



UNIVERSITY OF  
GEORGIA

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University Council

April 10, 2020

UNIVERSITY CURRICULUM COMMITTEE – 2019-2020

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Graduate School – Amy Medlock

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Graduate Student Representative – Jordan Henley

Dear Colleagues:

The attached proposals from the Mary Frances Early College of Education to offer the existing Graduate Certificate in Organization Coaching online and at the Gwinnett campus will be agenda items for the April 17, 2020, Full University Curriculum Committee meeting.

Sincerely,

John Maerz, Chair

University Curriculum Committee

cc: Provost S. Jack Hu  
Dr. Rahul Shrivastav

# PROPOSAL FOR AN EXTERNAL DEGREE

**Date:** 21 August 2019

**Department:** Lifelong Education, Administration and Policy

**College/School/Division:** Mary Frances Early College of Education

**Program (Major and Degree):** Graduate Certificate in Organization Coaching

**Which campus(es) will offer this program?** Gwinnett

**Will any approved areas of emphasis be offered under this major?** No

**Proposed Effective Date:** Fall 2020, or upon approval

## 1. Assessment

A survey was distributed to 2237 graduate students to determine interest. 503 graduate students participated (22%) with 60% indicating interest as somewhat or very interested. Interest among students in the adult learning, leadership, and organization development program was even higher with 91% indicating they were somewhat and very interested. A feasibility study was also done in April 2019 with the conclusion, “*Based on this scale, the proposed Graduate Certificate in Organization Coaching shows viability and would be well- positioned on the Gwinnett campus and/or online*” (Hanover Research, 2019). Both the proposal and feasibility study are available upon request.

## 2. Admission Requirements

Admission for degree-seeking students requires that they are admitted to a UGA graduate program and have a minimum of a 3.0 average. Non-degree seeking students may also apply, providing they possess a graduate degree from an accredited institution.

## 3. Program Content

Below is the program of study for the Graduate Certificate in Organization Coaching:

| <b>UGA Organization Coaching Graduate Certificate Program of Study</b>              |                                                                                                                                                                        |
|-------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>Organization Coaching Graduate Certificate Core (Required 15 semester hours)</b> |                                                                                                                                                                        |
| <b>Course Number</b>                                                                | <b>Course Name</b>                                                                                                                                                     |
| LLOD 8410 or<br>LLOD 8410E                                                          | Career Development for Adults (3 hours)                                                                                                                                |
| LLOD 8420 or<br>LLOD 8420E                                                          | Foundations of Coaching for Organizational Effectiveness (3 hours)                                                                                                     |
| LLOD 8430 or LLOD 8430E                                                             | Organizational Coaching Methods and Practice (3 hours)                                                                                                                 |
| (LLOD 7020 or LLOD 7020E)<br><b>or</b><br>LLOD 9020E                                | Adult Learning and Instruction (3 hours)<br><b>or</b><br>Adult Learning Theory and Research                                                                            |
| (LLOD 6000 or LLOD 6000E)<br><b>or</b><br>LLOD 9800                                 | Directed Study in Learning, Leadership and Organization Development (3 hours)<br><b>or</b><br>Practicum in Learning, Leadership and Organization Development (3 hours) |
| <b>Organization Coaching Graduate Elective Options (3 semester hours)</b>           |                                                                                                                                                                        |
| <b>Course Number</b>                                                                | <b>Course Name</b>                                                                                                                                                     |
| LLOD 8140 or LLOD 8140E                                                             | Equity and Inclusion in Organizations (3 hours)                                                                                                                        |
| LLOD 8205 or LLOD 8205E                                                             | Leading from Within: Developing Personal and Interpersonal Leadership Capacity (3 hours)                                                                               |
| LLOD 8320 or LLOD 8320E                                                             | Facilitating Group Change and Development (3 hours)                                                                                                                    |
| Other                                                                               | Per Approval of Certificate Director                                                                                                                                   |

#### **4. Student Advising**

Students will be advised by their regular advisor as well as the director of the Organization Coaching Graduate Certificate Program. The director will teach in the Gwinnett program and be available for meetings at both the Gwinnett and Athens Campuses, as well as virtually, as preferred by the students. Additionally, students will be advised by their regular advisors.

## 5. Resident Requirements

The program is open to both degree-seeking and non-degree students. Applicants must meet the minimum Graduate School standards and non-degree students are required to apply through the Graduate School application. All enrolled students will be subject to UGA's residency requirements.

## 6. Program Management

This program will be administered by the Director of the Graduate Certificate in Organization Coaching. All courses in the program are approved courses at UGA and will be available at Gwinnett or online.

Contact Persons:

| Role                                                         | Name               | email                                                  |
|--------------------------------------------------------------|--------------------|--------------------------------------------------------|
| Director, Graduate Certificate in Organization Coaching      | Laura Bierema      | <a href="mailto:bierema@uga.edu">bierema@uga.edu</a>   |
| Department Head, Lifelong Education, Administration & Policy | Kathleen DeMarrais | <a href="mailto:kathleen@uga.edu">kathleen@uga.edu</a> |

Section 4C of the approved face-to-face Athens proposal (see below) outlines the quality standards followed for the certificate creation that were based on industry standards, accreditation criteria, and benchmarking of university-based programs. Admissions will be managed on a rolling basis. Student Learning Objectives will be reported within the UGA required process and program accreditation will be sought. The core courses are already taught each year within both our on campus and online programs, so the program will continue following that format. The program can be completed at the learner's pace, so there is not a time limit, except within the graduate school's timeline requirements of six years before courses begin to expire. Finally, after extensive benchmarking, it was concluded that there are no similar programs within the state or region. Here is Section 4C of the proposal:

***C. Identify model programs, accepted disciplinary standards, and accepted curricular practices against which the proposed curriculum is consistent with these external points of reference and provide a rationale for significant inconsistencies and differences that may exist.*** Below is Table 6 that we developed for benchmarking purposes. There is a range of programs housed in universities and the curriculum and quality varies wildly. We discovered no Organization Coaching Certificates at regional universities or in the USG Certificate listing. Here are some additional observations:

- 1) The programs with accreditation have most commonly gained it through two organizations, both of which the LLOD program has initiated inquiries about membership and/or accreditation procedures:

- i. International Coach Federation (ICF)
    - 1. Accredited Training Coach Program (ACTP)
      - a. 125+ student contact hours
      - b. 80% of training delivered synchronously and focused on [ICF Core Competencies](#)
      - c. ICF review of instructional materials
      - d. 6 observed coaching sessions per student with written feedback for a minimum of 4
      - e. Faculty must hold one of three ICF credentials
      - f. There must be a program director
      - g. 10 hours of mentoring coaching must be provided per student as they work with coaching clients (can be done in a group).
      - h. Certification requires the administering of a final performance evaluation in a formal testing environment.
    - 2. Approved Coaching Specific Training Hours (ACSTH)
      - a. Considered “a la carte” programs that may not offer coaching finishing programs
      - b. A minimum of 30 contact hours required
      - c. 80% of training delivered synchronously and focused on [ICF Core Competencies](#)
      - d. ICF review of instructional materials
      - e. Faculty must hold one of three ICF credentials
      - f. 5 observed coaching sessions per student with written feedback for a minimum of 3.
  - ii. Graduate School Alliance for Education in Coaching (GSAEC)
    - 1. Provides academic program review
    - 2. Features member universities with coaching programs
    - 3. Allows memberships
    - 4. Provides research networks
- 2) Curriculum varies widely among programs.
- i. The most consistent courses include:
    - 1. Foundations of coaching
    - 2. Methods and practices of coaching
    - 3. Practicum.
  - ii. We view our program’s niche in the connection of coaching to adult learning and our strong focus on leadership, change, and organization development.
- 3) For those institutions listed, 57% offer their coaching certificate through executive education or a comparable continuing education offering. In reviewing the tuition costs, most are in excess of \$10,000 and are taught within a cohort. Moreover, the number of classes and depth of study are less rigorous than our proposed curriculum. A second group was associated with business schools with a limited number of additional courses. The closest program to our proposal is Northwestern University. The coaching certificate there is offered through the School of Education and Social

Policy. Similar to our proposal, specific courses are required within their Master’s program with additional coursework required to earn a coaching certificate. However, there is a connection to the theories and practices to the overall program of study, making it a cohesive blend of scholarship and application. Additionally, the University of San Diego, an executive education program, specifically identifies alumni as a target student population. In our opinion, the idea of expanding our coaching certificate to alumni from the LLOD program, who have already taken core courses, would create more opportunities to recruit students into the program.

**Table 6**  
**University Graduate Certificate Program Benchmarking**

| <b>University and Website</b>                      | <b>Certificate Name</b>                                                                         | <b>Curriculum</b>          | <b>Program Accreditation</b>                          | <b>GSAEC Member</b> |
|----------------------------------------------------|-------------------------------------------------------------------------------------------------|----------------------------|-------------------------------------------------------|---------------------|
| <a href="#">UT Dallas</a>                          | <a href="#">Executive and Professional Coaching Certificate</a>                                 | <a href="#">Curriculum</a> | <a href="#">ICF ACTP</a><br>125 contact hours         | Yes                 |
| <a href="#">NYU</a>                                | Graduate Certificate in Organizational and Executive Coaching                                   | <a href="#">Curriculum</a> | <a href="#">ICF ACSTH</a><br>30 contact hours         | Yes                 |
| <a href="#">William James College</a>              | Graduate Certificate in Executive Coaching                                                      | <a href="#">Curriculum</a> | <a href="#">ICF ACSTH</a><br>30 contact hours         | No                  |
| <a href="#">Columbia University</a>                | Coaching Certification Program                                                                  | <a href="#">Curriculum</a> | <a href="#">IACET</a>                                 | Yes                 |
| <a href="#">Georgetown University</a>              | Executive Certificate in Leadership Coaching                                                    | <a href="#">Curriculum</a> | <a href="#">ICF ACTP</a><br>125 contact hours         | No                  |
| <a href="#">Lewis University</a>                   | Organizational and Leadership Coaching                                                          | <a href="#">Curriculum</a> | <a href="#">ICF ACSTH</a><br>30 contact hours         | No                  |
| <a href="#">Swinburne University of Technology</a> | Graduate Certificate in Organisational Coaching                                                 | <a href="#">Curriculum</a> | <a href="#">ICF ACTP</a><br><a href="#">ICF ACSTH</a> | No                  |
| <a href="#">Queens University of Charlotte</a>     | Executive Coaching Certificate                                                                  | <a href="#">Curriculum</a> | <a href="#">BCC</a>                                   | Yes                 |
| <a href="#">Royal Roads University</a>             | Graduate Certificate in Executive Coaching                                                      | <a href="#">Curriculum</a> | <a href="#">ICF ACTP</a><br>125 contact hours         | Yes                 |
| <a href="#">Kennesaw State University</a>          | <a href="#">Coaching for Managers and Leaders</a>                                               | <a href="#">Curriculum</a> | None listed                                           | Yes                 |
| <a href="#">Fielding Graduate University</a>       | Comprehensive Evidence Based Coaching                                                           | <a href="#">Curriculum</a> | None listed                                           | Yes                 |
| <a href="#">Northwestern University</a>            | <a href="#">Organizational and Leadership Coaching Certification</a> <a href="#">Curriculum</a> | <a href="#">Curriculum</a> | None listed                                           | Yes                 |
| <a href="#">University of St. Thomas</a>           | <a href="#">Graduate Certificate in Executive Coaching</a>                                      | <a href="#">Curriculum</a> | None listed                                           | No                  |
| <a href="#">Bellevue</a>                           | <a href="#">Executive Coaching Certificate Program</a>                                          | <a href="#">Curriculum</a> | None listed                                           | Yes                 |
| <a href="#">Royal Roads University</a>             | <a href="#">Graduate Certificate in Advanced Coaching Practices</a>                             | <a href="#">Curriculum</a> | None listed                                           | Yes                 |
| <a href="#">Southern Methodist University</a>      | <a href="#">Executive Coaching Certificate</a>                                                  | <a href="#">Curriculum</a> | None listed                                           | No                  |
| <a href="#">Berkeley</a>                           | <a href="#">Executive Coaching Institute</a>                                                    | <a href="#">Curriculum</a> | None listed                                           | No                  |

| <b>University and Website</b>                   | <b>Certificate Name</b>                          | <b>Curriculum</b>                                                  | <b>Program Accreditation</b>                                | <b>GSAEC Member</b> |
|-------------------------------------------------|--------------------------------------------------|--------------------------------------------------------------------|-------------------------------------------------------------|---------------------|
| <a href="#">Case Western Reserve University</a> | <a href="#">Weatherhead Coaching Certificate</a> | <a href="#">Coaching Certificate Advanced Coaching Certificate</a> | <a href="#">Board Certified Coach</a>                       | Yes                 |
| <a href="#">University of San Diego</a>         | <a href="#">Leadership Coaching Certificate</a>  | <a href="#">Curriculum</a>                                         | <a href="#">Board Certified Coach or ICF Portfolio Path</a> | No                  |

## 7. Library and Laboratory Resources

There are extensive library resources available at UGA in coaching and related disciplines of learning, leadership, change, and organization development. Students will be required to have the basic technology necessary to use eLC as the program is designed to be delivered in face-to-face, online, or blended formats.

## 8. Budget

Performance of administrative and instructional support functions will be absorbed within existing administrative, staff, and faculty assignment arrangements, with the exception of summer personnel costs, marketing investments, and certifications and memberships (ICF—International Coaching Federation and GSAEC—Graduate School Alliance for Education in Coaching). No additional or reassigned faculty or time is requested. Courses listed in the curriculum are already taught on a regular schedule and do not require reassignment of faculty time or additional faculty. Below is the budget:

| <b>Cost</b>                 | <b>Year 1</b> | <b>Year 2</b> | <b>Year 3</b> |
|-----------------------------|---------------|---------------|---------------|
| Personnel (Summer Course)   | \$37,000      | \$117,000     | \$129,000     |
| Operating Costs (Marketing) | \$2,500       | \$2,500       | \$2,500       |
| Accreditation               | \$3,000*      | \$1,500**     | \$1,500**     |
| Capital Outlays             | \$0           | \$0           | \$0           |
| Library Acquisitions        | \$0           | \$0           | \$0           |

\* International Coach Federation Program Accreditation

\*\* Graduate School Alliance for Education in Coaching Annual Membership Fee

## 9. Program Costs Assessed to Students

No additional costs beyond tuition will be assessed for the Gwinnett program.

## **10. Accreditation**

Accreditation is not required for organization coaching certification programs, although the International Coach Federation (ICF) and the Graduate School Alliance for Education in Coaching (GSAEC) certify programs. ICF and GSAEC certifications are optional, costly, and require institutional membership. Given that accreditation is not required for coaching certification programs, coaching is unregulated and inconsistent, and there are multiple programs available of questionable quality and process. If approved, the UGA Graduate Coaching Certification Program would be theoretically grounded and applied so as to effectively prepare students to coach with credibility and results. LLOD's intention is to pursue certification with both ICF and GSAEC due to their global recognition as endorsers of credibility and quality. ICF and GSAEC offer certification for both individuals and institutions. It should be emphasized that certification is a costly endeavor to both the institution and the individual. We would like to justify the cost once the program is fully implemented. Again, note that individuals can also apply for the credential so our graduates would have the option to independently seek the ICF credential and GSAEC membership whether or not UGA pursues these endorsements.



## PROPOSAL FOR AN ONLINE PROGRAM

**Date:** 21 August 2019

**College/School:** Mary Frances Early College of Education

**Department/Division:** Lifelong Education, Administration and Policy

**Program:** Graduate Certificate in Organization Coaching

**Which campus(es) will offer this program?** Online

**Will any approved areas of emphasis be offered under this major?** No

**Proposed Effective Date:** Fall 2020, or upon approval

The proposal for an online program must include a brief narrative that addresses the following points:

### 1. Assessment

A survey was distributed to 2237 graduate students to determine interest. A total of 503 graduate students participated (22%), with 60% indicating interest as somewhat or very interested. Interest among students in the adult learning, leadership, and organization development program was even higher, with 91% indicating they were somewhat and very interested. A feasibility study was also done in April 2019 with the conclusion, *“Based on this scale, the proposed Graduate Certificate in Organization Coaching shows viability and would be well-positioned on the Gwinnett campus and/or online”* (Hanover Research, 2019). Both the original face-to-face approved program proposal and feasibility study are available upon request.

### 2. Admission Requirements

Admission requirements for degree-seeking students require that they are admitted to a UGA graduate program and have a minimum of a 3.0 average. Non-degree seeking students may also apply, providing they possess a graduate degree from an accredited institution.

### 3. Program Content

Below is the program of study for the Graduate Certificate in Organization Coaching:

| <b>UGA Organization Coaching Graduate Certificate Program of Study</b>              |                                                                                                                                                                  |
|-------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>Organization Coaching Graduate Certificate Core (Required 15 semester hours)</b> |                                                                                                                                                                  |
| <b>Course Number</b>                                                                | <b>Course Name</b>                                                                                                                                               |
| LLOD 8410E                                                                          | Career Development for Adults (3 hours)                                                                                                                          |
| LLOD 8420E                                                                          | Foundations of Coaching for Organizational Effectiveness (3 hours)                                                                                               |
| LLOD 8430E                                                                          | Organizational Coaching Methods and Practice (3 hours)                                                                                                           |
| LLOD 7020E <b>or</b><br>LLOD 9020E                                                  | Adult Learning and Instruction (3 hours) <b>OR</b><br>Adult Learning Theory and Research                                                                         |
| LLOD 6000E <b>or</b><br>LLOD 9800E                                                  | Directed Study in Learning, Leadership and Organization Development (3 hours) <b>OR</b> Practicum in Learning, Leadership and Organization Development (3 hours) |
| <b>Organization Coaching Graduate Electives** (3 semester hours)</b>                |                                                                                                                                                                  |
| <b>Course Number</b>                                                                | <b>Course Name</b>                                                                                                                                               |
| LLOD 8140E                                                                          | Equity and Inclusion in Organizations (3 hours)                                                                                                                  |
| LLOD 8205E                                                                          | Leading from Within: Developing Personal and Interpersonal Leadership Capacity (3 hours)                                                                         |
| LLOD 8320E                                                                          | Facilitating Group Change and Development (3 hours)                                                                                                              |
| Other                                                                               | Per Approval of Certificate Director                                                                                                                             |

#### **4. Student Support Services**

Students will be advised by their regular advisor as well as the director of the Organization Coaching Graduate Certificate Program. The director will teach in the online program and be available for meetings at both the Gwinnett and Athens Campuses, as well as virtually, as preferred by the students. Courses in this program are already part of an approved 100% online M.Ed. program in Learning, Leadership, and Organization Development, so the existing support mechanisms for this program will continue with the certificate.

## 5. Resident Requirements

Residence requirements will be identical to those established for the authorized degree program, with residence at the approved location serving to meet that requirement.

## 6. Program Management

This program will be administered by the Director of the Graduate Certificate in Organization Coaching. All courses in the program are approved courses at UGA.

Contact Persons:

| Role                                                         | Name               | email                                                  |
|--------------------------------------------------------------|--------------------|--------------------------------------------------------|
| Director, Graduate Certificate in Organization Coaching      | Laura Bierema      | <a href="mailto:bierema@uga.edu">bierema@uga.edu</a>   |
| Department Head, Lifelong Education, Administration & Policy | Kathleen DeMarrais | <a href="mailto:kathleen@uga.edu">kathleen@uga.edu</a> |

Admissions will be managed on a rolling basis. Student Learning Objectives for the certificate are reported within the UGA required process. The core courses are already taught each year within both our on-campus and online programs. The program can be completed at the learner's pace, so there is not a time limit, except within the graduate school's timeline requirements of six years before courses begin to expire.

Section 4C of the approved face-to-face proposal outlines the quality standards followed for the certificate creation that were based on industry standards, accreditation criteria, and benchmarking of university-based programs. Admissions will be managed on a rolling basis. Student Learning Objectives will be developed for the certificate and reported within the UGA required process and program accreditation will be sought. The core courses are already taught each year within both our on campus and online programs, so the program will continue following that format. The program can be completed at the learner's pace, so there is not a time limit, except within the graduate school's timeline requirements of six years before courses begin to expire. Finally, after extensive benchmarking, it was concluded that there are no similar programs within the state or region. Here is Section 4C of the proposal:

***C. Identify model programs, accepted disciplinary standards, and accepted curricular practices against which the proposed curriculum is consistent with these external points of reference and provide a rationale for significant inconsistencies and differences that may exist.*** Below is Table 6 that we developed for benchmarking purposes. There is a range of programs housed in universities and the curriculum and

quality varies wildly. We discovered no Organization Coaching Certificates at regional universities or in the USG Certificate listing. Here are some additional observations:

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      - b. 80% of training delivered synchronously and focused on [ICF Core Competencies](#)
      - c. ICF review of instructional materials
      - d. 6 observed coaching sessions per student with written feedback for a minimum of 4
      - e. Faculty must hold one of three ICF credentials
      - f. There must be a program director
      - g. 10 hours of mentoring coaching must be provided per student as they work with coaching clients (can be done in a group).
      - h. Certification requires the administering of a final performance evaluation in a formal testing environment.
    2. Approved Coaching Specific Training Hours (ACSTH)
      - a. Considered “a la carte” programs that may not offer coaching finishing programs
      - b. A minimum of 30 contact hours required
      - c. 80% of training delivered synchronously and focused on [ICF Core Competencies](#)
      - d. ICF review of instructional materials
      - e. Faculty must hold one of three ICF credentials
      - f. 5 observed coaching sessions per student with written feedback for a minimum of 3.
  - ii. Graduate School Alliance for Education in Coaching (GSAEC)
    1. Provides academic program review
    2. Features member universities with coaching programs
    3. Allows memberships
    4. Provides research networks
- 2) Curriculum varies widely among programs.
  - i. The most consistent courses include:
    1. Foundations of coaching
    2. Methods and practices of coaching
    3. Practicum.
  - ii. We view our program’s niche in the connection of coaching to adult learning and our strong focus on leadership, change, and organization development.
- 3) For those institutions listed, 57% offer their coaching certificate through executive education or a comparable continuing education offering. In reviewing the tuition

costs, most are in excess of \$10,000 and are taught within a cohort. Moreover, the number of classes and depth of study are less rigorous than our proposed curriculum. A second group was associated with business schools with a limited number of additional courses. The closest program to our proposal is Northwestern University. The coaching certificate there is offered through the School of Education and Social Policy. Similar to our proposal, specific courses are required within their Master's program with additional coursework required to earn a coaching certificate. However, there is a connection to the theories and practices to the overall program of study, making it a cohesive blend of scholarship and application. Additionally, the University of San Diego, an executive education program, specifically identifies alumni as a target student population. In our opinion, the idea of expanding our coaching certificate to alumni from the LLOD program, who have already taken core courses, would create more opportunities to recruit students into the program.

**Table 6**  
**University Graduate Certificate Program Benchmarking**

| <b>University and Website</b>                      | <b>Certificate Name</b>                                                        | <b>Curriculum</b>          | <b>Program Accreditation</b>                          | <b>GSAEC Member</b> |
|----------------------------------------------------|--------------------------------------------------------------------------------|----------------------------|-------------------------------------------------------|---------------------|
| <a href="#">UT Dallas</a>                          | <a href="#">Executive and Professional Coaching Certificate</a>                | <a href="#">Curriculum</a> | <a href="#">ICF ACTP</a><br>125 contact hours         | Yes                 |
| <a href="#">NYU</a>                                | Graduate Certificate in Organizational and Executive Coaching                  | <a href="#">Curriculum</a> | <a href="#">ICF ACSTH</a><br>30 contact hours         | Yes                 |
| <a href="#">William James College</a>              | Graduate Certificate in Executive Coaching                                     | <a href="#">Curriculum</a> | <a href="#">ICF ACSTH</a><br>30 contact hours         | No                  |
| <a href="#">Columbia University</a>                | Coaching Certification Program                                                 | <a href="#">Curriculum</a> | <a href="#">IACET</a>                                 | Yes                 |
| <a href="#">Georgetown University</a>              | Executive Certificate in Leadership Coaching                                   | <a href="#">Curriculum</a> | <a href="#">ICF ACTP</a><br>125 contact hours         | No                  |
| <a href="#">Lewis University</a>                   | Organizational and Leadership Coaching                                         | <a href="#">Curriculum</a> | <a href="#">ICF ACSTH</a><br>30 contact hours         | No                  |
| <a href="#">Swinburne University of Technology</a> | Graduate Certificate in Organisational Coaching                                | <a href="#">Curriculum</a> | <a href="#">ICF ACTP</a><br><a href="#">ICF ACSTH</a> | No                  |
| <a href="#">Queens University of Charlotte</a>     | Executive Coaching Certificate                                                 | <a href="#">Curriculum</a> | <a href="#">BCC</a>                                   | Yes                 |
| <a href="#">Royal Roads University</a>             | Graduate Certificate in Executive Coaching                                     | <a href="#">Curriculum</a> | <a href="#">ICF ACTP</a><br>125 contact hours         | Yes                 |
| <a href="#">Kennesaw State University</a>          | <a href="#">Coaching for Managers and Leaders</a>                              | <a href="#">Curriculum</a> | None listed                                           | Yes                 |
| <a href="#">Fielding Graduate University</a>       | Comprehensive <a href="#">Evidence Based Coaching</a>                          | <a href="#">Curriculum</a> | None listed                                           | Yes                 |
| <a href="#">Northwestern University</a>            | <a href="#">Organizational and Leadership Coaching CertificationCurriculum</a> | <a href="#">Curriculum</a> | None listed                                           | Yes                 |
| <a href="#">University of St. Thomas</a>           | <a href="#">Graduate Certificate in Executive Coaching</a>                     | <a href="#">Curriculum</a> | None listed                                           | No                  |
| <a href="#">Bellevue</a>                           | <a href="#">Executive Coaching Certificate Program</a>                         | <a href="#">Curriculum</a> | None listed                                           | Yes                 |
| <a href="#">Royal Roads University</a>             | <a href="#">Graduate Certificate in Advanced Coaching Practices</a>            | <a href="#">Curriculum</a> | None listed                                           | Yes                 |

**Table 6*****University Graduate Certificate Program Benchmarking***

| <b>University and Website</b>                   | <b>Certificate Name</b>                          | <b>Curriculum</b>                                                      | <b>Program Accreditation</b>                                | <b><a href="#">GSAEC Member</a></b> |
|-------------------------------------------------|--------------------------------------------------|------------------------------------------------------------------------|-------------------------------------------------------------|-------------------------------------|
| <a href="#">Southern Methodist University</a>   | <a href="#">Executive Coaching Certificate</a>   | <a href="#">Curriculum</a>                                             | None listed                                                 | No                                  |
| <a href="#">Berkeley</a>                        | <a href="#">Executive Coaching Institute</a>     | <a href="#">Curriculum</a>                                             | None listed                                                 | No                                  |
| <a href="#">Case Western Reserve University</a> | <a href="#">Weatherhead Coaching Certificate</a> | <a href="#">Coaching Certificate<br/>Advanced Coaching Certificate</a> | <a href="#">Board Certified Coach</a>                       | Yes                                 |
| <a href="#">University of San Diego</a>         | <a href="#">Leadership Coaching Certificate</a>  | <a href="#">Curriculum</a>                                             | <a href="#">Board Certified Coach or ICF Portfolio Path</a> | No                                  |

**7. Library and Laboratory Resources**

There are extensive library resources available at UGA in coaching and related disciplines of learning, leadership, change, and organization development. Students will be required to have the basic technology necessary to use eLC as the program is designed to be delivered in face-to-face, online, or blended formats.

**8. Budget**

Performance of administrative and instructional support functions will be absorbed within existing administrative, staff, and faculty assignment arrangements, with the exception of summer personnel costs, marketing investments, and certifications and memberships (ICF—International Coaches Federation and GSAEC—Graduate School Alliance for Education in Coaching). No additional or reassigned faculty or time is requested. Courses included in the curriculum are already taught on a regular schedule and do not require reassignment of faculty time or additional faculty. Below is the budget:

| <b>Cost</b>                 | <b>Year 1</b> | <b>Year 2</b> | <b>Year 3</b> |
|-----------------------------|---------------|---------------|---------------|
| Personnel (Summer Course)   | \$8,446       | \$8,446       | \$8,446       |
| Operating Costs (Marketing) | \$3,000       | \$1,500       | \$1,500       |
| Accreditation               | \$3,000*      | \$1,500**     | \$1,500**     |
| Capital Outlays             | \$0           | \$0           | \$0           |
| Library Acquisitions        | \$0           | \$0           | \$0           |

\* International Coach Federation Program Accreditation

\*\* Graduate School Alliance for Education in Coaching Annual Membership Fee

**9. Program Costs Assessed to Students**

The program costs will be the regular cost of graduate tuition for graduate students or non-degree students.

**10. E-Rate**

At this time, there are no plans for an eRate.

## Approvals on File

**Proposal:** Offer the Existing Graduate Certificate in Organization Coaching Online and on the Gwinnett Campus

**College:** Mary Frances Early College of Education

**Department:** Lifelong Education, Administration, and Policy

**Proposed Effective Term:** Fall 2020

Department:

- Lifelong Education, Administration, and Policy Department Head, Dr. Kathleen deMarrais, 2/2/20

School/College:

- College of Education Associate Dean, Dr. Stacey Neuharth-Pritchett, 2/7/20

Graduate School:

- Graduate School Interim Dean, Dr. Ron Walcott, 4/9/20