
Manager of Education  
NW/ls



November 21, 2003

Mark Huselid, Ph.D.  
Rutgers University  
58 Danville Drive  
Princeton Jct., NJ 08550

Dear Mark:

We would like to thank you for participating as a faculty member of The HR Scorecard: Linking People, Strategy and Performance Program in New York, NY on October 20, 2003 and in Chicago, IL on October 27, 2003. I am happy to provide you with the scores from your session(s). Scores are based on a scale from 1-4, with 4 being the highest score.

HR Scorecard – October 20, 2003 – New York, NY

Speaker's knowledge of subject(s)	3.9
Speaker's effectiveness in communicating information	3.6

HR Scorecard – October 27, 2003 – Chicago, IL

Speaker's knowledge of subject(s)	4.0
Speaker's effectiveness in communicating information	3.8

If you would like to receive copies of the evaluation forms to see written comments, please call me at (703) 535-6123. Once again, thank you for sharing your time and expertise with the HR Scorecard participants.

Sincerely,

A handwritten signature in cursive script that reads 'Nancy A. Woolever'.

Nancy A. Woolever, SPHR  
Manager of Education