

TAMAKI ONISHI

University of North Carolina at Greensboro
Department of Political Science, Master of Public Affairs
1109 Spring Garden Street, 328 Curry Building
Greensboro, NC 27412

Phone: 646-322-0237
E-mail: t_onishi@uncg.edu

EDUCATION

Ph.D. 2013 INDIANA UNIVERSITY, Philanthropic Studies (Minor: Organizational Theories and Entrepreneurship)

Honors:

- Dickinson-Stone-Ilchman Fellowship, 2011–2012
- P.A. Mack and Tempel Dissertation Fellowship, 2009–2011
- Lumina Foundation Fellowship, 2009–2011
- Tobias Center for Leadership Excellence Doctoral Fellowship in Indiana University Kelley School of Business, 2009–2010
- Cummins Foundation Fellowship, 2007–2008

Dissertation:

Institutional influence on the manifestation of entrepreneurial orientation: A case of social investment funders

Dissertation Committee:

Wolfgang Bielefeld (chair), Dwight Burlingame, Jeffrey Covin, Janet Near (minor advisor)

M.A. 2000 COLUMBIA UNIVERSITY, Teachers College, Arts Administration
Required coursework for Marketing and Nonprofit Finance from Columbia Business School

Honors:

- Columbia University Teachers College Scholarship (via tuition remission), 1999
- Morita Foundation Fellowship, 1997–1998

M.A. 1997 AICHI PREFECTURAL UNIVERSITY OF FINE ARTS AND MUSIC, Musicology
Concentration: Contemporary Classical Music
Archival research conducted at University of Southern California, Arnold Schoenberg Institute

Honor:

- Daiko Foundation Research Fellowship, 1996

B.A. 1991 TOKYO NATIONAL UNIVERSITY OF FINE ARTS AND MUSIC, Musicology

EXPERIENCE

Academic Positions

2013–present Assistant Professor: Department of Political Science, Master of Public Affairs, University of North Carolina at Greensboro

2012–2013 Visiting Lecturer (one-year appointment): Department of Political Science, Master of Public Affairs, University of North Carolina at Greensboro

- Teaching the graduate courses for “Nonprofit Management and Leadership” (Fall), “Philanthropy & Resource Development” and “Social Entrepreneurship” (Spring) in both the classroom- and the online-formats
- Coordinating the Nonprofit Management Certificate Program

2012 Summer Associate Faculty: Philanthropic Studies, The Center on Philanthropy Indiana University

- Taught the “Introduction to Philanthropy” (an undergraduate course via online)
- The course and online format newly created with a grant of \$4,000

2010–2012 Associate Faculty: School of Public and Environmental Affairs, Indiana University
Purdue University Indianapolis

- Taught the “Nonprofit and Voluntary Sector” (an undergraduate course at classroom/via online)
- The online format newly created

2007–present Lecturer: Aichi Prefectural University of Fine Arts and Music Graduate School, Japan

- Teaching the “Fundraising for the Arts and Artists” (a graduate course at classroom/one-week intensive format)

Management Experiences in Nonprofit and For-profit Corporations

2006–2008 Project Director: “Youth Philanthropy in Japan and the United States” at the Center on Philanthropy at Indiana University

2004-2006 Visiting Researcher: “U.S.-Japan Comparative Study” at the Center on Philanthropy at Indiana University (an AFP funded international/diverse fundraising research project)

1999–2004 Major Gifts Development Associate: Thirteen/WNET New York, Patron Program

1998–1999 Corporate Funds and Sponsorship Intern: Carnegie Hall

1998 Finance Assistant: Orpheus Chamber Orchestra

1995–1997 Assistant Music Producer: Shirakawa Music Hall, Sumitomo Marine and Insurance Corporation, Japan

1991–1993 Human Resource Development Coordinator: Toyota Motor Corporation Headquarters, Toyota, Japan

PUBLICATIONS

Articles in Peer-Reviewed Journals

- Onishi, T. (2017). Examining definitions of philanthropy: A systematic review of the literature on Western philanthropy and suggestions for future research in Japan (in Japanese). *The Nonprofit Review*.
- Onishi, T. (2017). Institutionalizing Japanese philanthropy beyond national and sectoral borders: Coevolution of philanthropy and corporate philanthropy from the 1970s-1990s. *VOLUNTAS: International Journal of Voluntary and Nonprofit Organizations*, 28(2), 697–720.
- Onishi, T. (2015). Influences of venture philanthropy on nonprofits’ funding: The current state of practices, challenges, and lessons. *The Foundation Review*, 7(4).
- Welsh, D. H. B., Onishi, T., DeHoog, R. H., & Syed, S. (2014). Responding to the needs and challenges of arts entrepreneurs: An exploratory study of arts entrepreneurship in North Carolina higher education. *Artivate: A Journal of Entrepreneurship in the Arts*, 3(2), 21-37.
- Onishi, T. (2007). Japanese fundraising: A comparative study of the United States and Japan. *International Journal of Educational Advancement*, 7(3), 205–225.

Articles in Peer-Reviewed Best Paper Proceedings

- Onishi, T., & Wales, W. (2015). Toward a resource-based model of the institutional entrepreneurship process. *2015 Frontiers of Entrepreneurship Research*.
- Onishi, T. (2014). Moderating effect of entrepreneurial orientation on institutional forces and venture philanthropy. *2014 Academy of Management Meeting Best Paper Proceedings*, 1595-1600.

Book Chapters

- Yamauchi, N., & Onishi, T. (forthcoming) “Management context: Asia” In H.K. Anheier & S. Toepler (Eds.), *Routledge Companion to Nonprofit Management*. Routledge.
- Onishi, T. (2016). “Institutional analysis on venture philanthropy”. In O.M. Lehner (Ed.), *Handbook of Social and Sustainable Finance*. Oxford: Routledge, 342-363.
- Onishi, T. (2012). “Fundraising”. In N. Yamauchi, T. Tanaka & N. Okuyama (Eds.), *The encyclopedia of contemporary civil society* [in Japanese]. Center for Nonprofit Research & Information, Osaka, Japan: Osaka University.
- Onishi, T. (2010). “Media and philanthropy”. In H.K. Anheier & S. Toepler (Eds.), *International encyclopedia of civil society*. New York, NY: Springer.
- Onishi, T. (2008). “Giving by corporations”. *Giving USA 2008* (pp. 77–88). Glenview, IL: Giving USA Foundation.
- Onishi, T. (2007). “Giving by corporations”. *Giving USA 2007* (pp. 79–92). Glenview, IL: Giving USA Foundation.

Manuscripts Under Review & Working Papers

- Onishi, T. Understanding hybrid identity and practice variations: Institutional logic perspectives. *Nonprofit and Voluntary Sector Quarterly*, Under the 2nd review round.
- Onishi, T., Burkemper, A., & Wales, W. What matters when? An effectual perspective on how social entrepreneurs develop and mobilize critical resources. Prepared for *Nonprofit Management & Leadership*.
- Onishi, T., Micelotta, E., & Wales, B. Resources in institutional entrepreneurship: A systematic review and insights for business and social entrepreneurship research. *International Journal of Management Reviews*, under first round review.

Other Research/ Non Peer-Reviewed Publications

- Onishi, T. (2016). Japan. In L. Wagner, *Diversity and philanthropy; Expanding the circle of giving* (84-88). Praeger (as a contribution author).
- Onishi, T. (2015). Research on social entrepreneurship in the United States [in Japanese]. *Japan NPO Research Association Newsletter*, 16(3), 8-9.
- Onishi, T. (2011). Artists as entrepreneurs: A study on their fundraising and enterprise practices from a perspective of entrepreneurial orientation theory [in Japanese]. *Next Muses (Aichi Prefectural University of Fine Arts and Music Research Journal) March 2011*, 31-46.

- Onishi, T. (2008). *Current conditions and development strategies of philanthropy and fundraising in Japan: A comparative study of the United States and Japan*. Washington, DC: Association of Fundraising Professionals.
- Onishi, T. (2008). Fundraising vehicles and philanthropy: Charitable trusts in the United States [in Japanese]. *Trust Studies in Japan*, 29 (pp. 184–203). Tokyo: Trust Companies Association of Japan Research.
- Onishi, T. (2007). Fundraising for the arts [in Japanese]. *Aichi Prefectural University of Fine Arts and Music Research Journal*, 1(2), 1–24.
- Onishi, T. (2005). *Research on the current condition of nonprofit and non-governmental fundraising in Japan and suggestions for their fundraising development strategies* [in Japanese]. (Tokyo Foundation Rep. No. 2005–12). Tokyo: Tokyo Foundation.
- Onishi, T. (2005). Fundraising and planned giving vehicles in the United States [in Japanese]. In the Center on Public Resource Development (Ed.), *Research on charitable vehicles developed through collaboration between NPOs and financial institutions* (pp. 87-128). Tokyo: Trust 21 Foundation.
- Onishi, T. (2005). Volunteers' roles in philanthropy and fundraising [in Japanese]. *Japanese volunteer white paper 2005*, 149–158.

PRESENTATIONS

Conference Papers and Presentations

- Onishi, T. (2017). *Institutional factors for hybrid identity and practice variations of venture philanthropy*. The 2017 Academy of Management Annual Meeting. Atlanta, GA. August 2017.
- Onishi, T., & Micelotta, E. (2017). *Building a resource-based model of social entrepreneurship*. The 2017 Academy of Management Annual Meeting. Atlanta, GA. August 2017.
- Nakajima, T., Onishi, T., Okada, A., & Yoshioka, T. *Fundraising in Japan: A decade of challenge*. Accepted for presentation at the Association for Research on Nonprofit Organizations and Voluntary Action Asia Conference, Beijing, China, June 2017
- Onishi, T. (2016). *Building a resource-based model for the social entrepreneurship process: From the institutional entrepreneurship perspective*. Accepted for presentation at the Association for Research on Nonprofit Organizations and Voluntary Action 45th Annual Conference. Washington, DC. November 2016.
- Onishi, T. (2016). *Reconceptualizing Resources for social entrepreneurship: From the institutional change and entrepreneurship perspective*. University of Missouri-Kansas City Research Colloquium on Social Entrepreneurship. May 2016.
- Onishi, T. (2015). *Entrepreneurial and resource-mobilization factors advancing social-institutional entrepreneurship*. The Association for Research on Nonprofit Organizations and Voluntary Action 44th Annual Conference. Chicago, IL. November 2015.
- Onishi, T., & Wales, W. (2015). *Toward a resource-based model of the institutional entrepreneurship process: Incorporating the impact of firm entrepreneurial activity*. The 35th Babson College Entrepreneurship Research Conference. Wellesley, MA, June 2015

- Onishi, T. (2015). Institutional analysis on venture philanthropy. Said Business School University of Oxford Social and Sustainable Finance and Impact Investing Conference. Oxford, UK. April 2015. (to be declined)
- Onishi, T. (2014). Institutional entrepreneurship: Enabling conditions and implications for social entrepreneurship. The Association for Research on Nonprofit Organizations and Voluntary Action 43rd Annual Conference. Denver, CO. November 2014. (declined)
- Onishi, T. (2014). *Moderating effect of entrepreneurial orientation on institutional forces and venture philanthropy*. 2014 Academy of Management Annual Meeting. Philadelphia, PA. August 2014.
- Onishi, T. (2014). *Toward a model of resource mobilization process in institutional- social entrepreneurship*. University of Missouri-Kansas City Research Colloquium on Social Entrepreneurship. May 2014.
- Onishi, T., & Bielefeld, W. (2013). *What drives venture philanthropy behaviors?: A study about interaction effects of entrepreneurial orientation on institutional pressures*. Association for Research on Nonprofit Organizations and Voluntary Action 42nd Annual Conference. Hartford, CT. November 2013.
- Onishi, T. (2013). *Entrepreneurial enough?: A moderating effect of entrepreneurial orientation on government regulative forces*. 2013 Southeastern Conference of Public Administration. Charlotte, NC. September 2013.
- Onishi, T. (2013). *Factors affecting venture philanthropy behavior: From the entrepreneurial orientation and institutional theory perspectives*. 2013 Academy of Management Meeting. Lake Buena Vista (Orlando), FL. August 2013.
- Onishi, T., & Bielefeld, W. (2012). *Venture philanthropy revisited*. Association for Research on Nonprofit Organizations and Voluntary Action 41st Annual Conference. Indianapolis IN. November 2012.
- Onishi, T., & Bielefeld, W. (2011). *Institutional influence on the manifestation of entrepreneurial orientation: The case of "impact investors."* Association for Research on Nonprofit Organizations and Voluntary Action 40th Annual Conference. Toronto, CANADA. November 2011.
- Onishi, T. (2010). *A framework of strategic factors of venture philanthropy funds*. 2010 Academy of Management Meeting. Montreal, CANADA. August 2010.
- Onishi, T., & Bielefeld, W. (2009). *The dynamics of capital markets for social enterprises: Social venture capital funds and factors affecting their funding decisions*. Association for Research on Nonprofit Organizations and Voluntary Action 38th Annual Conference. Cleveland, OH. November 2009.
- Onishi, T. (2009). *Institutional influences on investment decision process of social venture capital funds*. AIM Alliance Nonprofit Data Conference. Cleveland, OH. November 2009.
- Onishi, T. (2009). *Risk and return factors affecting investment in social enterprises and the role of social capital*. 2009 Academy of Management Meeting. Chicago, IL. August 2009.

- Goldfalb, N., Huehls, F., & Onishi, T. (2008). *What counts? How does qualitative methodology affect research findings?* 2008 Association for Research on Nonprofit Organizations and Voluntary Action 37th Annual Conference. Atlanta, GA. November 2008.
- Onishi, T. (2008). *A comparative study on fundraising between the United States and Japan.* The International Society for Third-Sector Research (ISTR) 8th International Conference. Barcelona, Spain. July 2008.
- Onishi, T. (2007). *Toward typology of the capital market for social entrepreneurs: Overview of the state of research and theory implication.* 2007 Association for Research on Nonprofit Organizations and Voluntary Action 36th Annual Conference. Atlanta, GA. November 2007.
- Onishi, T., Wagner, L., & Williams, C. (2007). *Global fundraising: How does research affect practices?: A case study of fundraising in Japan.* 2007 Association for Research on Nonprofit Organizations and Voluntary Action 36th Annual Conference. Atlanta, GA. November 2007.
- Onishi, T. (2005). *U.S.–Japan cross-cultural examination on development strategies for philanthropy and fundraising.* 2005 Association for Research on Nonprofit Organizations and Voluntary Action 34th Annual Conference. Washington D.C. November 2005.
- Onishi, T. (2004). *Roles of professional and intermediary organizations in the development of U.S. fundraising.* Japan NPO Research Association Annual Conference. Yokohama, Japan. March 2004.
- Onishi, T. (2001). *Strategic management by Carnegie Hall: Analysis on its efforts of marketing, fundraising, and programming.* Musicological Society of Japan 68th Conference. Nagoya, Japan. May 2001.

Major International Conferences Organized

- Fundraising in the United States and its application to Japan.* A series of forums and seminars on fundraising by Dwight F. Burlingame and Lilya Wagner, sponsored by the U.S. Embassy in Tokyo, U.S. Consulate in Osaka, and the Toyota Foundation. Tokyo and Osaka, Japan. September 4–7, 2006.
- Fostering philanthropic mind.* A series of forums and seminars by Dwight F. Burlingame and youth philanthropy workers from Learning to Give and Youth Philanthropy Initiative Indiana, funded/sponsored by Japan Foundation Center for Global Partnership, the Tokyo Foundation and Central Community Chest of Japan. Tokyo, Japan. February 11-15, 2005.

Invited Presentations and Lectures at Academic Institutions

- Onishi, T. (2006). *Fundraising practices in the United States.* The Nonprofit & Public Management Program, Tokyo University, Japan. June 2006.
- Onishi, T. (2004). *Educational programs for philanthropy and fundraising in the United States.* Center for the 21st Century Social Design at Rikkyo University Graduate School, Tokyo, Japan. March 2004.

HONORS AND RESEARCH GRANTS (SELECTED)

- 2015-2017 University of North Carolina at Greensboro New Faculty Research Award, \$4,960
- 2013 Association for Research on Nonprofit Organizations and Voluntary Action Emerging Scholar Award

- 2012 The Center on Philanthropy Graduate Student Research Grant, \$2,000, for dissertation research
- 2010–2012 William and Flora Hewlett Foundation, \$10,000, for research entitled “Dynamics of the Social Capital Markets” (Co-Principal Investigator with Wolfgang Bielefeld)
- 2009–2012 The Center on Philanthropy at Indiana University Research Department, \$5,000, for research entitled “Dynamics of the Social Capital Markets” (Co-Principal Investigator with Wolfgang Bielefeld)
- 2007 Cosmo Oil Co. Grant, JPY500,000 (\$5,451), for research project entitled “Youth Philanthropy in Japan and the United States” (Co-Principal Investigator with Dwight Burlingame)
- 2006–2008 The Japan Foundation Center for Global Partnership Project Grant, \$150,000, for research project entitled “Youth Philanthropy in Japan and the United States” (Co-Principal Investigator with Dwight Burlingame)
- 2006 Matsushita/Panasonic International Foundation Research Grant, JPY300,000 (\$3,271), for research entitled Japanese fundraising: A comparative study of the United States and Japan.
- 2006 Trust Companies Association of Japan Research Award Grant, JPY500,000 (\$5,451), for research entitled “Fundraising vehicles and philanthropy: Charitable trusts in the United States”
- 2006 Association of Fundraising Professionals (AFP) Research Grant (renewed), \$5,000
- 2005 Association of Fundraising Professionals (AFP) Research Grant, \$5,000, for research entitled “Current conditions and development strategies of philanthropy and fundraising in Japan: A comparative study of the United States and Japan”
- 2004 Tokyo Foundation Research Grant, JPY1,500,000 (\$16,353), for research entitled “Research on the current condition of nonprofit and non-governmental fundraising in Japan and suggestions for their fundraising development strategies”
- 2004 Ruth Lilly Archives Research Grant of the Center on Philanthropy at Indiana University, \$5,200, for research entitled “Japanese fundraising: A comparative study of the United States and Japan”

PRIMARY RESEARCH INTERESTS

Nonprofit Management and Philanthropy, Social Entrepreneurship and Venture Philanthropy;
Fundraising;
International and Comparative Perspectives (Japan); Mixed Research Methods

PROFESSIONAL ACTIVITIES AND SERVICES

Academic Services

Nonprofit Management Certificate Program coordinator, Master of Public Affairs, University of North Carolina at Greensboro (2012–present)
International Students & Scholars Committee, University of North Carolina at Greensboro (2016–present)
Arts Administration Assistant/Associate Professor Search Committee, University of North Carolina at

Greensboro (2016–present)

Academic Program committee member, the Center on Philanthropy at Indiana University Philanthropic Studies (2011–2012)

Student Services

MPA Graduate Committee member (2013–present)

Faculty advisor to the Nonprofit Management graduate certificate students (2012–present)

Doctoral dissertation committee member for Zobaida Laota (Counseling & Counselor Education, 2017-present)

Doctoral dissertation committee member for Marian Graebert (School of Music, Nonprofit Management minor, 2013–2016)

Professional Services

Committee member, Association for Research on Nonprofit Organizations and Voluntary Action Theories, Issues and Boundaries Section (2016-present)

Co-Chair, 2015 ARNOVA 44th Annual Conference. Innovation and Entrepreneurship Track (April 2015~)

Co-Chair, 2014 ARNOVA 43rd Annual Conference. Philanthropy Track (2014)

Reviewer/evaluator for the tenure & promotion review of Western Carolina University Political Science and Public Affairs (a review on an applied research report by a tenure-track faculty member) (April 2016)

Referee

Reviewer for the Academy of Management Annual Meetings (2010, 2011, 2012, 2014, 2017)

Ad hoc reviewer for *Nonprofit and Voluntary Sector Quarterly*; *Nonprofit Management & Leadership*; *Voluntas*; *The Foundation Review*

Reviewer/evaluator, SAGE Publishing *Non-Profit Management: Principles and Practice*

Affiliations

Member, Academy of Management

Member, Association for Research on Nonprofit Organizations and Voluntary Action (ARNOVA)

Member, Japan NPO Research Association (*Nihon NPO Gakkai*)

Community Services

Board Member (Development Committee), Dance Project Inc. (2016-present)

Advisor/Interpreter, 2013 Philanthropy Mission Trip to leading philanthropic organizations and private foundations in the United States (e.g., Independent Sector, Rockefeller Brothers Fund, and Ford Foundation). The mission was composed of presidents/CEOs from leading philanthropic organizations in Japan, such as the Japan Association of Charitable Organizations, Toyota Foundation, Mitsubishi Foundation, and Osaka Community Foundation (September 28-October 6, 2013).

Community Engagement

Panelist (invited), “Philanthroculture: The Effects of Culture on Generosity” (lead panelist Lilya Wagner), Association of Fundraising Professionals International Conference, San Francisco, April 30, 2017.

Panelist, “New Opportunities in Fundraising: Understanding Diversity and Cultural Differences” Association of Fundraising Professionals NC Triad Monthly Meeting, March 31, 2017.

Consulting Services

- 2012 “Program Related Investment and Mission-Based Investment by Foundations,” a research project at the Center on Philanthropy at Indiana University
- Conduct research and provide strategic advice on key literature, research target and methodology.
- 2007 “Corporate Social Responsibility for Cummins Engine,” consulting work for Cummins Engine and Cummins Foundation, with Suzanne Weber Lupton.
- Conducted research on the principles, trends, and policies of CSR in the United States, EU, Africa, and Asia and made recommendations for Cummins’s new CSR programs; developed the Cummins Scorecards as the tools for the corporate managers to evaluate the effectiveness of Cummins’s CSR activities.

DISSEMINATION OF RESEARCH OUTSIDE THE SCIENTIFIC COMMUNITY (SELECTED)

- Train and educate nonprofit fundraising staff and board members in the United States and Japan on the essential knowledge of fundraising practices and cross-cultural factors.
- Advise corporate managers and executives on current trends and good practice of corporate philanthropy and social responsibilities.
- Provide fund managers, bankers, foundation officers, and policy makers in Japan with essential information of U.S. nonprofit fundraising, venture philanthropy, charitable and planned giving vehicles, and nonprofit accounting.
- Report cultural and classical music events and trends to major media outlets.

Press Interviews and Articles

- Onishi, T. (2014, Winter). The state of scholarly research on social entrepreneurship in the United States. *Japan NPO Research Association Newsletter*.
- Wakisaka, N. (2007, June 2). Toward a philanthropy nation. *Asahi Shimbun*, p. A1. (Featured interview).
- Onishi, T. (2007, Summer). Youth philanthropy: U.S. model and development in Japan. *NPO Journal 2007, 18*, 33-36.
- Onishi, T. (2006). A comparative study on fundraising between the United States and Japan. *Japan NPO Research Association Newsletter, 30(3)*.
- Onishi, T. (2006). Models and volunteer involvement of U.S. Fundraising. *NPO Journal 2006, 12*, 15-20.
- Onishi, T. (2005, Fall). Competition and collaboration between the nonprofits and business in the United States. *Kankyo Kaigi*, 61–65.
- Yamahata, Y. (2004, December 8). Japanese fundraisers. *Yomiuri Newspaper*, p. A4. (Featured interview).
- Onishi, T. (2003, November). To introduce philosophy of fundraising to Japan’s civil society. *Fujin Koron, 1141*, 75. (Featured interview).
- Onishi, T. (2003). Fundraising practices by arts organizations in Japan. *Japan Council of Performers' Organizations Journal, 13(1)*, 4–7.
- Onishi, T. (2003). About the American philanthropy. *Japan Initiative News. No. 115*.
- Onishi, T. (2002). A Report on international festival by MUSIC FROM JAPAN. *Ongaku no Tomo, 60(4)*, 130–131.

Columns in Media

“*Kaigai no Bunka* (Cultural Events Overseas: Classical Music)” in *Yomiuri Newspaper* (October 1998–present).

“*Beikoku no Firansolopi* (Philanthropy in the United States)” in *Philanthropy*, monthly magazine published for Japanese corporations by the Japan Philanthropic Association. (November 2004–November 2005).

Invited Industry Presentations

Onishi, T. (2007). *Fundraising: New trends in Japan and the United States*. A keynote speech at the Nippon Foundation, Tokyo, Japan. March 2007.

Onishi, T. (2005). *U.S. fundraising strategies and development suggestion for Japan's nonprofit sector*. Tokyo Foundation Conference. Tokyo, Japan. April 2005.

Onishi, T. (2004). *Fundraising practices and case studies in Japan*. Non-Profit Organization Support Center for NPO Program Development Management Seminar. Tokyo, Japan. December 2004.

Onishi, T. (2004). *Fundraising and its roles in community development*. Aomori NPO Support Center Fundraising Seminar. Aomori, Japan. September 2004.

Onishi, T. (2004). *The current condition and issues of U.S. fundraising*. The Isshinjuku Public Policy and Nonprofit Management Seminar. Tokyo, Japan. August 2004.