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Academic Guidelines Distribution Project

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Organizational Dynamics Working Paper #06-18.

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Abstract

The number and scope of programs of organizational and executive coaching has dramatically increased over the past 15 years. An unknown number of private and professional consulting companies offer proprietary or standardized workshops, classes, and coaching services. A growing number of academic institutions in the United States and Canada offer or have plans to offer "coaching programs" packaged or delivered as educational workshops; graduate courses; post-baccalaureate and/or graduate certificates; degree programs or graduate concentrations within degree programs; and as direct coaching service to enhance personal and professional development for students, faculty, and members of the academic administration.

Academic coaching programs are located in many areas within a university including within schools or departments of psychology, business, education, public policy, and human resources. A single institution may have multiple yet autonomous coaching programs or offerings. This results in separate and often inconsistent policies and standards by those who establish and deliver the programs, confusion or miscommunication by those who buy the programs, and little interaction between program managers within a single institution, as well as between institutions.

Comments

Organizational Dynamics Working Paper #06-18.

WORKING PAPER
Academic Guidelines Distribution Project
June 18, 2007

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Background

The number and scope of programs of organizational and executive coaching has dramatically increased over the past 15 years. An unknown number of private and professional consulting companies offer proprietary or standardized workshops, classes, and coaching services. A growing number of academic institutions in the United States and Canada offer or have plans to offer “coaching programs” packaged or delivered as educational workshops; graduate courses; post-baccalaureate and/or graduate certificates; degree programs or graduate concentrations within degree programs; and as direct coaching service to enhance personal and professional development for students, faculty, and members of the academic administration.

Academic coaching programs are located in many areas within a university including within schools or departments of psychology, business, education, public policy, and human resources. A single institution may have multiple yet autonomous coaching programs or offerings. This results in separate and often inconsistent policies and standards by those who establish and deliver the programs, confusion or miscommunication by those who buy the programs, and little interaction between program managers within a single institution, as well as between institutions.

Graduate School Alliance for Executive Coaching (GSAEC)

In its incipient development as an academic discipline, there are many challenges for those within the Academy responsible for coaching programs. These include but are not limited to (a) identification of core coaching competencies for course content and for instructors; (b) coaching practice standards and metrics; (c) appropriate governance for

practice; and (d) processes for the accreditation or quality assurance of executive and organizational coaching programs and individual coaches.

To begin to address these issues and to promote the development of professional coaching standards, 10 academic institutions in North America established the Graduate School Alliance for Executive Coaching (GSAEC) in 2006. The driving motives were to establish consensus about the competencies for graduate education in executive and organizational coaching and to develop and promulgate peer-reviewed curricula standards for graduate academic programs. To these ends, GSAEC's mission was defined:

To establish and maintain the standards for education and training provided by academic institutions for the discipline and practice of executive and organizational coaching.

Purpose of Research

The purpose of this research is to identify and create a database list of graduate academic programs that offer programs of executive and organizational coaching. The list will contain information to permit direct electronic and postal contact with those who manage or are responsible for coaching programs. The immediate purposes of the list will be for GSAEC to inform colleagues about the presence of GASEC (community building), and to offer colleagues opportunities to participate in the building of the academic discipline through review of the proposed standards.

Inclusion Definitions

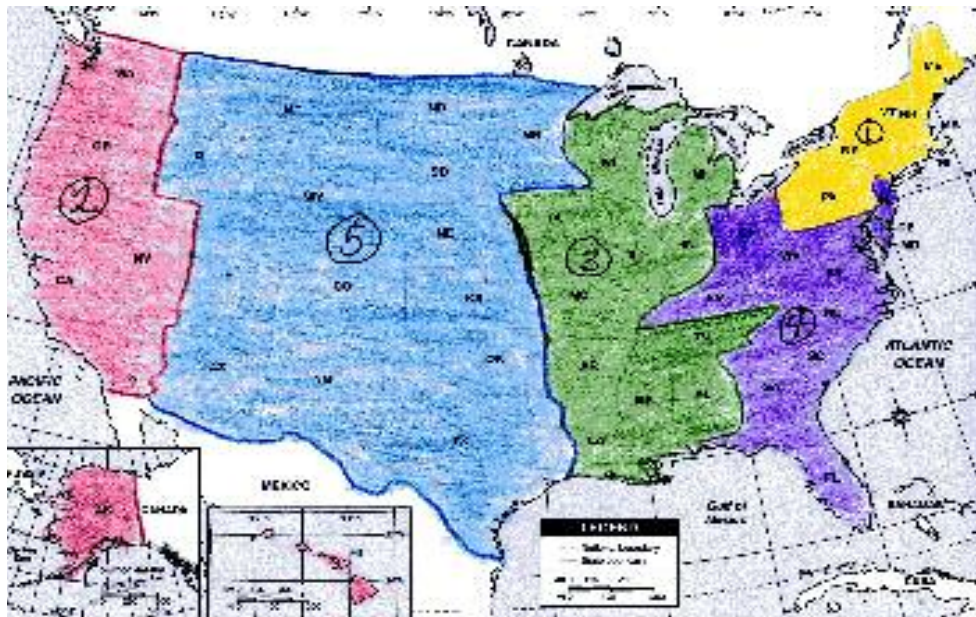
Three categories of executive and organizational coaching will be examined. Contact information will be sought within an academic institution for each of the following program areas: (A) **Graduate Courses/Certificates/Degrees**: Graduate

courses offered as (1) stand-alone electives; (2) packaged in sets as a graduate certificate; or (3) packaged or included as part of or central to a graduate degree; (B) **Graduate Continuing Education**: Open enrollment/non-credit post-baccalaureate education offered as (1) individual classes or (2) packaged in sets as a certificate of continuing education; and (C) **Direct Relationship Coaching** offered to individuals or groups for personal or professional development.

Scope and Geography

This research attempts to contact each of the 1,876 institutions that offer graduate education identified from a database in the domains of Business, Education, and Social Sciences (including Psychology) in the United States. The institutions are divided into five US geographic regions (see Figure 1).

Figure 1. Regions for Contact



Assignment

Based on a commitment to participate by GSAEC representations, five teams will be assigned: one responsible for each geographic region. Each team will have a local supervisor (from GSAEC), and one or more graduate students. Table 1 presents the institutions and number of organizations assigned.

Table 1. Institutions and Assignments

Region	Institution	Assignments
1	University of Pennsylvania	436 Graduate Schools
2	Fielding Graduate University	280 Graduate Schools
3	Columbia University	421 Graduate Schools
4	Queens University of Charlotte	440 Graduate Schools
5	Massachusetts School of Professional Psychology	299 Graduate Schools

Methodology

Each team will be presented with a spreadsheet containing a list of institutions within its region. Members of the team will move through the list collecting and recording the required information by following these steps:

1. Open the spreadsheet to “Team State Grad List”
2. Select the spreadsheet tab assigned to your team (numbered 1 through 5)
3. Copy the graduate school name from the list and paste it into a web browser to initiate a search.
4. Select from the search items, the **institution’s main web page**
5. Enter “**executive and organizational coaching**” in the **general search field** of the institution
6. Review all hits according to the program inclusion categories:
 - A) Graduate courses, certificates, concentrations, or degrees

- B) Open enrollment/non-credit certificate continuing education
- C) Coaching services for professional development.

For each category list:

- contact name (person of authority)
 - address
 - telephone
 - email
7. Enter all contact information by Category (A,B,C) into the GSAEC Data excel spreadsheet (See Attachment A).
 8. The deadline for data collection is **May 15, 2007**. This will permit contact labels and lists to be available by June 1, 2007

Data Warehouse

Part 1: Collection - It is proposed that a web-collection database be designed and constructed. This website would contain the categories necessary to record in a master repository all the data collected during the searches. The database could be used by all research personnel simultaneously, would collect all categories of information, would permit update (edits) of content, and would permit the addition of new categories, if necessary.

Part 2: Retrieval - It is proposed that the web database would permit access of collected data in an email-list bulk mailing system, as well as information search, sorting, display, and output of mail-label-printing formatted data.

Budget

The proposed budget for this project is \$9300 of which \$5000 is provided by a research grant from GSAEC. The balance will be sought through other sources.

Category	Time and Cost	Total
Payment for data collection and entry into database repository by graduate students	6 students @ \$10 per hour x 8 hours per week x 10 weeks	\$4800
Miscellaneous costs (e.g., telephone or other expenses required beyond internet search), supplies, and materials		\$200
SUBTOTAL A		\$5000
Part 1 database collection design, preparation, and set up		\$1800
Part 2 database retrieval design, preparation and set up		\$2500
SUBTOTAL B		\$4300
TOTAL		\$9300

Results

The research team conducted 18,076 website searches of the graduate institutions identified in the scope of this research project. This research yielded 174 coaching programs that qualified into our inclusion categories of A, B and/or C. Since several institutions qualified for multiple categories or had multiple sites where programs were offered, our working total is **123** independent academic institutions. Based on the 174 overall total, however, the following is the breakdown by category:

- **49** graduate institutions are engaged in **Category A :Graduate Coaching Courses/Certificates/Degrees**: Graduate coaching courses offered as (1) stand-alone electives; (2) packaged in sets as a graduate coaching certificate; or (3) packaged or included as part of or central to a graduate degree (see Table 1).
- **65** graduate institutions are engaged in **Category B: Graduate Continuing Education in Coaching**: Open enrollment/non-credit post-baccalaureate

education offered as (1) individual coaching classes or (2) packaged in sets as a coaching certificate of continuing education (see Table 2).

- o **60** graduate institutions are engaged in **Category C: Direct Relationship Coaching** offered to students, individuals or groups for personal or professional development (see Table 3).

Table 1. Category A: Graduate Coaching Courses/Certificates/Degrees

Graduate School	Contact Name	Address	Telephone	Email
Boston University	Alan Gaynor	Boston University School of Education, Graduate Studies in Human Resource, Education Program, 2 Sherborn St, 6th floor Boston, MA 02215	617-353-3307	agaynor@bu.edu
Babson College	James Hunt	Babson College, 231 forest st, babson park, MA 02457	781-239-5724	huntj@babson.edu
Cambridge College	Michael Travaglini	Cambridge College, Masters of Management, 1000 Massachusetts Ave, Cambridge MA 02138	800-877-4723 ext. 162	mtravaglini@cambridgecollege.edu
Massachusetts School of Professional Psychology	Lew Stern	Organizational Psychology Massachusetts School of Professional Psychology, 221 Rivermoor st, Boston, MA 02132	718-860-0026	executivecoach@comcast.net
University of Massachusetts Amherst	Mary Ellen Sailer	Isenberg School of Management 121 Presidents Drive University of Massachusetts Amherst, MA 01003		mesailer@som.umass.edu
University of Massachusetts Boston	Gonzalo Bacigalupe, Ed.D.	University of Massachusetts Boston Graduate College of Education Department of Counseling and School Psychology, Wheatley Hall, 2/170, Boston, MA	617 287 7631	gonzalo.bacigalupe@umb.edu
Adelphi University	Flanagan, Rosemary	Gordon F. Derner Institute of Advanced Psychological Studies, Hy Weinberg Center, Room 220, Adelphi University, 1 South Avenue, P.O. BOX 701, Garden City, NY 11530-0701	516.877.4743	flanagan@adelphi.edu
Bernard M. Baruch College of the City University of New York	Dr Glenn Albright,	Baruch College, Psychology Department, 8th floor, room 215, of the Vertical Campus, One Bernard Baruch Way New York, NY 10010-5585	646-312-3780	wsas_graduate_studies@baruch.cuny.edu
Columbia University	Sarah Brazaitis	A- Columbia Teachers College Social-Organizational Psychology Room 222 MH, 525 W 120th Street , Box 6 New York, New York 10027	212 678-8109	brazaitis@tc.edu
Columbia University	Victoria J. Marsick	Organization and Leadership Teachers College Columbia University 212 Main Hall 525 west 120th street, New York NY 10027	212-678-3760	al&l@tc.columbia.edu
Canisius College	Barry Berlin	Department of Communication studies, Lyons Hall, Room 314, Canisius College, 2001 Main St, Buffalo NY, 14208	716-888-3118	higgins2@canisius.edu

The New School: A University	Robert Lee	72 fifth avenue, New York, NY 10011	212-229-5400	www.newschool.edu/milano
New York University	Adrienne Gans	Department of Psychology NYU, 6 Washington Place, New York, NY 10003	212-998-7900	adrienne.gans@nyu.edu
Nyack College	Georg Hairston	The Hall of the States Building, 444 North Capital St., NW, Washington, DC 20001 Suite 700	202-220-1308	georg.hairston@nyack.edu
Saint Joseph's University	Thomas Tavantzis	Saint Joseph's University 5600 City Avenue, Philadelphia, Pa 19131	610-660-3237	ttavantz@sju.edu
University of Pennsylvania	Beryl B. Byles	College of General Studies, 3440 Market Street, Suite 100, Philadelphia Pa 19104	215-898-7326	cgs@sas.upenn.edu
University of Pennsylvania	Larry Starr	University of Pennsylvania Center for Organizational Dynamics, Suite 328A, 3401 Walnut Street, Philadelphia Pa 19104	215-898-6967	dynamics@sas.upenn.edu
Villanova University	James Barnes	Executive MBA Program, Villanova School of Business, Villanova Conference Center, 601 Country Line Road, Radnor PA 19087	215-435-2705	james.r.barnes@villanova.edu
Villanova University	David Bush	Villanova University Graduate Human Resource Development Program, 800 Lancaster Avenue, Villanova Pa 19085	610-519-8915	david.bush@villanova.edu
Widener University	Geoffrey Marczyk	Organizational Psychology, Widener University, One University Place, Chester, Pa 19013	610-499-4598	grn0301@mail.widener.edu
Saybrook Graduate School and Research Center	John Adams	Organizational Systems, 747 Front st. , San Francisco, Ca 94111		jadams2212@comcast.net
Alliant International University–San Francisco Bay	Kathryn Goldman Schuyler	Alliant International University, One Beach St, Suite 100 San Francisco, Ca 94133	413-955-2143	kqschuyler@alliant.edu
Alliant International University–San Diego	Herbert George Baker	Marshall Goldsmith School of Management, Division of Organizational Psychology, 6160 Cornerstone Court East San Diego, Ca 92121	858-635-4000	hbaker@alliant.edu
Alliant International University–Fresno	Tori A. Knott	Marshall Goldsmith School of Management, Division of Organizational Psychology, 5130 E. Clinton Way, Fresno, Ca 93727	559-456-2777	ktknott@alliant.edu
Fielding Graduate University	Dr. Leni Wildflower	Fielding Graduate University, Organizational Management and Development, 2112 Santa Barbara St, Santa Barbara Ca 93105	800-340-1099	lwildflower@fielding.edu
Golden Gate University	Dan Clurman	Golden Gate University 396 61st street, Okland Ca 94618	510-547-2380	comoptions@yahoo.com
John F. Kennedy University	Jan Schmuckler	John F. Kennedy University, Graduate School of Professional Psychology, 100 Ellinwood Way, Pleasant Hill, Ca 94523	925-969-3417	schmuckler@jfkku.edu
Southern Oregon University	Hart Wilson	Masters in Management Program, Southern Oregon University, 1250 Siskiyou Boulevard, Ashland OR 97520	541-552-8283	wilsonh@sou.edu
Regions University	Ervin Jackson, Interim Dean	1200 Taylor Road Montgomery, Al 36117	800.351.4040	ervinjackson@regionsuniversity.edu
Adler School of Professional Psychology	Program Director: Mark Stone	Adler School of Professional Psychology, 65 East Wacker Place, Suite 2100, Chicago, IL 60601	312.201.5900	mhs@adler.edu
Benedictine University	Executive Coaching Certification Program	Benedictine University Executive Coaching Institute University, 5700 College Road, Lisle, IL 60532	(630) 829-6390	N/A

Northern Michigan University	Dr. Sheila Burns, Psychology Department Head	Psychology Department, 1401 Presque Isle Ave., Marquette, MI 49855	(906) 227-2724	sburns@nmu.edu
Washington University in St. Louis	Ronald E. Gribbins, Program Coordinator	University College, Washington University, Campus Box 1085, One Brookings Drive St. Louis, Missouri 63130-4899	N/A	grib@artsci.wustl.edu
Vanderbilt University	William Partridge, Associate Professor of the Practice, Director of Graduate Studies	Vanderbilt University's Peabody College, Peabody #322, 230 Appleton Place, Nashville, TN 37203-5721	(615) 322-8484	william.l.partridge@vanderbilt.edu < william.l.partridge@vanderbilt.edu >
The George Washington University	A: Program Director: Elizabeth Davis	A: Graduate Education Center, Arlington, VA 22201	A: (202) 994-1880	ebdavis@gwu.edu
The University of Tampa	Graduate Coaching Training Program	University of Tampa 401 W. Kennedy Blvd., Tampa, Florida 33606-1490	813-253-3333	
The University of Tampa	Graduate Leadership Coaching Program Kevin Butler, Director of Academic Affairs,	University of Tampa 401 W. Kennedy Blvd., Tampa, Florida 33606-1491	813- 253-6221 x 3846	coaching@ut.edu
Queens University of Charlotte	Organizational Communication Organizational Psychology: Executive Coaching:	Hayworth College, 1900 Selwyn Ave. Charlotte, NC 28274	704-337-2553	butlerk@queens.edu
Rutgers, The State University of New Jersey, New Brunswick/Piscataway	Organizational Interventions at the Individual Level M.A. in Organizational Leadership [MOL]: Coaching and Mentoring Concentration, Jessica Totty	The Graduate School of Applied and Professional Psychology 152 Frelinghuysen Road Piscataway, NJ 08854	732/932-info (4636), 732/445-2000	colonelhenry.rutgers.edu
Regent University		School of Global Leadership & Entrepreneurship, Regent University, 1000 Regent University Drive, Virginia Beach, VA 23464	J. Totty: 757.226.4110 757-226-4550	jtotty@regent.edu
Marshall University	Dr. Uday Tate	Executive Coaching MBA Program, Lewis College of Business, Marshall University, Huntington, WV 25755	304-696-2672 or 304-696-2324	muemba@marshall.edu
Southwestern College	Cheryl L. Rude, Director and Chair	Leadership Studies, Social Sciences Division, 100 College Street, Winfield, KS 67156-2499	620-229-6381	Cheryl.Rude@sckans.edu
Adler Graduate School	William J. Premo, Specialty Coordinator	Coaching & Consulting in Organizations Certificate, ADLER GRADUATE SCHOOL 1550 East 78th Street, Richfield, MN 55423	(952) 368-3072 (h); 612-861-7554 (main sch.#)	cprinc@earthlink.net
Augsburg College	Dr. Norma Noonan, Program Director	Master of Arts in Leadership Program, Campus Box 65, 2211 Riverside Ave. S., Minneapolis, MN 55454	612-330-1198	noonan@augsborg.edu
Saint Mary's University of Minnesota	Dr. Priscilla Herbison	Human Development Program Director, Twin Cities Campus, Saint Mary's University of Minnesota 2500 Park Avenue, Minneapolis, MN 55404	TOLL FREE: 866-437-2788 Ext. 103 Or: 612-728-5103	pherbiso@smumn.edu

University of New Mexico	Michelle Detry, Mary Melville, Steve Carr	Public Affairs Dept. Hodgin Hall, 2nd Fl. Albuquerque, NM 87131	505-277-2525 (Detry) 505-277-2525 (Melville) 505-277-1821 (Carr)	mdc@mgt.unm.edu
University of Houston	Mercedes Suraty-Clarke	UH Executive Coaching Institute, 4800 Calhoun Rd., Houston, Tx 77004	713-743-1185	msclarke@uh.edu
University of Texas at Dallas	Dr. Robert Hicks	Executive and Professional Coaching Program, University of Texas at Dallas, PO Box 830688, SM 10, Richardson, Tx 75083-0699	972-883-5900	robert.hicks@utdallas.edu
Phoenix Seminary		Graduate Diploma in Leadership Development Program, 4222 East Thomas Road Suite 400 Phoenix, AZ 85018	(888) 443-1020	email@phoenixseminary.edu

Table 2. Category B: Graduate Continuing Education in Coaching

Graduate School	Contact Name	Address	Telephone	Email
Rensselaer at Hartford	Carole Charles	275 Windsor Street, hartford, CT 06120	(860) 548-2429 or (800) 306-7778 x 2429	charlc@rpi.edu
University of Hartford	James Fairfield-Sonn	University of Hartford, Barney School of Business, 200 Bloomfield Ave, West Hartford, CT 06117		fairfield@hartford.e du
Yale University		Organizational Development and Learning center, Yale University, 221 Whitney Avenue, Suite 104, New Haven, Ct 06520	203-432-5660	learning@yale.edu
Brandeis University	Detlev Suderow	Sachar International Center Brandeis University 415 South Street Waltham, MA 02454	978-764-1034	suderow@brandeis. edu
American International College	Roland Holstead	American International College, 1000 state street, Springfield MA 01109	800-242-3142	inquiry@aic.edu
Babson College	Joseph Elaine Eisenman	Babson Executive Conf. Center, 1 woodland Hill Drive, Wellesley, MA 02457	781-239-4000	cee@babson.edu
Harvard University		Harvard Center for Workplace and Learning, Third floor, 124 Mt. Auburn St. Boston, MA 02115	617-495-4895	training@harvard.e du
Merrimack College	Dorothy Zanni	Merrimack College, 315 Turnpike St. No. Andover, MA 01845		dorothy.zanni@mer rimack.edu
Western New England College	L. Douglas Kenyon	Western New England College Graduate Studies & Continuing Education 1215 Wilbraham Road Springfield, Massachusetts	413-782-1249	dkenyon@wnec.edu
Bernard M. Baruch College of the City University of New York	Robert J. Lee	Baruch College/CUNY, Zicklin School of Business, One Bernard Baruch Way, New York, NY, 10010	646-312-3620	pro_coach@baruch. cuny.edu
Columbia University		Center for Educational Outreach and Innovation Columbia Teachers College Columbia University Box 132 525 west 120th st, New York, NY 10027.	800-209-1245	CEOI_mail@excha nge.tc.columbia.edu
Columbia University		The Columbia Coaching Certification Program Teachers college Columbia University 525 West 120th Street B0x 132 - 107 Zankel Hall New York, NY 10027	212-678-3987	CEOI_mail@excha nge.tc.columbia.edu
Columbia University		Executive Education Programs in Organization Development Box 84, 525 W 120th Street, New York, NY 10027	800-290-3664	od@columbia.edu
Columbia University		Columbia Teachers College Summer Principals Academy 525 W 120th St, New York NY 10027	212-678-3727	haferd@tc.edu
Cornell University	Christopher Metzler	Management Programs, Cornell University, ILR School, 16 East 34th street, New York, NY 10016	212-340-2852	cm277@cornell.edu
New York University		School of Continuing and Professional Studies, Offices of Admissions, 145 4th acenue, room 201, New York, NY, 10003	212-998-7200	
Rensselaer Polytechnic Institute	Carole Charles	B- Rensselaer Polytechnic Institute, 110 8th st., Troy, NY 12180, 518 276-6000	860-548-2429	charlc@rpi.edu
Bryn Mawr College	Catherine Ormerod	Bryn Mawr College, Graduate school of social work and social research, 300 airdale road, mryn mawr, pa 19010	610-520-2650	neli@brynmawr.edu

Carnegie Mellon University	Director of executive education	carnegie mellon university, The Tepper School of Business, 150 posner hall, pittsburgh, pa, 15213	888 565-3091	exec-director@andrew.cmu.edu
Duquesne University	Angela Arrington	Center for Corporate and Executive Education Duquesne University 600 Forbes Avenue 712 Rockwell Hall Pittsburgh, PA 15282	412-396-6190	arrington@duq.edu
Millersville University of Pennsylvania		The Corporate University at Millersville, PO Box 1002, Millersville, Pa 17551	717-871-5957	corpu@millersville.edu
The Pennsylvania State University University Park Campus	Judith Colemon	Smeal College of Business, Penn State University, 382 Business building, University Park, Pa 16802	814-865-3435	psep@psu.edu
University of Pennsylvania	Katrina Clark	Aresty Institute of Executive Education, Steinberg Conference center, 255 South 38th st, philadelphia, pa 19104,	800-255-3932	execed@wharton.upenn.edu
University of Pittsburgh	Cathy Vargo	B: University of Pittsburgh, Joseph Katz Graduate School of Business, MBA Programs, Mervis Hall, Pittsburgh Pa 15260	412-648-1666	www.pitt.edu
San Diego State University		National Rehabilitation Leadership Institute, Interwork Institute, San Diago State University, 3590 Caminio Del Rio North, San Diego, Ca 92108	619-594-4220	sdavis@interwork.sdsu.edu
San Diego State University		College of Extended Studies, SDSU Gateway Center Building, Hardy Avenue Entrance, 5250 Campanile Dr, San Diego, Ca 92182	619-594-5152	tmcleod@mail.sdsu.edu
San Diego State University	Randy Carmical	College of Business Administration, SDSU Business Forum Explores Issues of Family-Run Businesses, 5500 Campanile Drive, San Diego, CA 92182	619-594-0206	carmical@sdsu.edu
San Francisco State University		College of Extended Learning, 835 Market Street, 6th Floor, San Francisco, CA 94103	415-405-7700	sfsucel@sfsu.edu
Chapman University	Pattie Dillon Sobczak	Business and Organizational Coaching, Chapman University, 7545 Irvine Center Drive, Irvine Ca 92618		pdillon@chapman.edu
California State University, East Bay		California State University, East Bay, Continuing Education 25800 Carlos Bee Boulevard, WA 804, Hayward, Ca 94542	800-730-4817	ce@csueastbay.edu
Fielding Graduate University	Nathan Lewin	Fielding Graduate University, Evidence Based Coaching, 212 Santa Barara St, Santa Barbara Ca 93105	800-340-1099 ext 4015	nlewin@fielding.edu
Golden Gate University	EMBA Program Coordinator	Ageno School of Business, Golden Gate University, 536 Mission Street, San Francisco, Ca 94105	415-442-6521	info@ggu.edu
John F. Kennedy University	Jan Schmuckler	John F. Kennedy University, Graduate School of Professional Psychology, 100 Ellinwood Way, Pleasant Hill, Ca 94523	925-969-3417	schmuckler@jfku.edu
The Evergreen State College		Evergreen Extended Education, 2700 Evergreen Pkwy NW, Library 2211, Olympia, WA 98505	360-867-5515	www.evergreen.edu
The University of Alabama	Tom Wingenter	College of Continuing Studies, Box 870388, Tuscaloosa, Alabama, 35487-0388	205-348-6224	twingent@ccs.ua.edu
The University of Alabama in Huntsville	Karen Mack Clanton, Director	University of Alabama in Huntsville Division of Continuing Education Wilson Hall 124 Huntsville, AL 35899	800.448.4031	clantonk@cepo.conted.uah.edu,
Arkansas Tech University	Michael Roys	Lake Point Conference Center at Arkansas Tech University, 61 Lake Point Lane, Russellville, AR 72802	479-964-0541	michael.roys@atu.edu
University of Arkansas	Dr. Nancy Hairston - Director	University of Arkansas - Dept. of Non-Credit Studies, 2 East Center St. Fayetteville, AR 72701	479-575-3605	hairsto@uark.edu

Benedictine University	Leadership Coaching Professional Development Program	Margaret and Harold Moser College of Adult & Professional Studies 1832 Centre Point Circle, Suite 102, Naperville, Illinois 60563	(630) 829-6125	professionaldevelopment@ben.edu
Lewis University	Dr. Rami Khasawneh, Dean	Lewis University, One University Parkway, Romeoville, IL 60446-2200	(815) 836-5360	khasawra@lewisu.edu
Ball State University	Delaina Boyd, Director	Ball State University, Center for Organizational Resources, 2000 W. University Ave., Muncie, IN 47306	1-800-541-9313	dboyd@bsu.edu
Northern Michigan University	Dr. Sheila Burns, Psychology Department Head	Psychology Department, 1401 Presque Isle Ave., Marquette, MI 49855	(906) 227-2724	sburns@nmu.edu
University of Michigan	Bernie Donkerbrook - Faculty	Stephen M. Ross School of Business, University of Michigan, 701 Tappan St., Ann Arbor, MI 48109-1234		bjdonkerbrook@comcast.net
Webster University	Larry Mabrey, Director	The Center for Professional Development, Webster University, Old Post Office Campus, 815 Olive Avenue, St. Louis, MO 63101	1-800-515-1306	thebridge@webster.edu
Cardinal Stritch University	Linda Plagman, Ph.D., Executive Director of University Outreach,	Greater Milwaukee and Fox Valley areas, 6801 N. Yates Road, Milwaukee, WI 53217	(414) 410-4079	lmplagman@stritch.edu
University of Wisconsin-Superior	Dr. Faith Hensrud, Director	Continuing Education/Extension, University of Wisconsin-Superior, Old Main 102, Superior, WI 54880	(800) 370-9882	conted@uwsuper.edu
University of Miami	Judith Roberts	University of Miami, The Johnson A. Edsomwan Leadership Institute, 1365 Memorial Drive #215, Coral Gables, Florida 33146	(305)-243-3090	
University of Miami	Coaching Training	B1:University of Miami, The Johnson A. Edsomwan Leadership Institute, 1365 Memorial Drive #215, Coral Gables, Florida 33147	(305)-284-2100	JAELI@Miami.Edu
Georgia State University	Dave Forquer	J.Mack Robinson College of Business, Georgia State University, 35 Broad Street N.W. Atlanta, GA 30303	404-651-4537	dforquer@gsu.edu
University of Louisville	Anita Strugill Block - Assistant Director	Coaching and Motivation Skills, Continuing and Professional Education Burhans Hall Room, Shelby Campus, University of Louisville, Louisville, KY 40292	852-0365	
North Carolina State University	Dr. Brian Nichol	Center for Applied Cognitive, Studies (CentACS), 1100 Harding Place, Charlotte, NC	919-303-5848	brian@businesscoachinginstitute.com
Queens University of Charlotte	Kevin Butler, Director of Academic Affairs, Organizational Communication	Hayworth College, 1900 Selwyn Ave. Charlotte, NC 28274	704-337-2553	butlerk@queens.edu
Rutgers, The State University of New Jersey, Camden	Certificate in Management: Managing Professionals: Coaching:	Rutgers University School of Business, 227 Penn Street, Camden, New Jersey 08102-1656	(856) 225-6800	

Case Western Reserve University	Leadership Series: Coaching a Culture of Leadership	Weatherhead School of Management, Case Western Reserve University, Cleveland, Ohio 44106	216-368-6413 or 1-800-736-6403	seminars@case.edu
Furman University	Corporate and Professional Development: Leadership Development: Executive Assessment and Coaching	Furman University, 3300 Poinsett Highway, Greenville, SC 29613	(864) 294-2000	http://www.furman.edu/emailthis.cfm
University of South Carolina	Executive Education: The Coaching Clinic	Daniel Management Center, Moore School of Business, University of South Carolina, 1705 College Street, Columbia, SC 29208 USA	(803) 777-2231	cardenas@moore.sc.edu nbeym@moore.sc.edu
Marymount University	Dean of School of Business Administration : James Ryerson, Director of Business Learning: John V. Zottoli, D.P.A.	Marymount University, School of Business Administration Office of Public Policy Training (OPT) Virginia Commonwealth University 1014 West Franklin Street P.O. Box 843024 Richmond, Virginia 23284-3024	Dean:(703) 284-5926 Director of BL:(703) 284-5941	Dean: james.ryerson@marymount.edu Director of BL: john.zottoli@marymount.edu
Virginia Commonwealth University	Executive coaching		(804) 828-8845	oppt@vcu.edu
Luther Seminary	Jack Fortin, Executive Director	Center for Lifelong Learning, NW 140, 2481 Como Avenue, St. Paul, MN 55108	651-641-3485	jfortin@lutherse.edu
University of St. Thomas	Michael A. Sheppeck, Assistant Dean	Center for Business Excellence, TMH 166, 1000 LaSalle Ave, Minneapolis, MN 55403-2005	651-962-4622	MASHEPPECK@stthomas.edu
Southern Methodist University		Cox School of Business, Fincher Building, PO BOX 75033, Dallas, Tx 75275	800.768.6699	exed@cox.smu.edu gary.low@tamuk.edu
Texas A&M University – Kingsville	Gary R. Low, Darwin Nelson	Kingsville, Texas Executive Coaching Certificate Program, Tandy Center for Executive Leadership, Neeley School of Business, Tandy Hall Suite 320, 2900 Lubbock St, Fort Worth Tx 76129	(gl) 361-593-2901 (dn) 361-593-2203	darwin.nelson@tamuk.edu
Texas Christian University	Deb Baker	Eller MBA Program, Eller College of Management, The University of Arizona, McClelland Hall, Room 210, P.O. Box 210108, Tucson, AZ 85721-0108	817-257-7115	d.baker@tcu.edu
University of Arizona	E. LaBrent Chrite	Northern Arizona University, Arizona Hospitality Resource and Research Center PO Box 6024: Flagstaff, AZ 86011-6024	520.621.4008	mba_admissions@eller.arizona.edu
Northern Arizona University	Grace Marks		928-523-4289	Grace.Marks@nau.edu

Table 3. Category C: Direct Relationship Coaching

Graduate School	Contact Name	Address	Telephone	Email
Harvard University	Margaret Ann Gray	Center for Workplace Learning and Performance 164 Longwood Avenue – First Floor Boston, MA 02115	617-253-1000	Train_development@hms.harvard.edu
Massachusetts Institute of Technology		Human Resources Massachusetts Institute of Technology, 77 Massachusetts avenue, Cambridge, MA 02139		
Smith College	Iris Marchaj	Smith executive education for women 42 Green Street Northampton, MA 01063	413 585 2798	imarchaj@smith.edu
University of Massachusetts Worcester	Susan Pasquale	University of Massachusetts Worcester Campus, 55 lake Ave North, Worcester, MA, 01655	508-856-4285	susan.pasquale@umassmed.edu
Western New England College	Gregory Michael	Western New England College, St. Germain Campus Center, 1215 Wilbraham Road Springfield, Massachusetts	413 782-1217	www.careercenter@wnec.edu
Bernard M. Baruch College of the City University of New York	eap coordinator	School of Public Affairs -Baruch college/CUNY 135 East 22 Street, 9th floor, suite 901, new york, ny 10010-5585	646-660-6700	spa_admissions@baruch.cuny.edu
University at Albany, State University of New York		55 elk street, albany, ny, 12210	518 486-9769	eapforu@albany.edu
Drexel University	Rob Palachick,	office of graduate admissions, 207 matheson hall, Philadelphia Pa 19101	215-895-6804	mba@drexel.edu
Robert Morris University	Cindy Bahn	Robert Morris University, 6001 University Blvd, Moon Township, Pa 15108	412-397-4057	bahn@rmu.edu
Saint Joseph's University	Terese Waldron	Saint Joseph's University, Erivan K Haub School of Business 5600 City Avenue, Philadelphia, Pa 19131	610-660-3150	twaldron@sju.edu
University of Pennsylvania	EAP	University of Pennsylvania Division of HR, 3401 Walnut Street, Suite 527A, Philadelphia, Pa 19104	215-898-3400	askhr@hr.upenn.edu
University of Pennsylvania	Judy Lechner Brody	Graduate School of Education University of Pennsylvania 3700 Walnut Street, Philadelphia Pa 19104	215-573-0739	jbrody@gse.upenn.edu
University of Vermont	Joel Shapiro	Employee Assistance Program 466 South Prospect Street, University of Vermont, Burlington, VT 05405	802-656-2100	joel.shapiro@uvm.edu
Stanford University	Executive Director	Alumni Consulting Team, Center for Social Innovation, Stanford Graduate School of Business, 518 Memorial Way, Stanford, Ca 94305	650-736-1956	info@stanfordact.org
San Jose State University	Rick Partridge	Human Resources, College of Business, one Washington Square, San Jose, Ca 95192		
University of California, Berkeley	Many Listed	Alumni House, Berkeley, Ca 94720	888-CAL-ALUM	info@alumni.berkeley.edu
University of California, Berkeley	Bart Decker	Berkley Center for Executive Development, Haas School of Business, Human Resources University of California, Berkeley, 2150 Shattuck Avenue, Suite 750, Berkeley, Ca 94704	510-642-9167	bsd@haas.berkeley.edu
University of California, Berkeley	HR		510-642-9046	hrweb@berkeley.edu
University of California, Los Angeles	Victor Tabbush	UCLA Anderson School of Management, EMBA Leadership Development, 110 Westwood Plaza, Box 90095, Los Angeles, Ca 90095	310-825-9169	victor.tabbush@anderson.ucla.edu
University of California, Hastings College of the Law	Chris Knowlton	Center for Negotiation and Dispute Resolution, Hastings College of the Law, 200 McAllister St, San Francisco, Ca 94102		cnldr@uchastings.edu

Alliant International University–Los Angeles		Center for Innovation and Change, 1000 South Fremont Avenue, Unit 5, Alhambra, Ca 91803	626-284-2777	
Alliant International University–San Diego		Organizational Consulting Center , Alliant International University, 6160 Cornerstone Court East, San Diego,CA 92121	858-642-0283	occ@alliant.edu
Chapman University	Cheri Sherman	Chapman University College, Leadership services program, 7545 Irvine Center Drive Suite 140, Irvine Ca 92618	714-593-6339	lsp@chapman.edu
Keck Graduate Institute of Applied Life Sciences	Noel Brinkerhoff	Associate Director of Donor Relations, Keck Graduate Institute, 535 Watson Drive, Clearmont, Ca 91711	909-607-0135	nbrinker@kgi.edu thawk@jbu.edu
John Brown University	Tony Hawk Director of Business Development	The Soderquist Center for Leadership & Ethics 2000 W University St. Siloam Springs, Arkansas 72761	(866) 752-7180	
University of Arkansas	Theres W. Steifer - Director	Center for Management and Executive Education - Reynolds Center Building 143, Fayetteville, AR 72701	479.575.3331	N/A
University of Arkansas for Medical Sciences	Rebecca White, CEAP, LCSW Program Director	Arkansas Employee Assistance Program, 1123 South University Ave., Little Rock, AR 72204-1609	501.686.2588	N/A
Iowa State University of Science and Technology	Cornelia Butler Flora - Director	North Central Regional Center for Rural Development, Iowa State University, 108 Curtiss Hall, Ames, IA 50011-1050	(515) 294-1329	cflora@iastate.edu
University of Northern Iowa	Nick Bambach - Director	Human Resources Services • Commons 121 • University of Northern Iowa, Cedar Falls, Iowa 50614-0034	(319) 273-2423	Nick.Bambach@uni.edu

Bradley University	Lisa Stufflebeam, Executive Director	The Leadership Development Center, Bradley University, Foster College of Business Administration, 112 Baker Hall, Peoria IL 61625	888.409.4740	lstuffle@bradley.edu
Illinois Institute of Technology	M. Ellen Mitchell, Ph.D. Director - Institute of Psychology	Institute of Psychology, 3101 South Dearborn Street, Suite 252, Chicago, Illinois 60616-3793	(312) 567-3500	psychology@iit.edu
Illinois State University	James R. Jones - Director; MBA, CPCU, AIS, ARM, AIC	Katie School of Insurance & Financial Services, Illinois State University, Campus Box 5490, Normal, IL 61790-5490	309.438.3021	jrjone2@ilstu.edu
Loyola University Chicago	Alex Dehnert	Loyola University Chicago, Executive Education Department, 820 N. Michigan Avenue, Chicago, Illinois 60611	312.915.6781	Executiveconsulting@luc.edu
University of Illinois at Urbana–Champaign	Sara Thompson - Acting Director	Illinois Leadership® Center, 290 Illini Union Urbana, IL 61801	217.333.0604	sethomps@uiuc.edu <sethomps@uiuc.edu>
University of Notre Dame	Leo Burke, Associate Dean and Director of Executive Education	Executive Education, University of Notre Dame, 126 Mendoza College of Business, Notre Dame, Indiana 46556, USA	(574) 631-7636	lburke1@nd.edu
Andrews University	N/A	The Christian Leadership Center, Seminary Hall, Andrews University, Berrien Springs, Michigan 49104-1500	269-471- 8332	clc@andrews.edu
Davenport University - Grand Rapids, Dearborn, Warren MI	N/A	Davenport University, 6191 Kraft Avenue S.E., Grand Rapids, MI 49512	866-840-0005	corporate.services@davenport.edu

Michigan State University	Deborah DeZure	Office Of Faculty and Organizational Development, 308 Administration Bldg. Michigan State University, East Lansing, MI 48824-1024	(517) 432-2033	facdevel@msu.edu
Lawrence Technological University	Benjamin B. Benson, Ph.D. PDC Director	Professional Development Center, Lawrence Technological University, 21000 West Ten Mile Road, Southfield, Michigan, 48075-1058	248.204.4050	sjgconsult@earthlink.net
University of Michigan	N/A	Stephen M. Ross School of Business, University of Michigan, 701 Tappan St., Ann Arbor, MI 48109-1234	1 734.763.1000	um.exec.ed@umich.edu
Wayne State University	Terry Margolis, Associate Director, Professional Development Division	Professional Development Division, Wayne State University, School of Business Administration, 5229 Cass, 240 Rands, Detroit, MI 48202	313.577.4449	t.k.margolis@wayne.edu
Missouri State University	Marilyn M. Martin, Director	Management Development Institute, Missouri State University, Springfield MO 65897		MMartin@missouristate.edu
Park University	Kay Barnes	Hauptmann School for Public Affairs, 911 Main, Suite 900 • Kansas City, MO 64105	(816) 421-1125	hspa@park.edu
University of Missouri–Kansas City	Karen Campbell, Program Coordinator	University of Missouri - Kansas City 115 Bloch School, 5110 Cherry Street, Kansas City, MO 64110-2499	816-235-2205	campbellka@umkc.edu
Washington University in St. Louis	Rick Jouett	Washington University Campus Box 1089, One Brookings Drive, St. Louis, MO 63130.	314-935-8047	Rick_Jouett@aismail.wustl.edu.
University of Wisconsin–Madison	David Antonioni, program director	The Pyle Center, Executive Education Registrations, 702 Langdon St., Dept. 109, Madison, WI 53706-1487	608-441-7305	dantonioni@exed.wisc.edu
University of Wisconsin–Milwaukee	Sandee L. Weller, Program Director	161 West Wisconsin Avenue, Suite 6000, Milwaukee, WI 53203	414-227-3219	slw@uwm.edu
University of Wisconsin–Stout	Susan McClelland	140 Vocational Rehabilitation Building 221 10th Avenue Menomonie, WI 54751	(715) 232-2694	mccllelands@uwstout.edu
Rollins College	Employee Coaching Service	Corporate University Rollins College, 1000 Holt Ave. Winter Park, FL 32789	407-647-1252 or 800-494-4253	exceed@rollins.edu
University of Maryland University College	Executive Coaching Services	National Leadership Institute, University of Maryland University College, 3501 University Blvd. East, Suite 290, Adelphi, Maryland 20783	301-985-7195 or 877-999-7195 (toll free)	nli@umuc.edu
Duke University	Executive Coaching Services	Duke Continuing Studies, Duke University, Durham, NC 27708	919-684-3255	dta@duke.edu
Rutgers, The State University of New Jersey, Newark	Consulting and Strategic Planning: Executive Coaching	Rutgers Center for Management & Entrepreneurship: CME	856.225.6685	colonelhenry.rutgers.edu.
Kent State University	Amy Lundstrom Lane	Kent State Regional Corporate and Community Services Kent State University, Kent, Ohio 44242	330-672-5828	alane@kent.edu
The University of Montana–Missoula	Mike Flaherty, Project Director/Organizational Consultant	Rural Independent Living Leadership Mentoring Initiative (RILLMI), The University of Montana Rural Institute, 52 Corbin Hall, Missoula, MT 59812	406-243-4619 or 406-243-5467	mcf@ruralinstitute.umt.edu

University of Minnesota, Twin Cities Campus	Kathryn J. Carlson, MBA, Assistant Dean	Executive Education, Carlson School of Management, University of Minnesota 321 Nineteenth Avenue South, Suite 2-250, Minneapolis, MN 55455-0438	612-624-2039	kcarlson@csom.umn.edu
University of St. Thomas	Michael A. Sheppeck, Assistant Dean	Center for Business Excellence, TMH 166, 1000 LaSalle Ave, Minneapolis, MN 55403-2005	651-962-4622	MASHEPPECK@stthomas.edu
University of Oklahoma	Lynn W. Weber	5 Pebble Creek Road Norman, OK 73072 Governor's Executive Development Program, LBJ School of Public Affairs, The Univ. of Texas at Austin, 3001 Lake Austin Blvd, Suite 3.306, Austin Tx 78703-4204	405-321-5878 (bb) 512-232-4024, (js) 512-475-8117	lynnweber@cox.net bbales@mail.utexas.edu jsparks@mail.utexas.edu
University of Texas at Austin	Barry Bales, Joyce Sparks	Arizona State University, 7001 East Williams Field Road, MC 0180, Mesa, Arizona, 85212	480-727-1519	jacmet@asu.edu