Wendy A. Srnic

|  |  |  |
| --- | --- | --- |
| Personal Details | Address: 9245 Timberwood Dr.Johnston, IA 50131 USA | Telephone: 740-919-9769E-mail: wendy\_pline@yahoo.comNationality: American |
| Personal Profile | My mission is to improve the lives of those working in agriculture, locally and globally, through education, talent development, and access to technology; to realize long term food security. I thrive in a challenging, constantly evolving, team-based environment that leverages science, agricultural, and leadership to innovate and solve. Experience in leadership roles in industry and academia, in the USA and Europe, have given me a solid understanding of the Agriculture Industry and the partnerships that deliver success. I innovate through curiosity and incorporation of diverse perspectives, and confidently and energetically execute. I champion the role of women and diversity in agriculture. My passion for agriculture is life-long, and I am committed to serving those who tirelessly work to provide food to our growing global society. |
| Education | 2017 The Wharton School, U. of Penn, Aresty Institute of Exec. Education * “Finance and Accounting for the Non-Financial Manager” Program
* 1 week intensive Exec. Education Course in Philadelphia, PA, including case studies
* Financial Accounting, Evaluating Projects, Net present value techniques, Earnings Quality, Cost Accounting, Hedging.

2016 University of California Berkley—Exec. Online * “Leading Innovative Change Course”--Certificate of completion
* Project work entailed development of a ‘change plan’ to test the business case for Integrated Product Solutions through Pioneer Route to Market.

1999-2002 North Carolina State University Raleigh, NC* Ph.D. in Crop Science/Weed Science
* Title: *Physiological and Morphological Basis for Reproductive Sensitivity to Glyphosate in Glyphosate-Resistant Cotton*
* Emphasis on herbicide and plant biochemistry, biotechnology, transgenic crops, plant physiology, microscopy, production, and weed management.
* Additional course work: Plant molecular biology and development, Genetics, Plant breeding, Chromatography, Research ethics
* Final grade point average: 4.0 (4.0 scale).
 |
|  | 1997-1999 Virginia Polytechnic Institute & S. U. Blacksburg, VA* M.S. in Weed Science under a Virginia Tech Cunningham Doctoral Fellowship
* Title: *Effect of Temperature and Chemical Additives on the Efficacy of the Herbicides Glufosinate and Glyphosate in Weed Management of Liberty-Link and Roundup-Ready Soybeans*
* Final grade point average: 3.95 (4.0 scale).
 |
|  | 1993-1997 Michigan State University East Lansing, MI* B.S. in Crop & Soil Science, under a Michigan State University Distinguished Agriculture & Natural Resources Scholarship
* Final grade point average: 3.88 (4.0 scale), Highest Honors
 |
| Work Experience | May 2015-current DuPont Pioneer Johnston, IA, USAResearch Director, Trait Characterization & Development* Business critical delivery: Manage the field trait development & characterization strategy, execution, and teams for the DuPont Pioneer internally developed trait pipeline plus seed treatment, other seed based technologies, and trait durability.
* Develop and Empower employees: Manage a global team of over 350 employees in 4 countries and operating budget.
* Managed Change: Recently re-organized the group to focus on Integrated Product Solutions in addition to traits, to bring more solutions to growers’ challenges.
* Delivered Results: Field characterization data and science is enabling the richest trait pipeline in Pioneer’s history.
* Leadership: Serve as a trait project “Gate Keeper” and also serve on the DuPont Pioneer R&D Leadership Team, reporting to the VP of Research & Development.
* Passionate and committed to the personal and career development of my team members and succession planning. Promoted several younger employees this year into leadership team roles.

May 2012-May 2015 DuPont Pioneer Johnston, IA, USAResearch Director, Global Trait Integration* Business critical delivery: Managed the trait integration strategy, execution, delivery, and staff for all commercial track inbreds and hybrids containing traits.
* Developed and Empowered employees: Managed 4 Global Trait Integration Centers in Brazil, Hawaii, Puerto Rico, and Iowa; with a team of ~150 employees and operating budget.
* Managed Change: Implemented a large scale multi-million $ Trait Integration Strategic Capital and Operating system project at the tropical centers applying technology to reduce cycle time, cost, and footprint, while improving on time delivery.
* Delivered Results: Improved the on-time delivery of finished inbreds from 40% to 99%, the quality from 87% to 97%, and reduced the costs by 30-40% over the 3 years in the role.
* Passionate and committed to the personal and career development of my team members and succession planning. Their passion made this success possible.

Aug 2009-May 2012 Pioneer Hi-bred, International Delaware, OH, USASenior Research Manager* Manage 3 Corn Breeding Research Centers in Northeast USA, organization of 45.
* East-North Corn Breeding Evaluation Zone Leader—Lead a group or 6 breeders who developed & implemented breeding and testing strategies to target Northeast USA needs, and inbred and hybrid advancements
* Managed the IMPACT testing team (late stage, pre-commercial hybrid and soybean variety testing) for the Northeast Business Unit.
* Worked cross functionally with other Business Unit leaders to ensure rapid and correct execution of plans that span Research, Production, Supply, Marketing, and Sales
* Cross-functional work with Product Technical Teams to transfer product knowledge from Research to late-stage testing & Sales teams
* Sponsor of the North America Silage Breeding Team—develop inbred, hybrid, testing, trait strategy for the silage market segment.

May 2007-Aug 2009 Pioneer Hi-bred Serv. Italia PESSINA CREMONESE, ITALYResearch Scientist* Lead Hybrid Creation and R1R2 testing program for South Europe Business Unit (SEBU)
* Developed and implemented a testing strategy for early stage hybrids that delivered hybrids meeting or exceeding advancement criteria.
* Implemented new prediction and DH technology in creation of hybrids targeted for the 108-118 zone for Italy and South/West/East Europe.
* Member of Advancement Tools and Hybrid Creation Systems Project Teams
* Lead SEBU hybrid advancements in a manner to advance hybrids meeting advancement criteria in a timeframe to meet NRSP deadlines while insuring optimum availability of data and decision making environment.
* Maintained strong interaction with NA and European scientists to enhance flow of knowledge and germplasm
* Direct management of 1 Research Associate and 1 Senior Research Associate

January 2006-April 2007 PLANTECHNO, S.r.l. VICOMOSCANO, ITALYProject/Product Development Scientist* Project leader for testing, validation of novel transgenic crops containing pharmaceutical, nutraceutical, and agricultural transgenic proteins.
* Representation of Plantechno’s trait projects to potential clients (pharmaceutical companies).
* Preparation of EU dossiers for approval of deliberate release of GM crops into the environment (field trials).
* European Projects: Built project team of scientists from 5 EU Universities/institutes, wrote project grant and formulated research strategy for ‘TobaccOil’ EU project.
* Preparation of publications for completed projects.
* Direct management of 2 scientists
 |
|  | 2002-200 SYNGENTA JEALOTT’S HILL, UNITED KINGDOMResearch Team Leader—Biology & Logistics* Biology project leader for secondary herbicide and formulation optimization glasshouse trials (2005).
* Led team involved in glasshouse based transgenic event screening, gene/promoter optimization, and early trait introgression in rice, wheat, cotton, and tobacco biotech traits projects (2002-2004).
* Postdoctoral Research investigating robustness and performance of biotech traits in transgenic crops (2002-2003).
* Glasshouse section leader for Health, Safety, and Environment policy onsite.
* Significant work to insure compliance with legislation and Quality Assurance for seed production and shipments of genetically-modified crops, and transgene containment issues.
* Direct line management of staff members (3 employees).
 |
|  | 1999-2002 NORTH CAROLINA STATE UNIVERSITY RALEIGH, NC, USAGraduate Research and Teaching Assistant—Ph.D. Student in Weed Science/Crop Physiology* Conducted research utilizing enzyme assays, HPLC, ELISA, plant metabolism, microscopy (electron, light, confocal, fluorescence), 14C labeled herbicide work, greenhouse and field studies.
 |
|  | SUMMER 199 DOW AGROSCIENCES LLC MINNEAPOLIS, MN, USASummer Science Intern—Dow AgroSciences, LLC, Midwest US Technological development* Conducted field research evaluating experimental and standard herbicide programs for midwest USA corn, soybean, and vegetable crops.
* Initiated independent project studying the effect of different growth regulator herbicides on stalk brittleness and stand loss in 2 Pioneer corn hybrids.
 |
|  | 1997-1999 VIRGINIA POLYTECHNIC INSTITUTE & SU BLACKSBURG, VA, USAGraduate Research and Teaching Assistant—M.S. student in Weed Science/ Plant Physiology* Led greenhouse and field research studying interactions of herbicide synergists to increase herbicide efficacy.
* Utilized 14C labeled herbicides to study the absorption, translocation, and metabolism of herbicides in weeds and transgenic crops.
 |
|  | 1994–1997 MICHIGAN STATE UNIVERSITY EAST LANSING, MI, USAUndergraduate Laboratory Assistant* Received 2 undergraduate research grants to develop cell culture techniques for turf grasses in view to develop herbicide resistant turf biotypes.
* Managed 3 other undergraduate laboratory workers.
* Assisted with enzyme assays, breeding program, and tissue culture of ALS herbicide resistant sugarbeet.
 |
|  | 1996 REAP INTERNATIONAL IRKUTSKAYA OBLAST, SIBERIA, RUSSIASamantha Smith International Agricultural Exchange Intern* Lived and worked with local farmers on both state-owned collective farms, and newly privatized farms.
* Published news releases and articles on the condition of agriculture in Siberia for American newspapers.
* Lectured in Russian schools on American agriculture.
 |
|  | 1995 CIBA PLANT PROTECTION LANSING, MI, USASummer Research Intern* Applied fungicides and herbicides, rated, and harvested field research agronomic and horticultural plots throughout Michigan.
* Analyzed data and submitted research reports to Ciba headquarters.
 |
| Teaching/ Mentoring | * Created and Lead a “Women in Agricultural Science” Peer mentoring group with industry, academic, and public institution women Scientists. Monthly calls on relevant topics (2014-2016)
* Mentor 3-5 women within Pioneer at anytime
* Pioneer mentor of Pioneer Fellow Graduate Student at NCSU, Leah Ruff (2012-14)
* Guest Instructor, Leadership & Personal Development, MBA Course, Des Moines, IA (2014)
* Instructor, Issues in Bioethics, Graduate level course, North Carolina State University, Raleigh, NC (2001)
* Teaching Assistant, Weed Science, North Carolina State University, Raleigh, NC (2000)
* Herbicide Symptomology training. Aventis Corporation, Clayton, NC (2000)
* Teaching Assistant, Weed Science, Virginia Polytechnic Institute & State University, Blacksburg, VA (1998)
* Teaching Assistant, Crop Science, Michigan State University, East Lansing, MI (1996).
 |
| Awards | * 2016 DuPont Working Mother of the Year Award, Master Mentor Category
* 2014 DuPont Pioneer Achievements in Research Awards, Wallace Award—the Trait Integration Team I lead received this most prestigious award for the Trait Integration System Project.
* 2010 Outstanding Recent Alumna Award (Virigina Tech College of Agriculture and Life Sciences)
* 2003 Weed Science Society of America Outstanding Graduate Student Award.
* 2002 Kenneth R. Keller Award (North Carolina State University College of Agriculture and Life Sciences).
* 2002 Gerald O. Mott Meritorious Graduate Student Award (Crop Science Society of America).
* 2002 Outstanding Ph.D. Graduate Student Award (Weed Science Society of North Carolina).
* 1st Place Paper Presentations, Physiology Sections, Beltwide Cotton Conference & Southern Weed Science Society (2002)
* 2nd place Graduate Student Poster Presentation. Brighton Crop Protection Council Conference, Brighton, U.K. (2001)
* 2000-2001 North Carolina State University Fellowship in Research Ethics
* 2000 Outstanding Masters of Science Student Award (Southern Weed Science Society).
* 1998 William T. Steele Graduate Scholarship (Virginia Tech).
* 1997 Michigan State University Student Employee of the year.
* 1996 Weed Science Society of America Undergraduate Research Award.
* 1996 Sigma Xi Undergraduate Research Grant recipient.
* 1993-97 Michigan State University 4-H Scholarship.
 |
| Invited Speaking Engagements | * Invited symposium speaker, UNL Plant Breeding Symposium “Editing Crop Genomes for Accelerated and Precision Breeding” (March 2016)
* Invited Symposium speaker, NCSU Plant Breeding Symposium “Accelerated Trait Integration” (Dec 2014)
* Invited symposium speaker, ‘Sustainability of Glyphosate and Glyphosate-Resistant Crops Symposium’ Weed Science Society of America Annual Meeting (2004)
* Invited symposium speaker, ‘Herbicide-Resistant Crops from Biotechnology-Current & Future Status Symposium’ American Chemical Society National Meeting-Agrochemical Division (2004)
* Invited symposium speaker, ‘Sterling Hendricks Memorial Lectureship-Tribute to 2003 winner Dr. Kriton Hatzios” American Chemical Society National Meeting-Agrochemical Division (2003)
* Invited seminar speaker: ‘Acceptance of Biotechnology in Europe’, Crop & Soil Science Departmental Seminar Series, Michigan State University (2003)
* Invited seminar speaker, Dow AgroSciences Discovery Seminar Series, Indianapolis, IN (2002)
* Invited seminar speaker, Syngenta, Jealott’s Hill, UK (2001)
* Invited seminar speaker, DuPont, Stine, DE (2001)
* Invited speaker, North Carolina Crop Consultants (2002)
* Invited seminar speaker, North Carolina Weed Science Society annual meeting (2002)
 |
| Offices, Committees, Projects | * Chair for the Pioneer Women’s Network (PWN) in 2016, Co-chair in 2017.
* Reviewer for Weed Technology, Weed Science, and Plant Physiology Journals (2002-2008)
* Leader for Health, Safety & the Environment—Glasshouse/Growth Room Group. Syngenta-Jealott’s Hill (2003-2005)
* Health, Safety & the Environment electronic training document and Enabling Documents Projects. Syngenta (2003)
* Weed Science Society of North Carolina—Director at large (student representative). (2001-2002)
* 1999-2000: NCSU Crop Science Graduate Student Association—Newsletter editor.
* 1998-99: Graduate Student Association—Plant Pathology, Physiology, and Weed Science Department (Secretary).
* 1994-95: State FFA Reporter (Michigan)
* 1993-97: Michigan State University Agronomy Club (Secretary).
 |
| Memberships in Organizations and Societies | * CAST (Council for Agricultural Science & Technology) DuPont Representative on the Board of Representatives, and Plant Science Work Committee Vice-Chair (2014-2016)
* Gamma Sigma Delta (2001-2003).
* American Society for the Advancement of Science (2000-2002).
* American Society of Agronomy (2000-2003).
* International Weed Science Society (1999-2004).
* North Carolina Weed Science Society (2000-2002).
* Southern Weed Science Society (1998-2002).
* Southern Section of the American Society of Plant Physiologists (1998-1999).
* Weed Science Society of America (1997-2004).
* North Central Weed Science Society (1997-2002).
* Big Sister for Clinton County, Michigan Big Brothers/Big Sisters (1994-1997).
* Clinton County, Michigan 4-H Leader (1991-1996).
* The FFA Organization (1989-95), American FFA Degree (1995).
 |
| Languages | * English (native language)
* Serbo-Croatian (fluent speaking, beginner writing, beginner reading)
* Italian (5 years experience while living in Italy)
* Russian (3 years of college level instruction, 4 months experience in Russia)
* French (beginner level)
* German (beginner level)
 |
| Citizenship & Eligibilities | * United States of America Citizenship
 |

|  |
| --- |
| **Peer Reviewed Manuscripts:**1. Hawkes, T. R., **Pline-Srnic, W**., Dale, R., Friend, E., Hollinshead, P. W., Howe, P., Thompson, P., Viner, R. and Greenland, A. J. 2011. D-glufosinate as a male sterility agent for hybrid seed production Plant Biotech J. 9:301-314
2. **Pline-Srnic, W. A.** 2006. Physiological Mechanisms of Glyphosate Resistance. Weed Technol. 20(2)290-300.
3. **Pline-Srnic, W. A.** 2005. Technical Performance of Some Commercial Glyphosate-Resistant Crops. Pest Manag. Science. 61:225-234.
4. Thomas, W. E., **W. Pline-Srnic**, R. Viator, J. Wicut. 2005. Effects of Glyphosate Application Timing and Rate on Sicklepod (*Senna obtusifolia*) Fecundity. Weed Technol. 19:55-61.
5. Thomas, W., I. C. Burke, B. Robinson, **W. Pline-Srnic**, K. Edmisten, R. Wells, and J. Wilcut. 2005. Yield and Physiological Response of Nontransgenic Cotton (*Gossypium hirsutum*) to Simulated Glyphosate Drift. Weed Technol. 19:35-42.
6. Burke, I. C., W. E. Thomas, **W. A. Pline-Srnic**, L. R. Fisher, W. D. Smith, and J. W. Wilcut. 2005. Yield and physiological responses of flue-cured tobacco (*Nicotiana tabacum*) to simulated glyphosate drift. Weed Technol. 19:255-260.
7. **Pline-Srnic, W. A.,** K. L. Edmisten, J. W. Wilcut, R. Wells and J. L. Thomas. 2004. Effect of Glyphosate on Fruit Retention, Yield, and Fiber Quality of Glyphosate Resistant Cotton. J Cotton Sci 8:24-32.
8. Price, A. J., **W. A. Pline,** J. W. Wilcut, J. R. Cramner, and D. Danehower. 2004. Physiological basis for cotton tolerance to flumioxazin applied postemergence directed. Weed Sci. 52:1-7.
9. Thomas, W. E., **W. A. Pline-Srnic,** J. F. Thomas, K. L. Edmisten, R. Wells and J. W. Wilcut 2004. Glyphosate negatively affects pollen viability but not pollination and seed set in glyphosate-resistant corn. Weed Sci. 52:725-734.
10. Thomas, W. E., **W. A. Pline**, J. W. Wilcut, K. L. Edmisten, R. Well, R. P. Viator, and M. D. Paulsgrove. 2004. Glufosinate does not affect floral morphology or pollen viability of glufosinate-resistant cotton. Weed Technol. 18:258-262.
11. **Pline W. A.,** J. W. Wilcut, S. O. Duke, K. L. Edmisten, and R. Wells. 2002. Tolerance and accumulation of shikimic acid in response to glyphosate applications in glyphosate-resistant and non-glyphosate resistant cotton (*Gossypium hirsutum* L.). J. Agric. Food Chem. 50:506-512.
12. **Pline, W. A.,** R. Viator, J. W. Wilcut, K. L Edmisten, J. F. Thomas, R. Wells. 2002. Reproductive abnormalities in glyphosate-resistant cotton due to lower CP4-EPSPS levels in male reproductive tissue. Weed Sci. 50:438-447.
13. **Pline, W. A.,** K. L. Edmisten, T. Oliver, J. W. Wilcut, R. Wells, and N. S. Allen. 2002. Use of digital image analysis, viability stains, and germination assays to estimate conventional and glyphosate-resistant cotton pollen viability. Crop Sci. 42:2193-2200.
14. **Pline, W. A.,** J. W. Wilcut, and K. L. Edmisten. 2002. Post-emergence weed control in soybean *(Glycine max)* with cloransulam-methyl and diphenyl ether tank mixtures. Weed Technol. 16:737-742.
15. **Pline, W. A.,** R. Wells, G. Little, K. L. Edmisten, J. W. Wilcut. 2002. Glyphosate and water stress effects on fruiting and carbohydrates in glyphosate resistant cotton. Crop Sci. 43:879-885.
16. **Pline, W. A.,** K. L. Edmisten, J. W. Wilcut, R. Wells, J. F. Thomas. 2002. Glyphosate-induced reductions in pollen viability and seed set in glyphosate-resistant cotton (*Gossypium hirsutum* L.) and attempted remediation by gibberellic acid treatments. Weed Sci. 51:19-27.
17. **Pline, W. A.,** J. W. Wilcut, K. L. Edmisten, and R. Wells. 2002. Physiological and morphological response of glyphosate-resistant and non-glyphosate resistant cotton seedlings to root-absorbed glyphosate. Pest. Biochem. & Physiol. 73:48-58.
18. **Pline, W.A.,** A.J. Price, J.W. Wilcut, K.L. Edmisten, and R. Wells. 2001. Absorption and translocation of glyphosate in glyphosate-resistant *Gossypium hirsutum* as influenced by application method and growth stage. Weed Sci. 49:460-467.
19. **Pline, W.A.,** K. L. Edmisten, J. W. Wilcut, and R. Wells. 2001. Physiological and morphological effects of glyphosate applications on glyphosate-resistant cotton. Proc. British Crop Protect. Conf. 1:341-344.
20. **Pline, W. A.,** G. H. Lacy, V. K. Stromberg, and K. K. Hatzios. 2001. Antibacterial activity of the herbicide glufosinate on P*seudomonas syringae* pathovar glycinea. Pest. Biochem. & Physiol. 71:48-55.
21. **Pline, W.A.,** E.S. Hagood, and K. K. Hatzios. 2000. Interactions of ammonium sulfate or pelargonic acid with glufosinate or glyphosate on two perennial and three annual weeds. Weed Technol. 14: 667-674.
22. **Pline, W.A.,** J. Wu, and K. K. Hatzios. 1999. Effects of temperature and chemical additives on the response of transgenic herbicide-resistant soybeans to glufosinate and glyphosate applications. Pest. Biochem. & Physiol. 65:119-131.
23. **Pline, W.A.,** J. Wu, and K. K. Hatzios. 1999. Absorption, translocation, and metabolism of glufosinate in five weed species as influenced by ammonium sulfate and pelargonic acid. Weed Sci. 47:636-643.

**Abstracts:**36 authored/co-authored abstracts (list available upon request) |

|  |
| --- |
| **References Upon Request** |