

**Mark A. Huselid**  
**Sample Student Comments – 1997-2008**

**Fall 2008 (GEHRML Executive Program - India)**

Mark did a terrific job sharing with us the theory and following through with practical examples based on his experience working with companies. He also solicited ideas from us so that we could share what we have learned from each other. Excellent job!

I will look at metrics in a very different way as a result of this module on measures.

Mark has a great way of teaching and I appreciate the way he is flexible and checks in with us to ensure that he is hitting the mark.

Excellent content and highly relevant to developing work within Nokia.

Mark is an excellent instructor and practitioner. His knowledge and guidance in the classroom created a tremendous learning experience.

Well done Mark. This session on Measures along with Dick's session in Prague on strategy were excellent! They really complemented each other and reinforced the key principles of business strategy, HR strategy, and workforce strategy.

**Fall 2007 (GEHRML Executive Program - China)**

Mark's presentation style is absolutely outstanding.

Another area of "simply can't be better" performance. Mark always responded well to student's questions and comments, and made sure that everyone was always kept on board.

Mark was amazing! It was a perfect discussion of class discussion and lecture."

Mark is an exceptional instructor and did an excellent job. He is one of the very best we have had and everyone felt he was absolutely fantastic."

I think that this part of the course was extremely valuable and excellently facilitated by Mark. The topic was relevant to my organization, interesting from a theoretical perspective, and will be something which can be practically implemented.

One of the best modules so far as regards to content, presentation style, relevance, and transferability to "real life."

Mark's style of teaching "adults" was very effective.

**Spring 2005 (EHRML Executive Program)**

We covered enough theory to give a thorough background. Mark did a great job of covering the practical aspects of implementing a workforce measurement system.

It was very valuable to have live examples of how these measures are being developed and applied in companies today, and Mark did a nice job of addressing our questions about how to think about the future use of these measures in our workplace.

I thought the readings were excellent, particularly the Workforce Scorecard book. Very relevant and helped me to understand how I can take these concepts back to my organization.

No doubt Mark is very very intelligent, but his style was fantastic...he has the ability to make you feel comfortable and slow down, review, or take one on one time if necessary.

Great sense of humor!!!

This was one of the best modules so far. Mark did a great job of leading the discussion. He encouraged us to expand the discussion to real issues we face in our companies but kept us on track.

#### **Fall 2004**

Everything was truly excellent!

Tough course – a lot of work.

This is the best course in the MHRM program and it ties together all of the other learnings to put them in a meaningful context. Everything that was once intuitive about HR management is now measured and quantifiable. Go, Mark!

Every class gave me some tool or piece of information that was immediately applicable on the job. Wish we had another semester.

Excellent course overall.

Mark is a guru in the field. His approach to HR has widened my scope of understanding HR in a modern world, and the strategic role it needs to play in organizational decision-making.

He challenged some assumptions I had about measures and reinforced the importance of measures for the HR function.

Provides an entirely different perspective of HR and its role.

Made me think very differently – more proactively and strategically. I'll never be the same HR person again after this class – I'll be better!

#### **Spring 2003**

Mark has a great style. Very approachable and pragmatic. He was flexible yet still made sure we got through the requisite material.

The guest speakers for this module were okay, but having more time to hear Mark speak may be even more beneficial.

I found Mark to be very interesting – he encouraged learning and the lectures were good. Also, he was very helpful in an integrity issue that occurred in my team. Most professors would have simply put us in groups and let us fend for ourselves.

Excellent teaching skills yet kept a relaxed atmosphere within the classroom.

You were a great teacher. I really enjoyed attending your class.

Best course in this entire program.

There should be more professors in our program like Mark Huselid!

Mark is a great instructor. His reputation in the field adds to the quality of the course.

The professor is the best.

The Masters [program] needs to have more “Marks” as professors – we learned a lot.

## **Spring 2002**

Great course! Challenging!

Mark's attitude – He was really interested in teaching the class.

Had me think outside the box. I learned a lot.

Content was very interesting, practical, good balance of lecture and group presentation, student input.

I feel the course was very pertinent to my job and interests in HR. I found it very helpful in my career path.

I feel motivated to do more planning and strategy in my current job and want to find positions to utilize my background.

His interest and enthusiasm for the subject.

The team assignment which allowed us to learn from different points of view.

[Made me] Think more strategically about the value of HR in the business.

The material is very relevant and can be applied at our job or in our role.

It has provided me with additional insight into measurement and an overall approach to strategy in business.

Thank you – I really enjoyed the course and look forward to taking another course with the instructor.

Professionalism of instructor – very well versed and knowledgeable.

Personal interest and action in his field.

Excellent instructor!!!

### **Fall 2001**

Would have rated a “6,” since the experience was exceptional, not only excellent.

Most information will be/is extremely useful in day to day business world. Instructor kept group interested while explaining sometimes difficult topics.

This course was very engaging and I am more knowledgeable because of it.

Most interesting course I have taken in a while.

This class was great – very relevant material. Great for grasping concepts unfamiliar to us. Practices we will definitely need were explained. Great material.

Exceptional course. Could do this again and still learn.

Very professional presentation by faculty.

The instructor’s energy and dedication to the subject matter.

Mark is very engaging. He is enthusiastic about the subject of measurement.

### **Spring 2001**

The instructor is good and very patient.

I learned more from this class than any other course. It was extremely challenging.

Professor enthusiastic about material.

Very good professor.

This course gives me a new perspective about measuring HR assets.

It’s a wonderful course and is an extremely important part of the program.

Professor Huselid always comes to class very motivated and eager to teach. As a result of this class I've learned a great deal of information that I will be able to take to the workplace with me.

### **Fall 2000**

This final class was great! Thank you! Personally and professionally inspiring!

### **Spring 2000**

I learned a great deal in this course and thoroughly enjoyed lectures presented by Dr. Huselid.

Excellent professor!

Excellent presentation skills. Enthusiastic about subject matter.

The professor had an interest in the material and students' understanding of the material – took time to answer questions, explain material, etc., both during and outside class.

I learned a great deal of material that I had no concept of before taking this course.

I feel I can speak more knowledgeably about concepts presented. I learned a great deal about relevant real life stuff!

Dr. Huselid is often available to help students during office hours and after. He is enthusiastic about the material he is teaching.

The way the course was taught made it very interesting.

I did not enjoy finance one bit until I took this course.

### **Fall 1999**

I enjoyed the subject matter. Learned a lot about measurement. Mark is a very enthusiastic instructor.

Most useful class in the curriculum.

I really enjoyed this course.

This has been the toughest and most challenging course for me, but Mark did a great job in teaching the class.

Very dynamic and engaging instructor.

Great course. With my scientific background I was really able to appreciate the content.

The instructor really inspired learning in the material. It was new and interesting.

### **Spring 1998**

This was one of the best courses that I have taken in the program. Professor Huselid has a great lecturing style and the ability to make class interesting.

What I've learned serve as "practice" for on-the-job. I've directly applied what I've learned.

Nice Class! Nice job!

Thank you for being part of the greatest experience of my life!

The ability to apply a lot of prior business course information to case studies. It enabled me to tie it all together and see the entire picture.

Excellent professor. A credit to the university staff.

### **Fall 1997**

Showed me how HR not only functions separately, but how it fits within the organization.

I became very motivated after attending class, which is a terrific feeling.

The test was so hard because it used every oodle of what we learned and in return the grading system paid off.

[instructor] was encouraging and supportive with group projects.

Excellent instructor. Genuinely interested in the subject.

Excellent teaching style. Very helpful in providing analogies so that students can gain a better perspective on the subject matter. Professor Huselid has an unbelievable knowledge base and is truly an excellent instructor.

I loved this course. It was a great environment for learning and discussion.

Shows how HR can become more of a strategic partner in the business by knowing finance.

### **Spring 1997**

Understanding the information in this class enables the HR professional to be tied to the business in a much more informed way.

Most useful class I've had in the HRM curriculum.

[Instructor] Generated interest in financial analysis and finance concepts.

Great class.

I really enjoyed both the course and the content. Discussion was wide-ranging, and Mark Huselid would engage intellectually on all questions. He made understanding financial data much less painful than it otherwise would have been.

The level of comfort is very high. This is tough material to learn, and if the feeling is one of intimidation, forget it – questions won't be asked because of fear of embarrassment, ridicule, etc. It's not like that at all in this class. This may sound strange, but I also liked this class because not only was it a real challenge for me – making me work my butt off – but it also taught me more than most of my other classes, since I've never touched this stuff before.

Great job – thanks!

Lively presentation of material. Professor uses very relevant and interesting analyses.

Responded well to students. [Encouraged] the class to participate.