

WORKING PAPER
Academic Guidelines Distribution Project
June 18, 2007

Kimberly Perry¹ and Larry M. Starr²
University of Pennsylvania

Research Team:

Team 1: University of Pennsylvania:

Supervised by: Larry M. Starr, PhD

Research Associate: Kimberly A. Perry, MSOD, MPhil Candidate

Team 2: University of Pennsylvania:

Supervised by: Larry M. Starr, PhD

Research Associate: Kimberly A. Perry, MSOD, MPhil Candidate

Team 3: Columbia University Teachers College:

Supervised by: Terrence Maltbia, EdD

Research Associate: Amy Roberts, MA Candidate

Team 4: Queens University of Charlotte:

Supervised by: John L. Bennett, Ph.D.

Research Associate: Dorotta Jagiello, MA Candidate

Team 5: Massachusetts School of Professional Psychology:

Supervised by: Lewis R. Stern, PhD

Research Associates: Leah Fygetakis, PhD; Rory Stern, PsyD;
Ann Peters, MS; and Gerald DiMatteo, MSW

¹ Research Associate and candidate for the degree of Master of Philosophy, Organizational Dynamics Graduate Studies, University of Pennsylvania.

² Principal Investigator and Director of Graduate Studies, Organizational Dynamics Graduate Studies, University of Pennsylvania. For information, contact Dr. Starr at lstarr@sas.upenn.edu

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

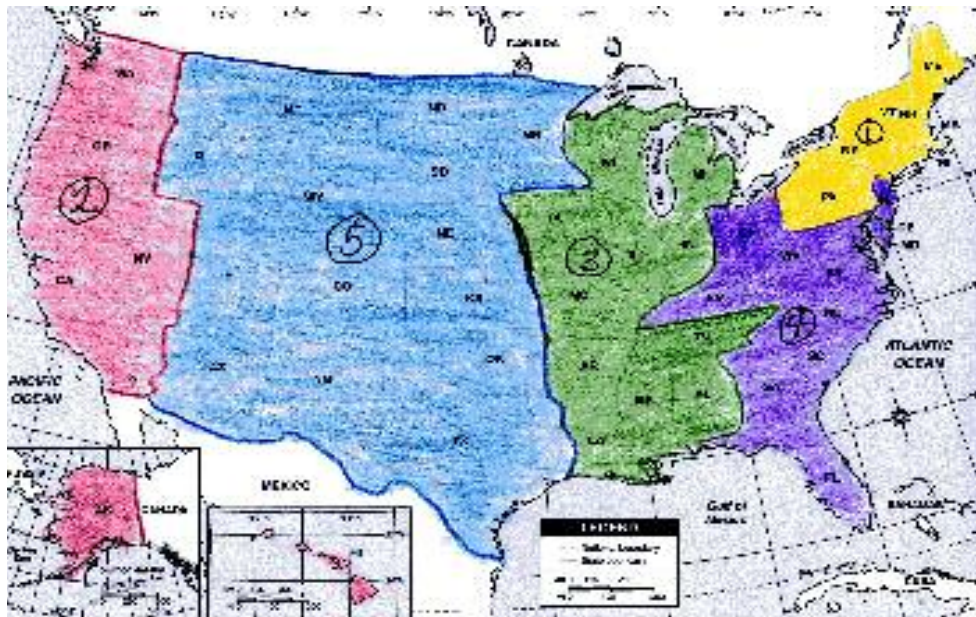
Three categories of executive and organizational coaching will be examined. Contact information will be sought within an academic institution for each of the following program areas: (A) **Graduate Courses/Certificates/Degrees**: Graduate

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@cambridge college.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@comca st.net |
| University of Massachusetts Amherst | Mary Ellen Sailer | Isenberg School of Management 121 Presidents Drive University of Massachusetts Amherst, MA 01003 | | mesailer@som.umass.e du |
| 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@u mb.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 |

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|--|--|---|----------------|--|
| 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 |

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|---|---|--|--|--|
| 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: Organizational Interventions at the Individual Level M.A. in Organizational Leadership [MOL]: Coaching and Mentoring Concentration, Jessica Totty | Hayworth College, 1900 Selwyn Ave. Charlotte, NC 28274 | 704-337-2553 | butlerk@queens.edu |
| Rutgers, The State University of New Jersey, New Brunswick/Piscataway | | 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 |

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|-------------------------------|---|---|--|---------------------------|
| 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 |

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|--|---------------------------------|--|-----------------------|--|
| 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 |

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| 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 Struggill 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 | |

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| 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@wnecc.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 |

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| 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 |

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| 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 |

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| 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 | dlt@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 |

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| 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 |