

CURRICULUM VITA

Dewayne Lydell Goldmon, Ph.D.

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EDUCATION:

Ph.D. in Agronomy, minor in Agricultural Education, August 1991, Iowa State University. Major curriculum included courses in crop production and management, plant physiology and metabolism, and statistics. Minor curriculum included courses in leadership development, teaching, extension, and administration. **Dissertation topic:** Relay Intercropping Soybean into Winter Wheat: Genetic and Environmental Factors.

M.S. in Agronomy, August 1987, University of Arkansas - Fayetteville. Broad agronomic curriculum including statistics, weed control, physiology, and pathology with plant breeding as the area of specialization. **Thesis topic:** The Influence of Scion and Rootstock on Growth Characteristics and Nodulation of Soybean.

B.S. in Agronomy, May 1985, University of Arkansas - Fayetteville. Broad agronomic curriculum with a minor in agricultural business including courses in economics, law, marketing, and management.

EXPERIENCE:

February 2020 to Present – Executive Director; National Black Growers Council (NBGC). Chief Executive Officer of NBGC, responsible for all duties related to the non-profit organization achieving its mission of improving the efficiency, productivity, and sustainability of Black, row-crop farmers. Reporting to the Board of Directors, primary responsibilities include keeping the organization abreast of significant developments and trends in agriculture, developing policy and advocating for needed change, maintenance of official records and documents, fiscal management (\$300k annual budget), personnel management, and maintaining relationships with all classes of membership (regular, sustaining, and supporting).

April 2015 to December 2019 – Outreach Lead; Bayer Crop Sciences (after Monsanto acquisition in August 2018). Worked on Human Resources (HR) team to increase talent pool for the company, strengthen employee retention, and improve relations with key stakeholders. Worked with internal and external groups to identify and train talent, including coordination of some novel programs for high school, college, and graduate students. Served as primary contact for and advisor to the National Black Growers Council (NBGC), focusing on creation and implementation of mutually beneficial programs and initiatives. Also worked

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with several land-grant universities to strengthen company relationships, develop student talent, and on technical product positioning. Worked with United States Department of Agriculture (USDA) agencies to increase access for diverse growers and facilitate adoption of company technologies.

October 2009 to March 2015 – *Director of Stakeholder Relations; Monsanto.* Worked on customer advocacy and improving company relationships with industry, USDA, and elected officials. Served as primary contact with the NBGC, community based organizations, and several other agencies. Also worked with Federal and State Government Affairs colleagues on various freedom-to-operate issues, with HR on recruiting and university relations, and with various business units on technical product positioning.

April 2009 to October 2009 – *Technology Development Rep; Monsanto.* Conducted field research needed for development of new seed and chemical products in central Arkansas. Research focused on pest control and variety/hybrid performance in cotton, corn, and soybeans. Coordinated Cotton States trial work and seed production required to maintain and grow cotton seed sales through licensees. Continued work with HR and grower outreach groups.

July 2004 to March 2009 – *Product Development and Marketing Manager; Monsanto Cotton States.* Responsible for evaluation and advancement of potential new cotton varieties containing Monsanto's biotech traits. Characterized and coordinated licensee training on characteristics and attributes of advanced material. Managed regulated, pre-commercial products and was able to facilitate adequate product testing while properly segregating regulated materials. Through management of germplasm development, field trials, and seed production, grew the licensees' cotton seed market share from 0 to 10% in the U.S. in three years. Working with the manufacturing group, was responsible for forecasting, seed production, quality control, and inventory management. Also served as primary technical contact for licensees on product inquiries. Worked with vegetable product development group to expand company's testing network to 1890 land-grant institutions. Continued to work with selected universities and HR department on identifying and training diverse talent. Successfully managed an interdepartmental annual budget that increased from \$300k to over \$750k while serving in this position.

January 2003 to June 2004 – *Technical Development Manager; Monsanto.* Conducted field research needed for development of new seed and chemical products. Coordinated demonstration and research trials needed for sales support in Louisiana. Common crops included corn, cotton, grain sorghum, rice, and soybean with emphases on economic, agronomic, and entomological factors. Successfully tested second generation biotechnology traits in cotton and corn pest control. Worked with pre-commercial, regulated materials and facilitated proper

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shipping, cultivation, maintenance, and destruction of regulated plant materials. Tested and characterized potential germplasm for corn, cotton, grain sorghum, and soybean. Developed technical product positioning publications for use by the sales teams.

January 2000 to December 2002 - *Agronomic Research Manager; Monsanto.*

Conducted field research needed for development of new agricultural products in southern Arkansas and Louisiana. Coordinated similar research with academic cooperators, contract researchers, and other influential scientists in the region. Worked on all major crops grown in the area, including corn, cotton, grain sorghum, rice, and soybean.

April 1997 to Present – *Owner/Operator; Dell-Cam Farm, Inc.* Started a row-crop farm operation that produces agronomic crops (corn, cotton, grain sorghum, rice, and soybeans) in southeast Arkansas. Responsible for all aspects of crop production and marketing of acreage that increased from 500 to over 1400 acres. Secured resources and managed an annual budget that increased from \$120k to \$850k. Farm used as a platform to promote technology adoption and USDA program usage.

January 1997 to December 1999 - *Market Development Representative; Monsanto, Ag Sector.* Coordinated field research and technical marketing for soybeans in the southern U.S. Majority of effort was spent on the development and management of Roundup Ready soybeans while serving as the technical manager for soybeans in 17 southern states. Major initiatives included developing and maintaining relationships with academic cooperators, seed partners, and technical product development reps. Responsible for forecasting, budgeting (annual budget increased from \$400k to \$800k), and arranging delivery for all materials needed to conduct research and demonstration trials, including regulated seed and crop protection products for company, contract, and university trials. Responsible for all aspects of field research and development, including designing, executing, analyzing, and summarizing research protocols. Using trial data, rewrote the product label, which resulted in improved performance and a reduction in product complaints, all while significantly increasing market share. Managed trial work with precommercial, regulated rice products that led to a product label being drafted, all without a single incident of contamination with commercial rice. Worked with HR on diversity initiatives, resulting in improved relationships with 1890 land-grant universities and diverse student participation in job opportunities.

January 1995 to December 1996 - *Product Development Representative, Monsanto, Ceregen Division.* Conducted field research needed for development of new agricultural products and provided technical support to marketing teams on new and existing products. Was also responsible for establishing and

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maintaining support from academic cooperators and other key influencers. Strong emphasis was placed on developing cotton and soybean products derived from biotechnology efforts. Worked with HR personnel on establishing and maintaining a diverse workforce within Monsanto.

July 1991 to December 1994 - *Field Research Agriculturist, American Cyanamid, Agricultural Research Division (ARD)*. Established a new research territory covering western Arkansas and Oklahoma. Responsibilities included conducting field research trials on potential compounds, securing and maintaining support with appropriate university and contract researchers, as well as technical support of sales and marketing counterparts. Secured resources and managed all aspects of constructing a new greenhouse and headhouse for developing and screening herbicide tolerant germplasm. Mutated soybean germplasm in an off-season laboratory, then shipped progeny to new territory for production. Established a greenhouse screening program for soybean, and later cotton, and developed a line of soybeans with enhanced tolerance to selected herbicide products. In cooperation with HR personnel, participated in recruiting programs at selected colleges and universities and established relationships with new institutions. Significantly increased minority student participation in Cyanamid intern programs.

August 1987 to June 1991 - *Administrative/Research Assistant, Iowa State University College of Agriculture and Agronomy Department*. Coordinator of the Minority Development in Agriculture program for the College where duties included recruitment and retention of minority students. Increased minority student enrollment in the College by over 75%. Responsible for planning and conducting dissertation research in Agronomy. Research involved evaluating the performance of diverse soybean varieties in a relay intercropping system with winter wheat. Radiation interception and soil moisture usage in this system were assessed. Also instructed a lab section in Grain and Forage Crop Production.

January 1986 to August 1987 - *Graduate Assistant, University of Arkansas Agronomy Department*. Planned and conducted research required for completion of thesis where diverse soybean genotypes were reciprocally grafted to determine shoot and root influence on selected traits. Assisted with state soybean breeding program, which involved assisting other soybean breeding researchers with various projects. Voluntarily recruited students for the department.

June 1985 to August 1985 - *County Extension Agent Intern, Arkansas Cooperative Extension Service*. Assisted with various experiments involving crop production practices and pesticide rates. Advised area farmers on agronomic and other crop production practices and helped them evaluate and adopt new recommendations. Instructed and supervised 4-H members.

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September 1982 to December 1985 - Hourly worker, University of Arkansas Agronomy Department. Assisted with crossing, evaluating, selecting, and harvesting wheat and soybeans in the plant breeding programs. Work involved both greenhouse and field work.

ACTIVITIES AND AWARDS (*Offices/awards/positions held*):

Iowa State University College of Agriculture and Life Sciences (*George Washington Carver Distinguished Service Award, 2020*)
 AR Farm Family of the Year (*Jefferson County and SE District Winner, 2019*)
 University of AR for Medical Sciences Foundation Board member (2013-present, *Advocacy Committee*)
 USDA Advisory Committee for Minority Farmers (2011 - present)
 National Black Agricultural Alliance (2010-2012, *Chairman*)
 University of AR Alumni Association (*Board of Directors 2010-2013; Black Alumni Society Board of Directors 2004-2006, Scholarship Committee 1993-1994*)
 AR 4-H Foundation Board of Directors (2008-2010)
 Monsanto Company Technology Development Division (*Pledge Award 2008; Above & Beyond Award 2005*)
 AR Association for Hearing Impaired Children Board of Directors (1997-2000)
 American Peanut Research and Education Society (1993-1994)
 American Society of Agronomy (ASA), Crop Science Society of America; 1986-2009 (*Committee on Minority Concerns member, 1988-1995*)
 AR Crop Protection Association (1991-2010)
 AR Valley Habitat for Humanity Board of Directors (1993-1995)
 Entomological Society of America (1992-2009)
 Gamma Sigma Delta Fraternity (1989-present)
 Minorities in Agriculture, Natural Resources, and Related Sciences (1989-present): (*Advisory Board 2010-2018; Professional Membership Committee chair, 1994 - 1995; Graduate Student Representative, 1990-1991; Winner, Graduate Student Research presentation, 1991*).
 Omega Psi Phi Fraternity (1982 to present): (*Gamma Eta chapter Secretary, President, Undergraduate State Representative, Brother of the Year, 1984*).
 Outstanding Young Men of America (1988)
 University of AR Agronomy Department (*Outstanding MS Student 1986-1987*)
 USDA Natural Resources Conservation Service (*AR State Technical Committee, 2003-present; Jefferson County Conservation District Board Member, 1998-2004*.)
 University of AR Agronomy Graduate Student Association (1985 to 1987) (*Secretary-treasurer, 1987*)
 Weed Science Society of America, Southern Weed Science Society (1991-2009)
 Who's Who Among Students in American Colleges and Universities (1985)

PUBLICATIONS:

Goldmon, D.L. and D. K. Whigham (1991). Relay Intercropping Soybean into Winter Wheat: Genetic and Environmental Factors. Agronomy Abstracts and Iowa State University Ph.D. Dissertation.
 Goldmon, D.L and C.E. Caviness (1987). Influence of Scion and Rootstock on Growth Characteristics and Nodulation of Soybean. Southern Branch of ASA and University of Arkansas M.S. Thesis.