

ALLEN A. MALONE, Ed.D.

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As a next level leader, it is my responsibility to provide opportunities for others to grow intellectually and professionally. My abilities as a senior leader in higher education allows for organization transformation to a culture of excellence in providing outreach education and addressing global food issues.

CORE COMPETENCIES

Leadership • Management • Strategic Planning • Conflict Management • Problem Solving • Change Management • Communications • Emotional Intelligence • Diversity • Inclusion • Extension Knowledge • Ethical • Trustworthy • Integrity • Responsible • Resilient • Team Builder

EDUCATION

2010	Doctorate of Education (Ed.D.) Texas A&M University & Texas Tech University Doctorate of Agricultural Education
1993	Master of Science Prairie View A&M University Agricultural Economics
1990	Bachelor of Science Prairie View A&M University Agricultural Economics

PROFESSIONAL EXPERIENCE

June 2023 – Pres.	<i>Associate Director & Tenured Faculty Member, Cooperative Extension Service, College of Agricultural, Consumer and Environmental Sciences New Mexico State University</i> The Associate Director assists the CES Director in providing administrative oversight and day personnel management, unit operations and fiscal responsibility for the organization. The specific responsibilities for the Associate Director include 1) developing the strategic vision of the organization, 2) serve as liaison between field operations and the main campus, 3) coordinate priorities and communication with department
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heads and various university entities, 4) provide leadership to the Extension Retention, Promotion and Tenure Process, 5) guide the program development, accountability and impact assessment processes, 6) aid in leading the budgeting, grants management and legislative efforts, 7) foster increased collaborative efforts between Extension, Research and Academic units of the college, 8) support the Center of Excellence in Food and Sustainable Agriculture, and 9) promote CES programs to meet university goals for Equity, Inclusion and Diversity for hard to reach audiences. The Associate Director is charged with leadership for 329 FTE's across the 33 counties in the state of New Mexico.

Oct. 2017 – Dec. 2022

***1890 Extension Administrator/Director,
Alabama Cooperative Extension System
Alabama A&M University***

The Extension Administrator is the senior personal officer responsible for providing overall visionary leadership, budget and management oversight and program direction for the state-wide outreach for the State of Alabama. This position sits at the Vice-President level at Alabama A&M University and works collectively with the administrative units at Auburn University which is also part of the Alabama Cooperative Extension System (ACES), to provide coordination, leadership, and management throughout the 67 Counties in Alabama. The Extension Administrator provides oversight for the development and management of the \$ 23.8 million dollar budget comprised of Federal, State, Local and Grant Funds. This position also calls for the supervision, recruiting, training and management of 81 team members located across the state.

June 2014 – Sept. 2017

***County Extension Director – Harris County,
Texas A&M AgriLife Extension Service
Texas A&M University***

Responsible for providing overall visionary leadership and program direction for the Texas A&M AgriLife staff and Cooperative Extension Program at Prairie View A&M staff in Harris County, Texas. This position is responsible for coordination of leadership and management with TAMU (1862) and PVAMU (1890) Executive Administration as well as select Elected Officials. Provided oversight for the development and management of the \$ 3.02 million dollar budget comprised of Federal, State, Local and Grant Funds. Position also called for the supervision, recruiting, training and management of 51 team members located in 3

offices in the county.

- August 2012 – June 2014 **County Extension Agent – Harris County, Agriculture & Natural Resources**
Texas A&M AgriLife Extension Service
Texas A&M University
Responsible for planning, developing, implementing, and evaluating educational programs for Small Farm and Urban Food Production, Commercial and Sustainable farm practices including Pond Management and Pesticide Education. The Urban Agriculture portfolio consisted of the Urban Rancher Program, Aquaponics and Hydroponics and greenhouse production. The traditional Agriculture was inclusive of livestock education which also included Beef, Horse, Hay, Pasture and New landowner programming. Program interpretation to key local and state legislators was also important in this role.
- Oct. 2010 – July 2012 **County Extension Agent – Fort Bend County, Agriculture & Natural Resources**
Texas A&M AgriLife Extension Service
Texas A&M University
This position was intensely diverse with urban sprawl on the Eastern portion on the county and very rural clientele on the western half. Responsibilities included planning, developing, implementing, and evaluating educational programs for Row Crop (Corn, Cotton, Rice and Sorghum) and Livestock (Beef, Swine, Horse, Hay and Pasture) producers. I Also provided program interpretation to key local and state legislators. This position also enabled me to secure external funding from Farm Bureau, Texas Cattlemen’s Association, Texas Farm Credit and other ag industry supporters to provide resources that were essential to programming.
- April 2008 – Sept. 2010 **Associate County Extension Director**
Texas AgriLife Extension Service
Harris County
Provided leadership for all human and material resources in Harris County. Provided oversight for the development and management of the

county budget. Responsible for interpretation of Policies, Procedures and Guidelines. I provided leadership in the supervision, recruitment, training and management of personnel in the 3 offices in the county. Worked cooperatively with senior and mid level administration to plan, implement, evaluate, and interpret education programs.

Oct. 2004 – March 2008

Program Coordinator for Integrated Land-Grant Activities/

Assistant to the Dean

College of Agriculture and Human Sciences

Prairie View A&M University

Assisted the Dean of the College of Agriculture and Human Sciences (CAHS) in strengthening the coordination and communication among Extension, Academic and Research units. Played a major role on coordinating the Organizational Excellence Plan (Strategic Plan) for the CAHS. Served as the contact person from the Dean's office in working with the CAHS External Leadership Council. Assisted the Dean in developing promotional documents and program interpretation to key stakeholders, legislative officials, and other interested parties. Provided administrative support to the Dean in day-to-day operations of the CAHS. The above-mentioned responsibilities were assumed while continuing to serve as a Program Specialist for Agriculture and Natural Resources and Acting Camp Director.

June 2002 – March 2008

Program Specialist for Ag and Natural Resources/Acting Camp Director

Cooperative Extension Program

Prairie View A&M University

Responsible for providing programmatic and technical support for Agriculture and 4-H agents. As a Program Specialist, I assisted with program planning, development, and interpretation activities. I developed educational programs and materials to address needs of limited resource and small farm producers. I also served as Small Farmer Outreach and Technical Assistance (2501) Project Coordinator. In this role I was responsible to securing the grant funding necessary for program outreach and dissemination. As the acting camp director, I was responsible for providing leadership for the H.S. Estelle 4-H and Youth Camp. Duties include facilities coordination and management, camping program development, implementation, evaluation, and interpretation. Procurement and management of resources, supervision and management of camp staff, agents and volunteers were also key camp duties. Certifications included Challenge Course Facilitator, Course

Manager and Camp Director.

Feb. 1994 – May 2002

***Extension Agent – Dallas County, Agriculture & Natural Resources
Cooperative Extension Program
Prairie View A&M University***

Responsible for planning, developing, implementing, and evaluating educational programs for urban youth and adults. Programs placed emphasis on Agricultural education, School and Community gardening and wildlife and fisheries habitat and natural resource conservation via curriculum enrichment. Provided program interpretation to key local and state legislators. Also responsible for securing external funding and resources to support programs.

May 1992 – Aug. 1992

***Intern – Economist
United States Department of Agriculture
Economic Research Service***

Responsible for assembling a bi-regional modeling database for the analysis of agricultural trade liberalization in rural and urban economies.

Feb. 1998 – Dec. 1990

***Student Employee
Cooperative Agricultural Research Center
Prairie View A&M University***

Assisted the farm manager in the development and mixing of research feed diets for university livestock including goats, cattle, horses, and swine.

June 1988 – Aug. 1988

May 1989 – Aug. 1989

***Intern – Assistant County Supervisor
United States Department of Agriculture
Farmers Home Administration***

Assisted farmers and rural applicants in obtaining loans and grants from the U.S. Department of Agriculture. Additional services performed were determining eligibility, auditing accounts, servicing delinquent accounts, and chattel inspections.

AWARDS & RECOGNITION

2018

Vice Chancellors Award in Excellence (Team) – Texas A&M AgriLife Extension – Texas A&M University

2016	Epsilon Sigma Phi (Alpha Zeta Chapter) – Administrative Leadership Award (Southern Region)
2015	Epsilon Sigma Phi (Alpha Zeta Chapter) – Administrative Leadership Award (Texas)
2014	Epsilon Sigma Phi (Alpha Zeta Chapter) – Distinguished Service Award (Texas)
2014	National Extension Association of Family & Consumer Sciences – 1st Place National School Wellness Team Award (Texas, Southern Region and National)
2014	Epsilon Sigma Phi (Alpha Zeta Chapter) – Mid-Career Service Award (Texas)
2014	Epsilon Sigma Phi (Alpha Zeta Chapter) – Diversity/Multicultural Team Award “Urban Ag: From the Farm to the City” (Texas & Southern Region)
2013	Epsilon Sigma Phi (Alpha Zeta Chapter) – Meritorious Service Award (Texas)
2008	Cooperative Extension Program Distinguished Service Team Award – (For Financial Assistance, Risk Management, and Information Technology Project for Small Farmers)
2005	Competitive Paper Presentation in Small Farms (1st Place) AEA-ARD National Conference
2000	Cooperative Extension Innovative Program Delivery Award – (For acquiring additional resources in support of County Programs)
2000	Cooperative Extension 4-H Award of Recognition
1999	Cooperative Extension Program Distinguished Service Award – (For Leadership and Development of County Educational Programs)
1998	Dallas ISD Partner’s in Education
1997	Dallas ISD Partner’s in Education

- 2017 – Present **Extension Funding**
I currently serve as the Principal Investigator (PI) on USDA-NIFA Section 1444 (1890 Extension) funding of \$2.8 million annually, this funding has grown by 13% since 2017. USDA-NIFA also provides Facilities Funding for which I serve as PI on 4 awards totaling approximately \$ 14 million. I also provide oversight for \$ 1.3 million in SNAP-ED and EFNEP funding. The state of Alabama provides annual funding to support programming activities of approximately \$4.3 million each year. This funding has grown 10.2% in my brief tenure as Extension Administrator in Alabama. Prior to my arrival the Extension program at AAMU had not received an increase in its appropriation in the previous 6 fiscal year funding cycles.
- 2020 – Present **EXCITE Funding Activity 1 & Activity 2**
Provided Agency leadership for a 2-phase funding proposal from the Centers for Disease Control and the Cooperative Extension Section of APLU. The grant was designed to provide outreach education to communities experiencing hesitancy related to the COVID-19 vaccination. Total funding for the 2 activities equates to about \$250,000 in shared funding with Auburn University.
- 2015 – 2017 **Partnering for Early Access for Success (Project PEAS in a Pod)**
A grant in partnership with Houston Independent School District to provide Nutrition Education, increase physical activity and improve access to quality healthcare and education services for targeted communities. The grant is a 5-year \$249,848 total project designed to reduce childhood obesity.
- 2014 – 2017 **Sustainable Communities – USDA Children Youth & Families at Risk (CYFAR)**
Serve as Co-PI on a 5-year \$250,000 Grant designed to promote Agriculture education and career exploration to inner city youth at 2 targeted schools. Funding provided provides support for resource acquisition, community engagement, agricultural immersion activities, college tours and project sustainability.
- 2012 – 2013 **Program Excellence Enhancement Grant Funds**
Grant funds in the amount of \$4,000 from the State Extension Director's Office to support the establishment of the Houston Urban Food Production Conference.

2004 - 2006	<p>Financial Assistance, Risk Management, and Information Technology (FARM IT)</p> <p>A \$200,000 proposal for outreach education for small and limited resource producers in Texas. Federally funded cooperative grant program provided by the United States Department of Agriculture-CSREES.</p>
2002 – 2004	<p>Small Farmer Outreach and Technical Assistance Project (Project 2501)</p> <p>Grant funds in the amount of \$230,000 to support technology and outreach education for limited resources and small farmers and ranchers.</p>
1999 - 2000	<p>\$8,000 Urban Initiative Grant</p> <p>Grant monies used to enhance the delivery of curriculum enrichment modules outlined in the plan of work through the employment of a Program Assistant.</p>
1998 - 1999	<p>\$7,400 State Fair of Texas Grant</p> <p>Provided an opportunity for limited resource inner city youth to attend summer group by providing transportation and covering registration fees for the youth.</p>
1998 - 1999	<p>\$10,000 Urban Initiative Grant</p> <p>Provided for Program Assistant, desk top computer, travel allowance and gardening tools to aid in delivery of educational programs for youth.</p>
1997 - 1998	<p>\$22,160 Texas Parks & Wildlife Grant</p> <p>Provided funds for the purchase of the Something's Fishy module to be used in the education of inner-city youth.</p>
1995 - 1997	<p>\$284,425 Community Network Development Grant</p> <p>A grant from the U.S. Department of Commerce that was designed to bring technology and computer infrastructure to limited resources audiences in the Dallas area. The resources were used to establish Wide Area Networks, T1 line connectivity, computers and modem pools and educational trainings.</p>

NATIONAL, STATE AND LOCAL COMMITTEES & BOARDS

2021	<p>Extension Committee on Organization & Policy (ECOP) – Executive Committee 2021/2022</p>
2021	<p>Extension Committee on Organization & Policy (ECOP) – Budget & Legislative Committee (BLC) 2021/2022</p>
2021	<p>Extension Committee on Organization & Policy (ECOP) – Professional</p>

Development Committee (PD) 2021/2022

- 2021 **Alabama Cooperative Extension System – System Strategic Planning Steering Committee**
- 2022 **Association of Extension Administrators (AEA) Executive Committee – Chair Elect 2021/2022**
- 2020 **Alabama Agribusiness Council – Board of Directors**
- 2020 **USDA-NIFA National Plan of Work REEport Working Group - Committee Member 2020/2021**
- 2020 **Association of Extension Administrators (AEA) Executive Committee – Secretary 2020/2021**
- 2019 **Association of Extension Administrators (AEA) 2020/2021/2022 System-wide Conference, Program Committee – Member, Hospitality Committee – Chair**
- 2019 **Association of Extension Administrators (AEA) 2020/2021/2022 Conference Steering Committee – Member**
- 2018 **Alabama Cooperative Extension System Administrative Team – Co-Chair 2028-2021**
- 2017 **Texas A&M AgriLife Extension 4-H State Program Leader Search Committee – Member**
- 2016 **Texas County Agricultural Agents Association D-9 2018 State Conference Planning Committee – Member (2016 – 2017)**
- 2015 **Texas A&M AgriLife Extension State Technology Committee – Member Sub-Committee on Hardware & Software – Co-Chair (2015 – 2017)**
- 2015 **Texas A&M AgriLife Extension State Urban Summit – Committee Chair**
- 2014 **Houston Food Policy Workgroup – Executive Board of Directors (2014 -2016)**
- 2014 **Houston Livestock Show & Rodeo – Board of Directors (2014 – 2017)**
- 2014 **Harris County Youth & Family Services – Executive Board of Directors (2014 - 2017)**

- 2013 **Houston Urban Food Production Conference – Committee Chair (2012 -2013)**
- 2013 **Texas A&M AgriLife Extension District 9 Awards & Recognition Committee – Member (2013 -2016)**
- 2012 **Texas A&M AgriLife Extension Southeast Region Administrative Leadership Team – Member (2012 - 2017) (Committee Chair -2016)**
- 2012 **Houston Food Policy Workgroup – Committee Member (2012 – 2017)**
- 2012 **Upper Gulf Coast Ranch Expo - Committee Member (2012 – 2014)**
- 2011 **Epsilon Sigma Phi (Alpha Zeta – Texas Chapter) State Board of Director’s – Board Member (2011 – 2017)**
- 2009 **Texas A&M AgriLife Extension Excellence Academy Visionary Team - Member**
- 2005 **College of Agriculture and Human Sciences Organizational Excellence Steering Committee – Committee Co-Chair**
- 2004 **Texas Cooperative Extension State Accountability Committee - Member**
- 2004 **Texas 1890 State Extension Conference – Committee Co-Chair**
- 2003 **National Urban Task Force (1890 Representative) - Member**
- 1999 **Texas State Extension Committee on Reporting - Member**

LEADERSHIP OPPORTUNITIES AND TRAININGS

Nov. 2021 – Present

Extension Committee on Organization & Policy (ECOP) Executive Committee – The ECOP Executive Committee is a part of the Cooperative Extension Section of the Association of Public & Land-Grant Universities. ECOP provides national leadership for extension policy, funding, organization and management. As a voting member of the organization it allows for direct input to the shaping of the national agenda including working on issues related to the Farm Bill, federal appropriations and

policy management.

- Oct. 2021 – Present **Food Systems Leadership Institute (FSLI)** – The FSLI is an executive leadership program designed to develop the next generation of senior leaders in higher education, industry, and government for the global food system. This is completed by addressing a range of issues relating to the food system through growing personal, organizational and food system leadership abilities.
- Oct. 2017 – Present **1890 Extension Director/Administrator**
Serving as the Extension Administrator provides several opportunities to engage in formal and non-formal leadership development. I have participated in a number of trainings in this role including National Extension Directors and Administrators Conference (NEDA), Association of Public Land-Grant Universities (APLU), National Extension and Research Administrative Officers Conference (NERAOC), the Council for Agricultural Research, Extension and Teaching (CARET) and many more leadership trainings.
- Oct. 2017 – Present **Alabama Cooperative Extension System Administrative Leadership Team**
The ACES Admin Team provided the day-to-day oversight for extension education in the state. The team meets formally each month but informally weekly. This group seeks to provide visionary leadership for the 67 county and 2 state offices in Alabama.
- June 2012 – Sept. 2017 **County Extension Director Harris County, Texas**
Provided leadership for all human, capital and material resources in Harris County, Texas (Houston), which included a staff of approximately 51 team members to service the 3.8 million citizens of the county.
- Oct. 2012 – Sept. 2013 **Houston Urban Food Production Conference**
Served as Committee Chair to provide visionary leadership for the first ever Houston Urban Food Production Conference. The conference brought together expert teachers, industry leaders and urban producers together to galvanize the small scale food production industry in the greater Houston area.
- November 2009 **EXCEL Training for Mid-Managers**

A three-day training workshop that focused in on the key attributes of providing quality leadership for mid-level managers.

April 2009

Emerging Leaders Professional Development Training

A three-day training workshop designed to help the next generation of Extension leaders develop the management tools and skill sets necessary to be successful.

Feb. 2003- May 2008

Camp Director - H.S. Estelle 4-H & Youth Camp

Served as acting camp director in which I provided hiring, training and supervision on twenty-eight staff members and several volunteers. Responsible for day-to-day management of camp, for approximately 100 youth each week during the five week camping program.

June 2002- Dec. 2005

2501 Project Coordinator

Served as Project Coordinator for the 2501 federally funded project. Responsibilities included providing oversight and coordination for county staff, completing quarterly reports and manage of project budgets.

Feb. 2004 –Oct. 2004

Community Tree Management Institute

Leadership program designed to educate Extension professionals about issues urban forestry.

Sept. 2001-Nov. 2003

S.A.L.E. Leadership Extension

Participated in leadership program designed to help develop future leaders and administrators for the Extension programs in Texas.

Oct. 2001 – Aug. 2003

Leadership Institute of Natural Resources

Participated in a series of programs designed to increase awareness among extension professionals of the various issues related to natural resources.

PUBLICATIONS

2021

More in Our Cities: The Urban Difference Report 2020, Allen A. Malone, Wendi Williams, Shannon Schoeneweiss; Alabama A&M University UNP-2184

- 2020 **More in Our Cities: The Urban Difference Report 2019**, Allen A. Malone, Wendi Williams, Shannon Schoeneweiss; Alabama A&M University UNP-2175
- 2019 **More in Our Cities: The Urban Difference Report 2018**, Allen A. Malone, Wendi Williams, Shannon Schoeneweiss; Alabama A&M University UNP-2155
- 2018 **More in Our Cities: The Urban Difference Report 2017**, Allen A. Malone, Wendi Williams, Shannon Schoeneweiss; Alabama A&M University UNP-2133
- 2010 **The Effectiveness of Leadership Development Programs on Small Farm Producers**, Allen A. Malone, Doctoral Dissertation at Texas A&M University and Texas Tech University
- 2005 **Time to decide on a Career? Consider Agriculture and Human Sciences**, Allen A. Malone, Cooperative Extension Program-Prairie View A&M University
- 2004 **Risk-Assessed Business Planning for Small Producers**, Allen A. Malone; et.al., Texas Cooperative Extension Program, Cooperative Extension Program
- 1999 **Program Expansion Plan for the Agriculture and Natural Resources Unit of the Cooperative Extension Program**, Allen A. Malone, Cooperative Extension Program-Prairie View A&M University
- 1993 **Implications of the North American Free Trade Agreement on Texas Rice Producers**, Allen A. Malone, Master's Thesis at Prairie View A&M University
- 1992 **The Decline of the Black Farmer**, Allen A. Malone and Nathaniel Keys, Cooperative Extension Program - Prairie View A&M University

CERTIFICATIONS

- 2014 Texas Private Pesticide Applicator License
- 2010 Texas Non-Commercial Pesticide Applicator License
- 2010 FEMA National Incident Management System Certification IS-00700.a

2010	FEMA National Incident Management System Certification IS-00300
2003	Texas Challenge Course Certified Facilitator
2003	Texas Challenge Course Certified Course Manager

MEMBERSHIPS

2021	Extension Committee on Organization & Policy – Voting Member (2021 – Current)
2020	Alabama Farmers Federation (ALFA) – Member (2020 – Current)
2019	Alabama Cattlemen’s Association – Member (2019 – Current)
2019	National Cattlemen’s Association – Member (2019 – Current)
2019	Alabama Agribusiness Council – Member (2019 – Current)
2019	National Chapter of Epsilon Sigma Phi - Member (2010 – Current)
2019	Epsilon Sigma Phi (Alpha Pi –Alabama Chapter) – Member (2019 – Current)
2018	Alabama State Food & Agriculture Council – Member (2018 – Current)
2017	Association of Extension Administrators (AEA) – Member (2017 – Current)
2010	National County Agricultural Agents Association - Member (2010 – 2017)
2010	Texas County Agricultural Agents Association - Member (2010 – 2017)
2001	National Chapter of Epsilon Sigma Phi - Member (2010 – 2017)
2001	Texas Chapter of Epsilon Sigma Phi - Member (2001 – 2017)
1988	Alpha Tau Alpha National Agricultural Honor Society (Alpha Eta) - Member