

# Barry L. Bequette, Ph.D.

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## CHRONOLOGY OF EDUCATION:

**UNIVERSITY OF IDAHO**, Moscow, Idaho  
Post Doctoral Education - 18 credit hours, Higher Education Administration  
Major Professor / Advisor: Russell Joki, Ph.D.

**MISSISSIPPI STATE UNIVERSITY**, Mississippi State, Mississippi  
Doctor of Philosophy - May 1985 Major: Plant Physiology/Horticulture  
Dissertation Title: Effects of Production Conditions and Post Production Simulated Shipping Environments on Growth and Quality Factors of *Codiaeum variegatum*.  
Major Professor / Advisor: Thomas M. Blessington, Ph.D.

**MURRAY STATE UNIVERSITY**, Murray, Kentucky  
Master of Science - December 1980 Major: Agriculture  
Thesis Title: Effects of Synthetic Growth Regulators on Growth and Quality of *Hypoestes sanguinolena*.  
Major Professor / Advisor: Roger Macha, Ph.D.

**MURRAY STATE UNIVERSITY**, Murray, Kentucky  
Bachelor of Science - May 1979 Major: Agriculture  
Major Professor / Advisor: Roger Macha, Ph.D.

## CHRONOLOGY OF EMPLOYMENT:

**DEAN, FULL PROFESSOR, SCHOOL OF AGRICULTURE, RESEARCH, EXTENSION AND APPLIED SCIENCES (AREAS), DIRECTOR OF EXTENSION, DIRECTOR OF RESEARCH, AND DIRECTOR OF OTHER LAND GRANT PROGRAMS, ALCORN STATE UNIVERSITY, 12/2008 – PRESENT**

**Duties and Responsibilities:** Provide overall leadership and administrative management to all faculty, staff, and students in the School of Agriculture, Research, Extension, and Applied Sciences (AREAS). Responsible for the overall direction and administration of all land-grant programs (including Cooperative Extension and the Alcorn State University Experiment Station). Management aspects include all physical, fiscal, and human resources. As chief administrative officer, responsible for strategic and budgetary planning, recruitment of students, faculty, and staff, and external resource development. Represent the School of AREAS during internal and external dialogs with constituent groups including the state legislature and congressmen, for the purpose of highlighting the needs, mission, and opportunities for the School. Direct all activities of the Cooperative Extension program, Mississippi Small Farm Development Center, Swine Development Center, Alcorn Experiment Station, Biotechnology Center, Mississippi River Research Center, Center for Imaging, and Departments of Agriculture, Human Sciences, and Advanced Technologies, as well as other land-grant programs within the School. Serve as a direct report to the Vice President for Academic Affairs.

### **Notable Achievements:**

- Directed and managed budgets including Academics (\$6.5M), Research (\$29.2M), Cooperative Extension (\$4.8M), Agriculture Experiment Station (\$4.8M), Applied Sciences (\$10.2M), and Centers (\$4.6M, Strategic Research Initiative Center, Mississippi River Research Center, Swine Center, Center for Conservation Research, Biotechnology Center), for a total signature authority of \$55.1M.
- Directed and managed formula funds of \$2.4M (Evers-Allen), 1890's Facilities Grant (\$3.1M), and Capacity Building Grant (\$2.1M) for a total budget of \$7.6M, and a combined total for all budgets of \$62.7M. Serve as the Authorized Organizational Representative (AOR) for USDA.

- Instituted a repair and renovation program providing for major projects, renovation and conversion of an existing dairy into an Alternative Agriculture Animal Center, complete renovation and restoration of fences throughout the Experiment Station, renovation of all classrooms to include painting, carpeting, new furniture, and 21<sup>st</sup> Century Classroom technology, installation of new landscaping around three major buildings, paving of parking lots and roads, and upgrading of technology for faculty and staff.
- Hired key positions for the School including an Associate Director for Research, Fiscal Officer, and Director of Media and Communications.
- With collaborative efforts from others, achieved a 22% increase in legislatively appropriated funds for FY09-10, and 9% increase over base funds for FY10-11 during appropriation years in which Mississippi universities had either 0% increase or a decrease. Current FY13/14 increase of 5.8%.
- Instituted split appointments of faculty, utilizing researchers and Extension faculty as teaching professors.
- Achieved major cost reductions by eliminating duplication of processes and procedures, cross training and elimination of duplicative positions, and elimination of eight non-essential employees.
- Created an advisory board system for departments and the School.
- Led the School through strategic planning as part of the overall University process.
- Worked with key congressmen and agency heads including the office of the Secretary of Agriculture to obtain grants and specially designated funding exceeding \$6M.
- Worked closely with the Office of External Development through two fund raising campaigns.
- Served as the legislative leader for the School and University on both federal and state relationships.

#### **DIRECTOR OF EXTENSION, DISTRICT III, TENURED PROFESSOR, DIRECTOR OF THE TWIN FALLS RESEARCH AND EDUCATION CENTER, UNIVERSITY OF IDAHO, 2004-2008**

**Duties and Responsibilities:** Supported faculty educational efforts throughout eleven counties and the Research and Education Center. Collaborated with the Associate Vice President/Director of Cooperative Extension, the Dean of the College of Agricultural and Life Sciences (CALs), the Extension Administrative Team and CALs Administrative Leadership Team to support programming efforts and educational outreach in District III. Promoted teamwork among county, specialist, and research faculty and provided leadership to educational program planning. Provided vision and leadership for the broader mission of the University and College by facilitating UI outreach and on campus education in south central Idaho. Served as a liaison for the University and CALs in District communities and develop working relationships with county commissioners, local elected officials, and regional higher education institutions. Provided leadership and coordination for program development, including annual planning, implementation, program evaluation, and reporting. Assisted and supported faculty members under consideration for promotion and tenure (P&T) or 3<sup>rd</sup> year review in preparation of P & T packets following UI/CALs guidelines. Coordinated development of in-service professional development programs, and educational resources for faculty. Encourage and supported outside professional development for faculty members and 4-H program coordinators. Evaluated District III faculty teaching and conducted annual evaluations to prepare salary recommendations. Participated with the County Chairs in evaluation of University of Idaho funded 4-H program coordinators. Conducted annual evaluations for District III county chairs. Mentored faculty in the promotion and tenure process and notified faculty who are scheduled for tenure evaluation. Managed District budgets (\$1.98M) and assisted Chairs in development/support of county budgets (\$11.3M).

#### **Notable Achievements:**

- Restructured telecommunications contracts resulting in \$2400 annual savings, meeting needs of 15% operational budget reduction.
- Introduced and installed VoIP phone service reducing long distance by \$2400 annually.
- Recruited and hired 10 faculty and 2 staff positions.
- Through salary savings and department funding, created a public/private partnership to hire the first county office based post-doc position in Cooperative Extension.
- Created and chaired the Alternative Revenue Advisory Committee for Extension, to provide leadership and direction in securing alternative funding sources for Idaho Cooperative Extension.
- Provided expertise and leadership in redesign of compressed video sites at the Twin Falls Research and Extension Center, and extended application through use of VoIP video phones.

- Continued to lead the technology effort for Idaho Cooperative Extension, incorporating distant delivery of Extension programs through VoIP video phones and through multiple training sessions.
- Designed and created the District III Cooperative Extension web site including “on-line” access to the District Focus publication, and development of an “on-line” District faculty planning calendar (Airset).
- Worked with legislative leaders and county commissioners to increase funding for educational efforts.
- Worked closely with College of Southern Idaho executive administration to improve 2+2 programs and coordinate educational efforts for the University of Idaho.
- Led strategic planning for the University of Idaho in Southern Idaho.
- Directed Extension efforts in 11 counties in Southern Idaho.
- Directed research efforts for the Twin Falls Research Center, oversaw \$14M in grants.

**DIRECTOR OF EXTENSION, YUMA COUNTY, ASSOCIATE PROFESSOR, PLANT SCIENCES  
THE UNIVERSITY OF ARIZONA, TUCSON, ARIZONA, 1998-2004**

**Duties and Responsibilities:** Directed outreach programs within Yuma County, Arizona. Coordinated the efforts of all faculty and staff in order to achieve a unified program. Maintained leadership and advisory groups that planned, conducted, and evaluated programs. Supported and encouraged faculty to understand and implement philosophy, policies, and procedures of The University of Arizona. Communicated programs to co-workers, State Administration, department heads, and the general public through a planned public relations program. Assured that program goals and objectives were met. Served as public relations officer, and supervised the work of all support staff to document that employment guidelines were followed. Planned and provided orientation training and mentoring for new faculty. Counseled and provided advice to faculty in preparation of annual reviews and continuing appointment packets. Supervisory responsibility for supplies, contracts, capital items and budget. As county liaison, addressed a wide range of program issues across emphasis areas of 4-H Youth Development, Family and Consumer Sciences, Agriculture, and Horticulture. Provided educational programs on horticultural topics to the general public. Managed the development of volunteers to extend the scope and reach of outreach programs. Through cooperation with specialists and other faculty, developed gifts, grants and contracts to extend the reach of educational programs. As Associate Professor, Plant Sciences, College of Agriculture and Life Sciences, taught one University academic course every other year.

**Notable Achievements:**

- Instituted staff reclassification resulting in advancing staff salaries and improving employee retention.
- Instituted a policy of cross training for secretarial staff allowing for greater efficiency of personnel.
- Conducted a statewide operational efficiency review for the state office as well as local Extension offices.
- Restructured operations to meet the needs of state budget deficits while improving clientele service.
- Increased county contributions to program efforts by 3 to 8% every year
- Expanded cost recovery by utilizing public/private partnerships, grant indirect cost savings, salary savings, and through restructuring of existing fees.
- Increased carryover funds each year providing flexible working capital during deficit budget years.
- Introduced a new course “Yuma Vegetable Production” to the course catalogue and was the first off campus Extension faculty to teach a University credit hour class.

**AREA EXTENSION AGENT, ENVIRONMENTAL HORTICULTURE, VIRGINIA COOPERATIVE EXTENSION,  
VIRGINIA TECH STATE UNIVERSITY, DISTRICT 16 BLACKSBURG, VIRGINIA, 1996-1998**

**Duties and Responsibilities:** Coordinated volunteers and conducted area technical training classes for adult participants. Provided technical information and environmental horticulture support to growers and the general public, and taught public educational classes. Conducted pesticide educational classes and represented Virginia Tech as horticulture specialist for five counties in planning district 16. Established demonstration projects and disseminated research results to growers and residents. Wrote University and mass media publications. Developed and expanded the volunteer base.

**Notable Achievements:**

- Trained over 100 volunteers in 5 counties.
- Provided over 1250 hours of educational programming to clientele including agricultural businesses, youth and adult populations.
- Conducted in-service training for faculty.
- Wrote over 100 mass media publications and expanded the publication library.

**DIRECTOR, PROJECT YOUTHBUILD, DOUGLAS CHEROKEE ECONOMIC AUTHORITY, P.O. BOX 1218, MORRISTOWN, TENNESSEE 37816 1994 - 1996**

**Duties and Responsibilities:** Research, planning and budget administration for a \$500,000 Department of Housing and Urban Development (HUD) funded grant program at the Douglas Cherokee Non-Profit Community Action Agency. Assisted in the writing and development of an implementation grant, and developed the curriculum for a grade 9-12 at risk and drop-out remediation vocational training program (Project YouthBuild). Supervised four program staff, and directed the day-to-day operations of the program. Served as a community liaison for the program.

**Notable Achievements:**

- Wrote curriculum for “at-risk” youth training program and program and procedural manual.
- Obtained “buy-in” from local educational organizations and local governments.

**ASSOCIATE PROFESSOR, TENURED, SAM HOUSTON STATE UNIVERSITY, DIVISION OF AGRICULTURAL SCIENCES, HUNTSVILLE, TEXAS 1985-1994**

**Duties and Responsibilities:** Responsible for teaching courses in: Horticultural Science; Soil Science; Greenhouse Management; Plant Science; Plant Propagation; Chemical Control of Weeds, Plant Diseases and Pests; Advanced Techniques of Applied Horticultural Science; Landscape Design; Advanced Plant Diseases; Fruit and Vegetable Production; Management of Horticultural Enterprises: Production and Management of Ornamentals; and Floral Design. Taught Extended Learning - Introduction to Computers course for two years. Supervised undergraduate and graduate assistants and advised students. Advised foliage and nursery plant producers and collaborated with Huntsville city planners on development and planning of a local city park. Served as liaison for commercial nurserymen, extension personnel, research personnel and colleagues from other Universities. Participated in University service and faculty committees including: Division curriculum committee (Chair), College Curriculum Committee, College Enrichment Fund Committee, Faculty Tenure Advisory Committee, Student Disciplinary Committee, and the Standing Faculty Tenure Committee. Served on the Sam Houston State University Faculty Senate from fall 1987 to fall 1994 and chaired the University Affairs committee of the Senate. Elected President of the Faculty Senate from over 400 faculty and served as Vice President and President for two years. Introduced six new courses to the curriculum. Attended the Benz School of Floral Design at Texas A & M University and obtained design certification. Obtained funding of research projects including the Houston Livestock Show and Rodeo Research Fund totaling over \$8600, \$4900 from private industry for development of an arboretum, and Texas Education Agency grants for \$29,966 to conduct Secondary Horticulture Teaching Certification Programs. Served as Headmaster and Director for a youth program (Youth Opportunities Unlimited) grant totaling over \$1.4 million over eight years.

**Notable Achievements:**

- Selected “Top Professor” for two years and taught a diverse range of courses.
- Administrated grants totaling over \$1.4 million over nine years.
- President of the Faculty Senate and Texas Faculty Association
- Participated in strategic planning, faculty governance, curriculum development.

**HORTICULTURE INSTRUCTOR, OXFORD-LAFAYETTE BUSINESS AND INDUSTRIAL COMPLEX, P.O. BOX 865, OXFORD, MISSISSIPPI 38655 1983-1985**

**Duties and Responsibilities:** Initiated a new vocational horticulture program. Devised curriculum materials in horticulture. Directed the construction of two new greenhouse structures. Taught advanced horticulture for grades 9-12 students from area schools. Consulted with horticulture business owners. Supervised growing of horticultural crops to enhance program operations. Devised the program budget and maintained inventory control. Developed an advisory committees, trained students in FFA floriculture resulting in the winning team for Mississippi in 1985.

**RESEARCH ASSISTANT, MISSISSIPPI STATE UNIVERSITY, MISSISSIPPI AGRICULTURE AND FORESTRY RESEARCH STATION (MAFES) MISSISSIPPI STATE, MISSISSIPPI 1980-1982**

**Duties and Responsibilities:** Supervised the design and construction of graduate research projects. Constructed and operated light and temperature controlled chambers. Designed scientific experiments and collected data. Operated a variety of scientific instruments and performed computer statistical analysis on experimental data. Wrote scientific papers for publication.

**TEACHING ASSISTANT, AGRICULTURE DEPARTMENT, MURRAY STATE UNIVERSITY, MURRAY, KENTUCKY 42071, 1979-1980**

**Duties and Responsibilities:** Conducted lectures for several horticulture courses. Taught all laboratory exercises in general horticulture and plant propagation. Programmed and maintained greenhouse crops.