

Randi Wasik, MBA
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SUMMARY

Extensive leadership experience in financial planning, strategic management and sponsored research at four universities and three academic medical centers, at both central and departmental levels. Management experience in financial planning, lean processes, shared service creation and deployment, budget development/implementation/management, supervision, department and clinic expansions; clinical trial, IRB and IACUC submission and management. Manage and navigate the complexities of a tridem educational system – clinical/education (all levels through residency)/research. Enthusiastic training and mentoring background. Experience in all aspects of pre-award and post award management as well as reporting for all federal funders as well as a myriad of industrial, state and foundation sponsors at both the central and departmental levels. Member of NCURA since 1990's.

SKILLS

- Project management
- Leadership/communication skills
- Business operations development
- Human resources
- Lean Process
- Shared Service Development
- Negotiations expert
- Employee relations
- Self-motivated
- Budget development
- Strategic planning and forecasting
- Continuous Quality Improvement (CQI)
- Pre/Post award administration
- Change management
- Motivator/mentor
- Navigate across systems
- Hospital budgeting
- Clinical research administration

PROFESSIONAL EXPERIENCE

University of Louisville, Louisville, KY

EVPRI

June 2023 - present

Executive Director

In collaboration with the EVPRI, I am responsible for the planning and execution of all matters relating to the administrative operations and strategic direction of research administration. Works in conjunction with representatives of the University and Health system, coordinating the development and execution of training and operational strategies and initiatives – cross system functionality.

UMass Medical School/UMASS Memorial Medical Center, Worcester, MA

The Program in Molecular Medicine

March 2019 – December 2023

Sr. Academic Administrator

In collaboration with the Department Chair, is responsible for the planning and execution of all matters relating to the administrative operations and strategic direction of PMM. Works in conjunction with representatives of the Budget Office, & Medical School administration, coordinating the development and execution of departmental strategies and initiatives.

Washington State University Elson S. Floyd College of Medicine, Spokane, WA

February 2017 – March 2019

Associate Dean Finance, Administration and Strategy

In collaboration with University and School leadership, the Associate Dean Finance, Administration and Strategy performs strategic financial and business planning supporting the successful launch and accreditation of the Elson S. Floyd College of Medicine (ESFCOM)

University of Washington, College of the Environment, Seattle, WA

2016 - 2017

Director of Administration and Finance

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Duke University School of Medicine, Durham, NC
Department of Surgery
2015 – 2016
Director of Research Administration

University of Washington, School of Medicine, Seattle, WA
2010 – 2015
Director of Administration and Finance

University of Massachusetts Medical School, Worcester, MA
Program in Gene Function and Expression
2003 - 2010
Senior Academic Administrator

ACCOMPLISHMENTS

- First author or co-author on four articles for the NCURA magazine and active presenter at both Regional and National meetings
- PDC Committee – current
- Active teacher at the last four annual meetings and last three FRA/PRA meetings
- Contributed to NCURA magazine and research guide
- NCURA positions: Treasurer Region VI, Treasurer Region 1 (current), Mentor in Regions 1 and VI, FRA committee, NCURA magazine editor and various other volunteer positions Regionally and Nationally
- University of Washington's Effort Reporting Committee - develop software to work in tandem with University financial systems to ensure compliance with faculty, non-faculty and non-FEC cost share rules and reporting needs
- University of Washington's Payroll and HR systems selection committee member on behalf of the School of Medicine for the software development and implementation of Workday
- University of Washington Professional and Organizational Development trainer in the Research Administrator's Certificate program - four-hour post award management course.
- Implementation team member at UMA for implementation of PeopleSoft
- Member of the development team which wrote a platform to sit on the PeopleSoft system to assist both departmental administrator and faculty in fund/budget management - one platform for administrators and one platform for faculty each addressing their unique needs
- University of Massachusetts Medical School trainer in the Research Administrator's Certificate program (post award/effort/compliance)
- Washington State University's Elson S. Floyd College of Medicine (WSU ESFCOM) representative to lead the implementation of the WSU wide ERP system

EDUCATION

1984 **Texas Christian University, Fort Worth, TX**
MBA: Finance/Management

1982 **Carnegie-Mellon University, Pittsburgh, PA**
BFA: Music Performance

CERTIFICATES

2010 Graduate of NCURA's Leadership Development Program
2012 Graduate of University of Washington's Lean Training Program
1993 Completed Project Management Course at Harvard University's School of Architecture

Randi Wasik - Personal Leadership Statement

As a candidate for the NCURA Region 3 Volunteer Board Member position, I am driven by a commitment to fostering an environment where every peer feels valued, empowered, and equipped to contribute effectively. My leadership philosophy revolves around five core principles: training, vision, strategy, inclusivity, and team building.

Training: I believe that continuous learning and development are crucial for personal and collective growth. My goal is to implement comprehensive training programs that not only enhance the skills of our volunteers but also boost their confidence and engagement. By offering targeted training and resources, I aim to ensure that every member is well-prepared to meet our collective goals and succeed in their institutional role.

Visionary: I am dedicated to creating and sharing a compelling vision for our organization's future. I will work to articulate a clear and inspiring direction that aligns with our mission and excites our volunteers. This vision will serve as a guiding star, helping us navigate challenges and seize opportunities.

Strategic: Strategic thinking is essential for effective leadership. I am committed to developing and executing thoughtful strategies that maximize our impact and efficiency. By setting clear goals and prioritizing key initiatives, I will ensure that our efforts are focused and that we achieve meaningful results.

Inclusive: Inclusivity is at the heart of my leadership approach. I am passionate about creating a welcoming and diverse environment where all voices are heard and valued. By embracing different perspectives and fostering a culture of respect and collaboration, I will ensure that our team is strong and united.

Team Builder: Building and nurturing a cohesive team is fundamental to our success. As I tell peers, research administration is a team sport. I am dedicated to creating a supportive and positive atmosphere where teamwork flourishes. By encouraging open communication, recognizing achievements, and addressing challenges proactively, I will help to build a dynamic and motivated team.

Together, we can achieve great things by leveraging our collective strengths and working towards a shared vision. I am excited about the opportunity to lead with these principles and to contribute to our organization's continued success.

Statement on Diversity and Inclusion – Randi Wasik

Diversity, Equity, and Inclusion (DEI) are essential values that shape my personal and professional life. My commitment to DEI stems from a deep understanding of its transformative power in creating a more just and thriving society. This statement serves to articulate my perspective on DEI, highlighting the experiences and beliefs that underpin my dedication to fostering environments where everyone can succeed, regardless of their background.

Diversity brings a wealth of perspectives, ideas, and experiences that enrich our communities and workplaces. In my academic and professional journey, collaborating with individuals from various cultural, ethnic, and socioeconomic backgrounds has broadened my horizons and challenged me to think more critically and creatively.

In my career, I have been an active teacher and mentor. I have striven to understand the diverse cultures that comprise the fabric of our nation. What has been their journey, what has been their challenges, what do we need to do to overcome preconceived notions of the amazing people on our teams and who we want to attract to our teams. The work of moving to a better personal understanding and translating this into a system requires us to be mindful of the painful history and issues around race and gender discrimination. From slavery to disrespect of the tribal nations, to not embracing those around us who perhaps do not reflect the cultures we grew up in – the first step forward is understanding.

As leaders we need to remove the barriers and ensure that we are supporting all team members and students for their success which in turn will lead to the institution's success. We must create a welcoming environment. We must engage in dialogues which are fluid, respectful and forward looking. We must understand these conversations are routed in a very emotional area of our psyche requiring us to work on-goingly to ensure positive growth and development. By welcoming and embracing the amazing diversity on our campuses, we grow even stronger. As they say many hands make light work. I view the support of including all makes us stronger, more visionary, and more prepared for this ever-changing world we live in.

In my professional life, I strive to integrate DEI principles into all aspects of my work. Whether it is through developing inclusive hiring practices, designing equitable policies, or fostering a workplace culture that celebrates diversity, I am dedicated to creating spaces where everyone can succeed. I believe that organizations that prioritize DEI are not only more innovative and resilient but also better equipped to serve their communities and stakeholders.

It is our responsibility as leaders to the current workforce and students as well as to those who are to come, to continue to improve our efforts to support diverse and inclusive environments. We must actively engage in our communities to create pipelines, engagement, and awareness. When I lived in Seattle, I volunteered with Seattle MESA sitting on presentation panels for junior high students who are interested in science. In Worcester I have done outreach into junior highs to work with young women on career pathways and what they have to do to achieve goals, helping set pathways and realistic goals as steppingstones. I have taught in NCURA with peers on the topic of unconscious bias. I been through a training series here at the UofL on DEI and the complexities of being an active partner. I have watched and supported NCURA's journey into not only verbally supporting DEI, but also actively supporting initiatives and ensuring DEI is part of NCURA's fabric. I want to see this not only continue, but to grow through initiatives, education and scholarship. DEI principles guide my actions and aspirations, both personally and professionally, as I strive to contribute to a more just and inclusive society.