



# INSTITUTE OF COACHING

McLEAN HOSPITAL, HARVARD MEDICAL SCHOOL AFFILIATE

## Harnisch Grants Information Sheet

### **Purpose of the Harnisch Grants:**

Our grants offer the opportunity to researchers, graduate students, and coaching practitioners to conduct empirical coaching research that:

1. Builds the scientific foundation for the success of coaching
2. Enhances the profession of coaching

We welcome research proposals which advance the science, profession and practice of coaching, employing quantitative, qualitative or mixed research methods.

### **Types and Amounts of Grant Awards:**

1. **Graduate Student Fellowships** up to \$10,000
2. **Research Project Grants** up to \$40,000
3. **Publication Award** up to \$5000
4. **Travel Awards** up to \$2500 to support presentation of research at the Institute of Coaching Harvard Medical School annual Coaching in Leadership and Healthcare Conference in Boston Massachusetts.

### **A Good Harnisch Grant Application Will:**

1. Focus on a topic that has the potential to advance conceptual and practical knowledge in the field. This may, for instance, be done via projects that investigate coaching processes and/or outcomes, aspects of professional practice (e.g. coaching

supervision), or studies that examine industry-level questions (e.g. key element of coach education).

2. Clearly indicate what is new and unique about the proposed research and how the expected findings will advance the coaching literature on this topic.

3. Be clearly informed by scholarly coaching literature and related disciplines.

4. Clearly show how the project relates to coaching, as opposed to other related forms of personal and professional support (e.g. mentoring, psychotherapy).

5. Present specific and clearly defined research questions that can be answered by the research.

6. Clearly show that the research would not otherwise be possible without Institute of Coaching support.

7. Clearly show that the researchers have a demonstrated ability to conduct and complete the project.

8. Where the applicants are not experienced researchers, clearly show that the project is being supported by collaborators or mentors who have experience in the field.

### **The Proposal Should Provide:**

1. A clear statement of the research questions and/or hypotheses.

2. Detailed descriptions of the proposed methodology, including how key variables will be operationalized and measured. Demonstrate feasibility and appropriateness of methods chosen.

3. Information on the validity and reliability of any research measures to be used.

4. Clear descriptions of any sampling to be undertaken – for either quantitative or qualitative studies – including justification of sampling strategy, sample size, power calculations, etc.

5. An analysis plan and description of analytic methods (descriptive statistics, correlational analysis, regression analysis, thematic analysis, narrative analysis, etc.)

6. For graduate fellowships, a statement that the research is already approved by the student's academic advisors or dissertation committee.

7. For all research projects, an approval letter from the school or institution's Internal Review Board or Ethics Committee needs to be submitted before funding can be transferred.
8. A statement of the anticipated findings.
9. An estimate of the project's duration.
10. A detailed line item budget.

### **General Budgetary Parameters:**

1. **Research related expenses that can be covered by the grant** include: Participant compensation, laboratory equipment purchases or rental of timeshared equipment, costs associated with the creation and reproduction of research materials including transcripts, translations, phone calls and faxes, as well as costs to attend the Annual Institute of Coaching Conference for presenting the results of this research.
2. **Coaching session costs and researchers time are reviewed on a case-by-case basis.**
3. **Non research related expenses which are not covered** include: Salaries, literature reviews, researcher time, secretarial compensation, professional development costs, tuition for additional coursework, capital equipment expenditures (i.e. computers, tape recorders), repayment of loans or other personal obligations, gifts or gratuities.

**Note:** see also specific budget guidelines for each type of grant.

### **What to Avoid:**

**Proprietary Models:** Given that one goal of the Institute of Coaching is to advance the field of coaching as a whole, **we do not fund research on coaching models, tools, or methods that are proprietary** (i.e., trademarked, copyrighted, or otherwise protected) or primarily commercial in nature (i.e., exclusively associated with one author or group). This includes any future decisions to create proprietary material based on research we have supported.

### **Submission Process:**

**1. Submit a Pre-Proposal:** Prior to applying for a grant everyone is required to submit a 2 page pre-proposal which is uploaded online. This process enables us to give you preliminary feedback on your proposed research. Pre-proposals can be submitted at any time.

**2. Submit the Full Proposal:** If you are invited to submit a full grant application, you may submit your materials online to meet our quarterly deadlines of February 1, May 1, August 1 or November 1.

To submit an application please visit our Slideroom online [grant submission portal](#) and create an account.

Once you have logged in and created an account, you can then access application forms for the pre-proposal or full proposal application form for the specific type grant you are applying for and to upload attachments.

Additional information is available on our [Research and Grants](#) page.

### **Frequently Asked Questions**

#### **Who is eligible for a research grant from The Institute of Coaching?**

Everyone is eligible to submit a research proposal for funding consideration by the Institute of Coaching. Applicants can be affiliated with academic institutions, private companies, non-profit organizations or be independent.

#### **Can independent researchers or practitioners apply for research grants?**

Yes. There is no need to be affiliated with an academic or research institution in order to submit a research proposal. However, all researchers must demonstrate their experience in research and their understanding of research protocols or show evidence that they have a research mentor or supervisor for the project.

#### **Can graduate students apply for grants?**

Yes. We strongly encourage graduate and post-graduate research applicants. The research project must have been approved by the student's academic advisors or dissertation committee before submission to the Institute of Coaching.

#### **Can institutions apply for grants?**

Yes.

### **Is an approval by the Internal Review Board (Ethics Committee) Required?**

Yes. The project must be approved by the school or institution's Internal Review Board or Ethics Committee before funding can be transferred.

### **What types of research can be supported by the grants?**

We welcome research proposals which advance the science, theory, profession and practice of coaching, employing quantitative, qualitative or mixed research methods. We grant [four types of awards](#): research grants, publication grants, graduate student fellowships, and travel awards.

### **What is the application procedure?**

First submit a 2 page Pre-proposal. This is required before you may submit a full grant proposal. Pre-Proposals are accepted any time throughout the year. The Pre-Proposal will be reviewed by members of the Scientific Advisory Council and you will be notified if you can proceed with a full grant application. For details on the application process see [How to Apply](#). Use our Slideroom online [grant submission portal](#) to set-up an account and to submit your applications.

### **What are the deadlines?**

Pre-proposals can be submitted at any time. We review full proposals quarterly. Deadlines for submission of full proposals are: Feb 1, May 1, August 1, and November 1.

### **What expenses can an Institute of Coaching grant cover?**

Grants cover Research related expenses including: Participant compensation, laboratory equipment purchases or rental of time-shared equipment, costs associated with the creation and reproduction of research materials including transcripts, translations, phone calls and faxes, as well as costs to the Annual Institute of Coaching Conference, for presenting the Harnisch grant funded research at the Research Sessions. Coaching session costs and researcher assistance are reviewed on a case-by-case basis.

Non research related expenses which are not covered include: Salaries, literature reviews, secretarial compensation, professional development costs, tuition for additional coursework, travel to other conferences, capital equipment expenditures (i.e. computers, tape recorders), repayment of loans or other personal obligations, gifts or gratuities. At the end of the research project period, researchers will be required to submit an itemized list of all expenses that were covered by the Institute of Coaching grant.

### **When will I receive information about the Scientific Advisory Council's decision?**

- You will be informed about the decision of your pre-proposal within a month of submission.
- You will be informed of the decision about the full proposal within 60 days of submission.

**Can I submit more than one proposal at a time?**

No, only one proposal per researcher can be considered at any one time.

**Can I re-submit a proposal that was rejected?**

No you cannot resubmit a rejected proposal. However, you can submit a new proposal with new research questions or new methodology.

**How quickly must the research project be completed?**

Projects funded by the Institute of Coaching will be completed according to the timeline and schedule submitted as part of the application process. Usually they are completed within 18 months of contract approval.

**How long is the research paper expected to be?**

There is no minimum or maximum length for research papers funded by the Institute of Coaching.

**Will the Institute own the rights to the research?**

No, the rights to the research will remain with the researcher.

**Will the Institute publish the research?**

Upon completion of a funded research project, the Institute may post a summary of the research outcomes on its website. For examples see [Featured Research](#). The Institute retains the rights to post summaries and research reports on the work it funds, in print or electronically. Authors will retain copyright and the Institute posting will be completed in collaboration with authors. Papers published in journals will not be posted on the Institute website, but links to the publication in the relevant journal might be posted.

**Will the Institute fund research that uses proprietary models?**

Given that one goal of the Institute of Coaching is to advance the field of coaching as a whole, **we do not fund research on coaching models, tools, or methods that are proprietary** (i.e., trademarked, copyrighted, or otherwise protected) or primarily commercial in nature (i.e., exclusively associated with one author or group). This includes any future decisions to create proprietary material based on research we have supported.

For detailed information see [Harnisch Grants](#), [How to Apply](#) and Slideroom [grant submission portal](#).

Please direct further questions to [grants@instituteofcoaching.org](mailto:grants@instituteofcoaching.org).