

Prof. Dr. Richard A. Swanson

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During his academic career, Dr. Swanson served on the graduate faculties of four universities within four different colleges-- business, arts and sciences, education, and technology. Among his numerous roles, Swanson directed of the University of Minnesota Human Resource Development Research Center and served as the Distinguished Research Professor of Human Resource Development at the University of Texas.

Swanson was one of the founders of the Academy of Human Resource Development and served in various leadership roles, including a term as its president. He is the founding editor for two scholarly journals—*Human Resource Development Review* and *Advances in Developing Human Resources* and played a major role in establishing two additional journals. Swanson was inducted into the Human Resource Development Scholar Hall of Fame (2004) and the Adult and Continuing Education Hall of Fame (2001). In 2003 he received a Distinguished Alumni Award from the University of Illinois and in 2006 the Richard A. Swanson Lectureship was established at the University of Minnesota.

Swanson's extensive consulting work, research, and writings have focused on performance improvement, evaluation, the development of expertise, and theory development in applied disciplines. He has consulted with major corporations throughout the United States, Canada, Mexico, Europe, Asia, and Africa. Swanson has authored over 250 publications.

Swanson's more recent books include: *Results: How to Assess Performance, Learning, and Perceptions in Organizations* (1999), *Assessing the Financial Benefits of Human Resource Development* (2001), *Research in Organizations* (2005), *Analysis for Improving Performance- 2nd Edition* (2007), *Foundations of Human Resource Development- 2nd Edition* (2009), and *The Adult Learner- 7th Edition* (2011), *Theory Building in Applied Disciplines* (2013), and *The Adult Learner- 8th Edition* (2015).