

## **Shizuka Modica, PhD**

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### **EDUCATION**

- 06/14 Associate Certified Coach (ACC) – expired as of 12/31/2017  
International Coach Federation (ICF), Lexington, KY, USA.
- 04/14 Certificate as a Life Coach  
MentorCoach (ICF-approved training program), Bethesda, MD, USA.
- 7/08 Certificate in the 360 Performance Assessment Suite  
Center for Creative Leadership, Greensboro, NC, USA.
- 5/07 Ph.D. in Higher Education (with a Leadership Departmental Dissertation Excellence Award)  
Curry School of Education, University of Virginia, Charlottesville, VA, USA.  
  
Dissertation: “Meaning of Work for High Performance: A Study of Outstanding Faculty and Staff at a Public Research University” (Qualitative Study)
- 6/98 Ed.M. with a concentration in Administration, Planning, and Social Policy  
Harvard Graduate School of Education, Harvard University, Cambridge, MA, USA.  
  
Focus of study: change management, process consultation, organizational culture, and higher education.
- 5/86 Certificate in the Legal Secretarial Course  
Lake Washington Vocational and Technical Institute, Kirkland, WA, USA.
- 3/82 B.A. in English with a concentration in Linguistics  
Teaching license in English as a Second Language  
Doshisha University, Kyoto, Japan.

### **PROFESSIONAL EXPERIENCES**

- 09/17 - Darden School of Business Administration, University of Virginia, Charlottesville, VA, USA.  
- Adjunct Faculty  
Co-design and co-teach a Darden Worldwide Course - Japan Immersion, which is an 8-day program for the Executive MBA Program and for the residential MBA Program.
- 04/17 – 3/18 Nagoya University of Commerce and Business (NUCB), Nagoya, Japan.  
- Visiting Professor  
Design and teach a case-based course in English titled “Leadership and Organizational Behavior” in the fall semester in NUCB’s Global MBA Program.
- 04/15 - Kyoto College of Graduate Studies for Informatics (KCGI), Kyoto, Japan.

- Professor of Organizational Behavior and Leadership  
Associate Director of Outreach Programs (in the United States)  
Design and teach courses such as Organizational Behavior, Leadership Theory, Leading Meaningfully for Sustainable Growth in multiple formats (e.g., via satellite, recorded & in-class teaching). Develop and deliver multi-lingual contents in English and Japanese. Reform KCGI's Leadership Theory Course. Advise the Curriculum Reform Committee. Develop and promote outreach programs for KCGI. Research on meaningful work.
  
- 09/13 - i.m.i. institute, LLC, Charlottesville, VA, USA.
  - Co-Founder, Learning Facilitator, and Coach  
Strategically plan and execute marketing activities. Design and deliver leadership/management programs, workshops, and retreats including teleseminars and e-learning to develop personal and organizational capacities. Coach business owners/managers/executives.
  
- 10/14 - 03/15 Kyoto College of Graduate Studies for Informatics (KCGI), Kyoto, Japan.
  - Associate Professor of Organizational Behavior and Leadership and Associate Director of Outreach Program (in the United States)  
Design and teach Organizational Behavior & Leadership Theory courses in multiple formats (e.g., via satellite, recorded & in-class teaching). Develop and deliver multi-lingual contents in English and Japanese. Develop and promote outreach programs for KCGI.
  
- 06/09 - 08/13 Weldon Cooper Center for Public Service, University of Virginia, Charlottesville, VA, USA.
  - Student Services Coordinator and Lecturer, University Internship Programs  
Taught a 4000-level, 4-credit sociology seminar course in organizational behavior in conjunction with students' internships during the academic year and received excellent student evaluations. Interviewed between 150-200 applicants during the recruitment period, assessed their competencies and needs for internships, and matched applicants with internships. Assisted the director in managing all phases of local, national, and international internship programs. Responsibilities included curriculum design and implementation, faculty orientation and consultation, learning assessment, relational database management, study abroad contracts, student and internship supervisor recruitment, retention, coaching, advising, etc.
  
- 11/07 - 12/08 Darden School of Business Administration, University of Virginia, Charlottesville, VA, USA.
  - Research Assistant  
Researched in the areas of entrepreneurship, high performance, organic growth, and employee engagement. Conducted a mixed methodology research project on private growth companies (i.e., interviews and SPSS). Wrote business case studies (cases are available through the Darden Business Publishing and Harvard Business Publishing).
  
- 11/98 - 11/07 University of Virginia, Charlottesville, VA, USA.
  - Business Manager, Cardiovascular Imaging Center, School of Medicine (1/00 – 11/07)  
Managed a research laboratory in contrast echocardiography. Responsibilities included supervision and management of; federal, foundation, and industry grants in all stages; basic and applied clinical research projects; human resources (i.e.,

recruitment, hiring, training, coaching, mentoring, and firing); fellowship programs; educational conferences; marketing; public relations; purchasing; space management, etc. Conducted an organizational climate survey to improve performance for Cardiology.

- Facilitator in the Multi-cultural Education course (graduate-level, 3-credit) (Spring/05)  
Facilitated in-class discussions and provided feedback on writing assignments via a web portal.
- Administrative Assistant to the First-Year Assistant Dean, Residence Life (7/99 – 1/00)
- HR temp assignments, University of Virginia Temp Services (11/98 – 7/99)

10/88 - 08/97 International University of Japan, Niigata, Japan.

- Institutional Public Relations Officer (9/96 – 8/97)  
Strategically planned and executed public relations activities for multi-national media.
- University Councilor, Committee of University Councilors (12/95 – 3/97)  
Served on the board as the first female university councilor.
- Special Program Assistant to the Vice President (7/95 – 8/96)  
Strategically planned and executed PR activities with the top management.
- Assistant Manager, MBA Program (4/91 – 8/96)  
Managed the American-style, English-medium MBA program. Responsibilities included: policy formulation; budgeting; faculty and student recruitment and retention; marketing; PR; exchange programs; summer executive programs; custom executive education development and management, etc.
- Staff, MBA Program (5/89 – 3/91)
- Assistant to the Director, International Management Research Institute (10/88 – 4/89)

10/86 - 06/88 Legal secretary, Pacific Resources, Inc., Honolulu, HI, USA.

08/83 - 08/85 Secretary in export industry, Sumitomo Forestry America, Inc., Seattle, WA, USA.

10/82 - 08/83 Japanese language teacher to adult learners at a private language school, Seattle, WA, USA.

04/78 - 05/82 Tutor for junior and high school students in English and Mathematics, Kyoto, Japan.

## **PUBLISHED BUSINESS CASES**

1. C.R. Barger & Sons, Inc. (A)
2. C.R. Barger & Sons, Inc. (B)
3. Levy Restaurants
4. McDonald's Corporation
5. Student Helping Honduras

\* The above cases are available through the Darden Business Publishing.

\*\* Cases 1, 2, 3, and 5 are also available through the Harvard Business Publishing.

## PROFESSIONAL AFFILIATIONS

International Network of Personal Meaning  
International Positive Psychology Association  
International Coach Federation – National  
Society of Human Resource Management – National and Virginia Chapters  
Mindfulness Institute and Coaching Circle in Kyoto  
Unified Mindfulness Community (training with Shinzen Young and Michael Taft)

## SELECTED CONFERENCE PRESENTATIONS

- 09/18 Invited break-out speaker at the Society of Human Resource Management (SHRM) Leadership Conference, “The Human Side of Organizational Change,” Richmond, VA, USA.
- 08/18 Research paper presentation, “Development and Validation of the Meaning-of-Work Theory for High Performance” at the International Network of Personal Meaning Conference in Vancouver, Canada.
- 08/18 Organizational Development Symposium presentation, “How Can We Strategically Promote Meaning-Centered Approaches?” at the International Network of Personal Meaning Conference in Vancouver, Canada.
- 07/17 Research paper presentation, “Development and Validation of the Meaning-of-Work Theory for High Performance” at the International Meaning Conference in London, UK.
- 07/17 Symposium presentation, “Engagement Is Dead! Long Live Engagement!: Applying Meaning- & Purpose-Centered Interventions to Enhance Employee Engagement and Organizational Effectiveness,” at the International Meaning Conference in London, UK.
- 07/17 Workshop presentation, “Leading Meaningfully for High Performance,” at the International Meaning Conference in London, UK.
- 07/16 “Separation of Conjoined Twins “Purpose” and “Meaning”: New Paradigm in the Workplace – “Purpose” as a Variable for “Meaning.” Mixed-methods research paper presentation at the 9<sup>th</sup> International Meaning Conference, Toronto, Canada.
- 07/16 “Leading Meaningfully” Workshop at the 9<sup>th</sup> International Meaning Conference, Toronto, Canada.
- 09/15 “Smart Creatives” for Innovation, Thus Quality? Workshop at the American Society for Quality annual conference, Charlottesville, VA, USA.
- 07/11 Meaning of Work Poster presentation at the Second World Congress of the International Positive Psychology Association, Philadelphia, PA, USA.
- 11/09 University Internship Programs’ presentation at the National Symposium on Civic Engagement, Public Work and Psychosocial Well-Being, Washington, D.C., USA.
- 03/08 “Leaders as Facilitators of Meaningful Work” at the American College Personnel Association annual conference, Atlanta, GA, USA.

06/07 “Leaders as Facilitators of Meaningful Work in a Constantly Changing Environment” at the 36<sup>th</sup> Assembly of the American Association of University Administrators, Charleston, SC, USA.

### **OTHER SELECTED PRESENTATIONS AND FACILITATION**

09/18 Discussion leader for the “Conducting Competitor Research” session of the 16-week Entrepreneur’s Workshop, Community Investment Collaborative, Charlottesville, VA, USA.

04/18 Discussion leader for the “Conducting Competitor Research” session of the 16-week Entrepreneur’s Workshop, Community Investment Collaborative, Charlottesville, VA, USA.

09/17 Discussion leader for the “Conducting Competitor Research” session of the 16-week Entrepreneur’s Workshop, Community Investment Collaborative, Charlottesville, VA, USA.

03/17 Discussion leader for the “Conducting Competitor Research” session of the 16-week Entrepreneur’s Workshop, Community Investment Collaborative, Charlottesville, VA, USA.

09/16 Discussion leader for the “Conducting Competitor Research” session of the 16-week Entrepreneur’s Workshop, Community Investment Collaborative, Charlottesville, VA, USA.

02/16 Presenter for the February meeting of the American Chamber of Commerce in Japan – Kansai Chapter, “Leading Meaningfully for High Performance,” Osaka, Japan.

02/16 Presenter for the February meeting of the Foreign Executive Women – Kansai Chapter, “Leading Meaningfully for High Performance,” Kobe, Japan.

10/15 Presenter for the Community Investment Collaborative Board Retreat, “Why Do We Mentor?” Charlottesville, VA, USA.

07/15 Presenter for the Leadership on the Lawn High School Program, University of Virginia Office of Student Affairs, “Leading Meaningfully,” Charlottesville, VA, USA.

08/13 Friday Forum Webinar: Find Meaning and Perform at Your Best, University of Virginia Alumni Association, Charlottesville, VA, USA.

07/13 MentorCoach Dissertation Survival Guide’s free teleworkshop: Lost Meaning? Find Meaning and Complete Your Dissertation!

08/10 Facilitator for the Meaningful Work for High Performance Workshop, University of Virginia Human Resources, Charlottesville, VA, USA.

10/09 Focus group facilitator for the University of Virginia Library change initiative efforts, Charlottesville, VA, USA.

## **SELECTED PROFESSIONAL SERVICES**

- 11/16 - Vice Chair, Meaning and Work Special Interest Group, International Network of Personal Meaning, Toronto, Canada.
- 06/16 – 12/18 Acting Membership Director, International Coach Federation Virginia Chapter Board Member, Richmond, VA, USA.
- 02/15 – 6/16 Curriculum Committee Member – Community Investment Collaborative, Charlottesville, VA, USA.
- 01/15 – 05/17 Secretary, International Coach Federation Virginia Chapter Board Member, Richmond, VA, USA.
- 02/16 – 06/16 Entrepreneurial Workshop Group Leader – 16-week Business Workshop for the under-resourced entrepreneurs, Community Investment Collaborative, Charlottesville, VA, USA.
- 03/14 - 12/15 Entrepreneurial Workshop Group Leader – 17-week WIBO Business Workshop, Community Investment Collaborative, Charlottesville, VA, USA.
- Winter/08 - 09 Reviewer for the Academy of Management annual conference.

## **SELECTED HONORS**

- 09/2018 Participant at the Mind and Life Institute's 5-day International Research Institute in Kyoto, Japan (with a partial scholarship)
- 01/2009 Volunteer Visiting Researcher, Howard Gardner's Good Work Project, Harvard Graduate School of Education
- 05/2007 Dissertation Excellence Award, Department of Leadership, Foundation, and Policy, Curry School of Education, University of Virginia
- 04/1997 International Students' Merit Scholarship, the Columbia University
- 05/1992 Fulbright Commission's International Education Administrators Program Award

**LANGUAGES:** Bilingual in English and Japanese

**REFERENCES:** Available upon request