

JOHN MICHAEL WIENCEK

Provost and Executive Vice President, The University of Akron
Professor of Chemical Engineering
The University of Akron, Akron, Ohio

ACADEMIC AND LEADERSHIP APPOINTMENTS

- (4/20- now) **Provost and Executive Vice President**
 Professor, Chemical Engineering
 The University of Akron, Akron, Ohio.
- (6/15- 4/20) **Provost and Executive Vice President**
 Acting President during Presidential Transition (May 12 – July 1, 2019)
 Professor, Chemical Engineering
 University of Idaho, Moscow, Idaho.
- (8/13- 6/15) **Provost and Vice President of Academic Affairs (Interim, 8/14-3/15)**
 Sr. Vice Provost for Administration & Strategic Initiatives (8/13-8/14; 3/15-6/15)
 Professor, Chemical & Life Science Engineering
 Virginia Commonwealth University, Richmond, Virginia.
- (7/07- 8/13) **Dean, College of Engineering**
 Professor, Chemical and Biomedical Engineering
 The University of South Florida, Tampa, Florida.
- (7/02 -7/07) **Department Chair**
(7/00-7/02) **Graduate Director**
 Professor, Chemical and Biochemical Engineering
(1/95 – 7/00) **Graduate Admissions Chair**
 Associate Professor, Chemical and Biochemical Engineering
 The University of Iowa, Iowa City, Iowa.
- (7/94-1/95) **Associate Professor, Department of Chemical and Biochemical Engineering**
(7/89-7/94) **Assistant Professor, Department of Chemical and Biochemical Engineering**
 Rutgers University, Piscataway, New Jersey.

EDUCATION

- (7/84-7/89) **Ph.D.** (August 1989) and **M.S.** (Jan 1986) **Chemical Engineering**
 NASA Graduate Fellow
 Case Western Reserve University
 Liquid Membrane Separations Employing Nonionic Microemulsions
 Dissertation Advisor: Prof. Syed Qutubuddin
- (9/79-6/84) **B.S. Chemical Engineering, Cum Laude**
 University of Cincinnati
 Outstanding Chemical Engineering Co-operative Education Student
 Student Achievement Award Winner, Professional Practice
 Procter and Gamble, Co., Industrial Chemicals Division, Cincinnati, Ohio.

SIGNIFICANT ACCOMPLISHMENTS AS A LEADER:

(4/20- now)

Provost and Executive Vice President

The University of Akron, Akron, Ohio

Institutional Profile: The University of Akron (UA) is one of the top public research universities in Ohio and the nation. The UA is internationally renowned for Polymer Science and career-ready engineering programs. The UA is deeply committed and connected to the City of Akron and meets the regional demand for exceptionally educated and dedicated people. The UA is focused on innovation, entrepreneurship, and economic growth. Pre-COVID enrollment was in excess of 18,000 students pursuing the >200 unique academic programs at UA. There are over 2500 employees, including >1000 faculty. The main campus is located near downtown Akron and there are regional campuses in Orrville, Medina and Lakewood. The University of Akron is recognized by the Carnegie Foundation as a Higher Research institution as well as Community Engaged (2015). The Pre-COVID total operating budget of approximately \$350 million.

Context upon joining: The pandemic struck about one month after my on-campus interview and my start date was originally slated for July. It became clear to me in mid-March briefing meetings that the UA was in for a financial and organizational remodeling effort on an accelerated time schedule. My request to join UA immediately was approved and my immediate task was to stabilize the situation while trying to establish trust through transparency and open interaction.

Significant accomplishments:

- Greatly reduced organizational bloat and mid-level administration by reducing the number of Colleges from twelve to five, without closing academic programs. The merger continues to evolve and be tweaked but has now aligned programs as collaborators rather than competitors, especially in the engineering and STEM fields.
- Reshaped expenditures to match projected enrollment declines due to COVID and other financial constraints unique to UA. Along with my peers, I took a voluntary 10% reduction in pay to help us meet our financial obligations. Most of the budget reduction was accomplished through staff reductions made possible by the college mergers as well as strategic reduction in workforce, including a significant number of unionized faculty. All union agreements were honored, and appeals process is essentially complete. UA has prevailed in all cases to date and anticipates that all cases will be upheld as compliant as matters come to a closure in the coming months.
- Took over responsibility for Enrollment Management given vacancies and budget limitations. Working with Student Government and Faculty Senate, many initiatives and recruiting initiatives have sprouted. Billing statements for students have been streamlined, degree maps revitalized, an advising taskforce mobilized, and our scholarship portfolio significantly adjusted to shift more aid to need-based aid. In addition, UA was the only state university to freeze its tuition while also reducing the housing rates to live on-campus. The new Zips Affordability Scholarship (a last dollar scholarship for Pell recipients) has been a huge success, doubling our yield of Pell recipients.
- Joined CFO in moving financial management from non-participatory to shared responsibility mindset. Working with an interim and then a new CFO, we developed a transparent approach to budget development that was absent in recent past. We have placed budget responsibility back into the Colleges, allowing them to manage their own vacancies to meet the university mission. We are now working towards the implementation of a new ERP and discussing continued evolution of a more open and participatory budget process via University Council.
- Working with the VP of Communications and Marketing, assessed our marketing placement budget and deployment. Justified and secured a doubling of the marketing budget and an increased investment in general awareness campaigns in the region using TV, Radio and traditional print media placements in regional as well as strategic out of region markets. To date, applications are up substantially, especially nonresidents.
- Joined contract negotiations during a time of significant tension between the faculty (represented by its union, the AAUP) and the administration. Negotiations were stalled by the many lawyers in the room. The AAUP agreed to meet with the CFO and myself to try to get

to some meaningful path forward. Over the course of just 3 half day meetings, we emerged with a long-term contract that would assure us of “labor peace” during a period of financial healing. The faculty would not receive increased compensation unless we met enrollment targets and they were expected to help us with recruiting and marketing efforts. In my assessment, this accomplishment is the most important one of the past several years since it joins administration and faculty as collaborators and seeks to reduce the formalities and combativeness that come with many Collective Bargaining Agreements.

- Rolled out new Strategic Plan with a living process based on an Aspirations and Key Results model (see Measure What Matters by John Doerr) as well as tool for self-reflection in development personally meaningful Aspirations.
- Rebuilding Institutional administrative and leadership capacity started with replanting key positions in the Provost’s office, which was hollowed out by the prior leadership. In addition, there was only one permanent dean when I joined the UA. By the end of the current year, we will have filled all open dean positions and vice provost positions as well as the VP for Research and the VP for Enrollment Management. Strategically, I have consolidated institutional research and business analytics/reports offices to form a signal data analytics team which have rebranded themselves as Performance, Strategy and Insights (PSI).
- Healed relationship challenges with key donors and community members by addressing simple requests and re-establishing long-standing expectations of their gifts (e.g. maintaining the Honors College with a Dean). I have also joined Leadership Akron as part of their signature leadership program which is connecting me with established and emerging leaders across the region.

(6/15-4/20)

Provost and Executive Vice President

University of Idaho, Moscow, Idaho

Institutional Profile: The University of Idaho is the state’s land-grant and flagship university. The enrollment is in excess of 12,000 students in over 250 unique academic offerings. There are over 6000 employees, including over 1000 faculty. The main residential campus is in Moscow, Idaho but additional education centers are located in Coeur d’Alene, Boise, Twin Falls and Idaho Falls. The University of Idaho research and extension centers are located in every county in Idaho. The University of Idaho is recognized by the Carnegie Foundation as a Higher Research institution as well as Community Engaged. Total operating budget of approximately \$470 million/yr.

Significant accomplishments:

- With broad university community input and Board support, developed and implemented a unique, metric-driven long-range Strategic Plan and Process (2016-2025) which is coupled to new resource management process (including new transparent budget allocation and reallocation processes)
- Assumed direct management (for Fall 2016 cohort) of recruiting efforts yielding first new student enrollment increase (4.5% undergraduate, 5% graduate programs) since 2010. This growth has continued with an additional 2.4% enrollment growth for the Fall 2017 cohort.
- Realignment and reorganization of Provost Office staffing to achieve Strategic Plan enrollment goals (shift to modern Strategic Enrollment Management approach)
- With the President, launched the Vandals Idea Project (VIP) providing seed funds to support innovative approaches to meeting the goals of the new Strategic Plan
- Built trust and teamwork – programs jointly identified, discussed (with faculty senate, staff council and campus leaders) and launched to address compensation, work place environment challenges
- Developed executive “team-mentality” within the President’s cabinet
- Established partnership with Navitas to provide an international pathway program to assist in growing international enrollment and improving the internationalization of the university. This partnership has resulted in an increase of over 23% in international graduate enrollment in Fall 2017 despite visa restrictions imposed by the federal government.

- Recruited four new Deans, a VP of Research and two Vice Provosts (4 women, 3 men)
- Working with faculty senate, staff council and a Presidential steering committee, guided and implemented reallocation process based on program assessment/prioritization
- Initiated and launch student success center to improve retention and graduation rates, resulting in retention rate increase of roughly 5% (Fall 2016 freshmen cohort)
- Improved crisis management and communications skills on job and via training (executive media relations training with national consultant, Harvard Kennedy School Crisis Leadership in Higher Education)
- Working with the Vice President of Finance and Faculty Senate, developed a transparent budget process that identifies funding priorities
- Using new transparent budget process, developed and successfully secured legislative funding for student success initiatives, a new remote delivery of computer science degrees in North Idaho, and increased support for the library to support our aspiration to become R1 university
- Supported president's fundraising efforts for new basketball arena (\$40 + million project) by meeting with the Idaho Governor, Lieutenant Governor, US Department of Agriculture Secretary and key timber industry leaders to secure support (direct and indirect)
- Worked with the Vice President for Advancement to build the capital campaign plan and imbed fundraising performance into the collegiate dean's annual review/goal setting process
- Increased Native American enrollments and secured \$1.075 million NSF grant to support Native American STEM doctoral candidates (LSAMP BD: University of Idaho All-nations LSAMP)
- Utilized program prioritization data coupled with national benchmarking data from the Delaware Cost Study to address tuition revenue decline.
- Worked closely with the State Board of Education and State Board staff, especially the Chief Academic Officer, to meet the goals and objectives established by the Board.

(5/19- 7/19)

Acting President during Presidential Transition (May 12 – July 1, 2019)

University of Idaho, Moscow, Idaho

Role and Responsibility Performed routine approval and oversight functions as well as communication to external entities including the State Board of Education, the press, alumni and other key stakeholders. Reinforced enthusiasm for incoming president while attending events in honor of resigning president (ceremonial tree planting and small events honoring the president and his achievements)

(8/13-6/15)

Provost (interim) and Senior Vice Provost of Administration and Strategic Initiatives

Office of the Provost and Senior Vice President for Academic Affairs
Virginia Commonwealth University, Richmond, Virginia

Institutional Profile: Virginia Commonwealth University (VCU) is one of the Virginia's largest universities and ranks among the top universities in the country. Located on two downtown campuses in Richmond, VCU enrolls more than 31,000 students in 222 certificate and degree programs. In 2011, President Rao established *Quest for Distinction*, a strategic plan that strives to advance education, research, service, and clinical care with an emphasis on interdisciplinary collaboration, diversity, and community engagement. VCU is designated by the Carnegie Foundation as Highest Research activity as well as Community Engaged.

Significant accomplishments as **Provost (interim):**

- Worked to promote one university philosophy at VCU by: eliminating and combining Dean's meetings on the two campuses into a single Council of Deans, utilizing a common set of tools for financial reporting and Dean evaluation, as well as looking for joint academic and research opportunities such as Spitz for Science and Health Sciences Pipeline projects.
- Rejuvenated communications efforts from the provost's office to include cohesive re-enforcement of the President's messaging for the year, moving that message to the strategic plan activities (i.e. refocusing our strategic plan, Quest for Distinction see

- <http://quest.vcu.edu/refocusing-quest/>), as well as using blogs, Twitter and Google Hangouts as alternative vehicles to connect with students and faculty.
- Developed two focused efforts in collaboration with VP of Inclusive Excellence to help recruit (Inclusive Excellence Champions) and retain (Research and External Funding Academy) under-represented faculty.
 - Addressed and resolved pending Board initiatives and concerns
 - Replaced key vacancies on the Provost Office team
 - Developed strategic focus for the academic year – Refocusing *Quest for Distinction* (see <http://quest.vcu.edu/refocusing-quest/>) and improving budget sustainability and transparency
 - Co-chaired with VP Finance a steering committee to develop a new budget model (RCM).

Significant Accomplishments as **Senior Vice Provost:**

- Improved transparency in budget and finance processes at VCU
- Worked with Strategic Enrollment Management, the Office of Planning and Decision Support and the Office of Budget and Resource Analysis to develop a better means of tuition revenue estimation in the wake of a new tuition model.
- Crafted policy/position papers, improved planning, and supported VCU-wide research proposals
- Strategic and emerging initiatives – emergency response, new Wilder School, summer session, living-learning communities, established Continuing & Professional Education office
- VCU community – volunteer, Yale Initiative with Richmond Public Schools
- Maintained operational continuity - transitioned in/out of the Provost role in service to VCU

(7/07-8/13)

Dean, College of Engineering

The University of South Florida, Tampa, Florida

Institutional Profile (accurate as of 8/13): USF is the fastest growing research university in terms of research expenditures in the USA (<http://chronicle.com/article/Biggest-Gainers-in-Federal-48035/>). USF is designated by the Carnegie Foundation as Very High Research as well as Community Engaged and ranked 50th in federal research expenditures by the NSF putting USF ahead of Purdue, Michigan State, Princeton and Brown Universities to name a few. USF is ranked 27th among public institutions in the Top American Research Universities. As dean, served as the chief executive officer for the college of engineering, responsible for all personnel including approximately 140 tenured/tenure track faculty, 18 full-time instructors, 60 research faculty and 90 staff. The college's annual expenditures were approximately \$24 million in state funding (educational mission) and \$28 million in externally sponsored research. At the time of my departure, the College of Engineering provided educational offerings in nine degree programs at all degree levels (BS, MS, PhD) to 3300 undergraduate students and 800 graduate students.

Significant accomplishments:

- Visionary leadership – the College was in disarray upon my arrival, facing re-accreditation and a looming 15% budget cut. The faculty were demoralized and disconnected from the College's fate. Working beyond the crises that faced us in that first year, the College of Engineering came together under my guidance to form its first ever holistic strategic plan that placed us on a measurable path toward excellence, which built our reputation and improved our prospects to recruit the best faculty, students and research programs. We went from unranked in US News in 2007 to 69th among public universities upon my departure (graduate engineering program rankings).
- Fundraising - Took fundraising from less than \$700K in 2007 to \$69M in 2013 exceeding capital campaign goals substantially (\$19 million goal versus over \$120 million raised). Re-established the college advisory board with sharper focus on college's mission and strategic plan and an active executive board in terms of engagement and fundraising. >\$2.5 million in instructional laboratory improvements in four years, much of this amount coming from non-state sources (donations and endowments). \$1.8 million renovation of the marquee student learning space including expanded general use classroom, premier open meeting space (Hall

- of Flags), multi-functional conference room and the “Design for X” lab, a maker’s space for engineering students that want to innovate.
- Diversity - Increased women faculty from 8.5% to 15.5% during my tenure as Dean, increased national visibility of diversity in our graduate programs at USF to status equivalent to AAU member universities such as the University of Florida, Georgia Tech, and Northwestern
- Involvement with students – started ELATE (Exploration of Leadership and Teamwork for Engineers) with Advisory Board support, speaker/mentor for several student organizations. Increased emphasis on providing learning experience beyond the classroom for our students (e.g., interns, co-ops, study abroad, international capstone design, and undergraduate research).
- University-wide leadership roles for USF – institutional-wide budget committees including new budget model development (RCM), research advisory committee, National Academy of Inventors, Chair of several key executive searches, Cybersecurity Education and Research Initiative, MOOCs at USF
- Involvement with community – many targeted economic development activities in the region in collaboration with former Mayor of St Petersburg (Rick Baker), engagement with Florida Engineering Society, FIRST robotics, local community colleges, SOCOM, CENTCOM, Coalition Institute (non-profit promoting international security) and the Pinellas Science Center to name a few
- Involvement nationally – American Association of Engineering Education, Engineering Deans Council (EDC), Big East Engineering Dean’s consortium, APLU, National Society of Black Engineers national meeting (dean’s forum panelist)

(6/03 -7/07)

Department Executive Officer (DEO or Chair), Chemical & Biochemical Engineering

The University of Iowa, Iowa City, Iowa

Institutional Profile: The University of Iowa is the flagship institution for the State of Iowa and a member of the Association of American Universities (AAU), the gold standard for research universities in North America and the world. Enrollments exceed 23,000 students and research expenditures in excess of \$550 million. As the Department Chair of Chemical and Biochemical Engineering, responsibilities included all personnel including fifteen tenured/tenure track faculty, two research faculty and three staff. Administered annual expenditures exceeding \$1 million in state funding and \$8 million in externally sponsored research. Responsible for faculty performance appraisals, salary adjustments, teaching assignments and recruiting.

Significant accomplishments:

- Advisory board for fundraising. Expanded the advisory board’s role beyond accreditation evaluations to include fundraising initiatives. Initial fundraising goal of \$100,000 was quickly increased to \$200,000 after convincing a local company to donate \$50,000 within the first three months of the campaign and securing a match gift from advisory board. In addition, alums with the means to give were recruited to serve on the board and were cultivated for future gift requests. One of the persons placed on the board in 2006 recently added a \$1 million discretionary endowment to the department.
- Goal-based performance plans and evaluation. Modified our annual review process to factor in annual goals for each faculty member, rather than relying on “gut feel” or one-dimensional quantitative metrics. This approach refocused individual energy and talent of some faculty who were not engaged with their own career or the department’s mission.
- Diversifying the graduate student body. In concert with other UI faculty, engaged in aggressive recruiting efforts to increase our domestic and minority graduate student population. Upon departing Iowa in 2007, CBE enrolled roughly 40% of the graduate students from under-represented groups (African American, Hispanic or Domestic Women). Prior to these focused efforts, our graduate enrollments rarely exceeded a handful of minority and domestic female students.

- International partnerships. Developed and implemented BS/MS degree program with sister institution in India (Dharmish Desai University). Visited the DDU campus in Gujarat, India and developed curriculum jointly with DDU faculty to satisfy all accrediting bodies.
- Faculty recruiting. Successfully recruited two junior faculty both with interdisciplinary appointments (one with a major research center and the other with Pharmacy College), as well as two center directors (Center for Biocatalysis and Bioprocessing, Center for Computer Aided Design).

AWARDS AND HONORARY SOCIETIES

Professional:	Commencement Speaker (6 times at 3 different institutions) The University of Iowa College of Engineering Teaching Award (2006) CIC Academic Leadership Program Fellow (2006-7) CIC Departmental Executive Officer Training Program (2003) The University of Iowa Faculty Scholarship Award (1998-2001) The University of Iowa Pan-Hellenic Teaching Award (1997) Rutgers College Parents Association Outstanding Teacher Award (1994) Faculty Academic Service Award (1990, 1993) DOE Environmental Restoration & Waste Management Jr. Faculty Award Henry Rutgers Research Fellow (1989-1991)
Graduate:	NASA Graduate Student Researcher Fellowship (1987-1989) Alumni Award Recipient (1986, 1987) Certified Engineer in Training, Ohio (1985)
Undergraduate:	Outstanding Chemical Engineer Co-op Student (1984) Achievement Professional Practice Award (1984) Phi Kappa Tau Scholastic Award (1984) University of Cincinnati, Engineering Honors Scholarship (1984) Phi Kappa Tau Outstanding Man on Campus (1982) Polonia Foundation of Ohio Engineering Scholarship Tau Beta Pi Engineering Honorary Sophos Scholastic Honorary Alpha Lambda Delta Scholastic Honorary Dean's List (8 times) Inter-fraternity Council Scholarship Certificate of Merit (8 times)

FUNDED RESEARCH GRANTS

Roughly 45 grants and contracts during the time my research efforts were active (1989-2007) accounted for more than \$8 million of research expenditures from a variety of corporations, the Department of Defense, the Department of Energy, the National Science Foundation, the National Institutes of Health, NASA, various state agencies and private foundations. A complete list is included in teaching & scholarly works summary (available upon request).

PEER REVIEWED PUBLICATIONS

I have 49 peer reviewed journal articles which are available in teaching & scholarly works summary (available upon request). My research agenda was suspended in 2007 when I became Dean of Engineering. According to Google Scholar as of December 24, 2021, my work has been cited 2472 times, I have an h index of 29 and an i10 index of 42.

PEER REVIEWED CHAPTERS

I have 4 peer reviewed book chapters focused on protein crystallization, microemulsions and novel separation technologies. A complete list is included in teaching & scholarly works summary (available upon request).

INVITED SEMINARS and PRESENTATIONS

Presented 51 times at the invitation of a host (Invited Seminars) and 75 times at professional conferences and meetings. A complete list is included in teaching & scholarly works summary (available upon request).

PROFESSIONAL SOCIETIES

American Institute of Chemical Engineers
- Food, Pharmaceutical and Bioengineering Division
- Separations Division
American Chemical Society
- Division of Colloid and Surface Chemistry
- Division of Industrial Chemistry (Separation Science Subdivision)
- Division of Environmental Chemistry
American Crystallographic Association
American Society for Engineering Education
National Institute of Pharmaceutical Technology and Education

UNDERGRADUATE STUDENT SUPERVISION and HIGH SCHOOL OUTREACH

I have offered directed study and research experiences to over 50 undergraduate students and numerous high school students as mentor of science research and/or paid internships. A complete list is included in teaching & scholarly works summary (available upon request).

GRADUATE THESIS - PRINCIPAL ADVISOR

Attaguile, Salvatore, M.S., December 1997, *Rational Designs for Crystallizing Integral Membrane Proteins*.
Bonita, Jill (NIH and NASA Fellow), Ph.D., August 1997, *Predictive Temperature Control of Protein Crystallization*.
Darcy, Patricia (NIH and NASA Fellow), Ph.D., August 1998, *Calorimetric Characterization of Lysozyme*.
Gakhar, Lokesh Ph.D., December 2003, *Modeling Flash Cooling of Protein Crystals*.
Hitscherich, Carl, Ph.D., December 2001, *Quantification of Surfactant Effects in Membrane Protein Crystallization*.
Hu, Shih-Yao, Ph.D., June 1997, *Selective Ion Separations Using Hollow Fiber Encapsulated Liquid Membranes*.
Jones, Wayne, Ph.D., May 2004, *Controlling growth kinetics in protein crystallization*.
Kirsch, Ann, MS, Dec 2005, *Genencor Professional MS Program*
Larson, Karen, Ph.D., Jan 1993, *Mercury Removal from Contaminated Water via Microemulsion Liquid Membranes*.
Li, Jin, Ph.D., December 2003, *Rejuvenation of Fermentation Media via Supported Emulsion Liquid Membranes*.
Lokenvitz, Diana, M.S., May 2001, *Optimization of OmpF Porin Extraction and Purification*.
Parekh, Kalpesh, M.S., December 2003, *High Pressure Flash Cooling of Protein Crystals*.
Rodriguez, Jessica, M.S., May 2007, *Novel Membrane Distillation Methods of Desalination of Seawater*
Rose, Rebecca, M.S., December 2001, *Design of a Rapid Screening System for Second Virial Coefficients*.
Saxena, Roli, M.S., May 1995, *Organic Soluble Enzyme Catalysts*.
Schall, Constance (NIH & NASA Fellow), Ph.D., August 1995, *Enzymatic Reaction Utilizing Immobilized NADH*.
Skrentner, Jeffrey, MS, Dec 2006, *Genencor Professional MS Program*
Upadhyay, Ashish (NIH Fellow), M.S., May 1995, *Measurement of Affinity Surfactant - Protein Binding*
Uytingco, Myrna (NIH and NSF Fellow), Ph.D., Dec 1995, *Polymerization of p-Cresol by Horseradish Peroxidase in 2-Octanol/Dimethyl Sulfoxide Cosolvent System*.
Vasudevan, Madhavan (NIH Fellow), Ph.D., Dec 1994, *Employing Microemulsion Phases for Selective Protein Recovery*.
Whitmore, Cassidy, MS, May 2005, *Genencor Professional MS Program*
Ye, Bo, M.S., December 1997, *The Split Step Method Applied to Advancing Reaction Front Models*.

GRADUATE THESIS - COMMITTEE MEMBER

I have served on more than 25 additional graduate student committees. A complete list is included in teaching & scholarly works summary (available upon request).

POST DOCTORAL RESEARCH ASSOCIATES, FULL TIME LABORATORY STAFF, VISITING SCIENTISTS

My research group was large, and I trained and employed several professionals. A complete list is included in teaching & scholarly works summary (available upon request).