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Richard A. Swanson is Distinguished Research Professor of Human Resource Development and the Sam Lindsey Chair at The University of Texas at Tyler. He is an internationally recognized authority on performance improvement and organizational change, results assessment, and the strategic roles of human resource development. His recent work has focused on theory building research and HRD theory.

Swanson has consulted with major corporations throughout the United States, Canada, Mexico, Europe and Africa. He has authored over 240 publications on human resource development and performance improvement. He served as president of the Academy of Human Resource Development and was the founding editor of two scholarly journals, *Human Resource Development Quarterly* and *Advances in Developing Human Resources*.

Six of Swanson's recent books include 'Analysis for Improving Performance' (1996), , 'Results: How to Assess Performance, Learning, and Perceptions in Organizations' (1999), 'Foundations of Human Resource Development' (2001), 'Assessing the Financial Benefits of Human Resource Development' (2001), 'The Adult Learner' (2005), and 'Research in Organizations' (2005). In 2000 he received the Outstanding HRD Scholar Award, in 2001 he was inducted into the International Adult and Continuing Education Hall of Fame, in 2003 he received the Distinguished Alumni Award from the University of Illinois, in 2004 he was inducted into the Human Resource Development Scholar Hall of Fame, and in 2006 the Richard A. Swanson Lectureship was established at the University of Minnesota.

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