

**HIGHER EDUCATION RESUME – DETAILED**  
of  
**PROFESSOR WILLIAM RICHARD GRIFFIN, JR.; JD, MSTM, MS, BS**  
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**I. SUMMARY**

Bill Griffin is an award winning instructor and presenter. He has been a full time educator for eight years, teaching over a dozen courses per year. Prior to 2003, he worked full time in industry and government for over 30 years as a business person, scientist, environmental engineer, engineering manager, sales manager, environmental lawyer, corporate lawyer, public relations specialist, lobbyist, writer, and in other capacities. His practical experience in industry and government has provided information and first person experiences that he uses in the classroom to clarify abstract concepts and bring relevancy to the discussions.

Bill has taught in graduate school, undergraduate school, high school and industry. He has instructed nontraditional students and traditional students. Because of his broad professional background and graduate education in management, law and engineering, he has taught over two dozen courses with a wide range of topics in business, management, law, math and science.

For National American University and three other colleges, he has taught the following business and management courses:

- Management Across Cultures
- Business and Society
- Business Ethics
- Entrepreneurship
- Organizational Behavior (leadership)
- Operations Management
- Human Resources Management
- Business Finance
- Investment Management
- International Business
- International Management
- Foreign Relations
- Business Finance
- International Financial Management
- Independent Research

He has taught the following law courses at NAU and two law schools:

- Business Law I (contracts)
- Business Law II (forms of business organization)
- Corporations Law
- Employment Law
- Occupational Safety and Health Law
- Administrative Law (regulatory law)
- Legal Environment for Global Organizations (business law for international organizations)

He has taught the following math courses at NAU:

- Business Statistics
- Quantitative Analysis
- Quantitative Methods
- Intermediate Algebra

He has taught the following science course:

- Environmental Science

Although he is primarily a classroom instructor, he has experience with distance learning platforms like Web CT and McGraw Hill Connect.

Bill uses guest speakers to enrich students' classroom experience. He has been a tutor in math, science and writing. He has supervised student internships and student research projects. He developed a phased method to help students execute research projects and prepare research papers.

He has planned curriculum expansion, developed new courses, and revamped existing courses. Bill has developed and presented executive seminars for mixed audiences of college students, business people, and members of the public. In industry, he has been a trainer on decision analysis, technical writing, environmental impact analysis, regulatory requirements, emergency preparedness, company policies and procedures, and other topics. Bill has worked as an academic advisor and counselor, helping students with career planning and job hunting.

He has worked as an educational administrator and manager. He managed an on-campus graduate program for three years, where he executed tasks including: recruiting students, registration, accreditation tasks, committee assignments, hiring and supervision of faculty, and launching new programs. From 2004 to 2012, he has been a full time professor at National American University. From 2011 to 2012, he was Program Coordinator and student advisor for Rapid City Campus undergraduate programs in Business Administration, Applied Management,

and Organizational Leadership (i.e., the local “business chair” for degree programs that include about 100 students). NAU frequently used him as a liaison with the local business community.

In conjunction with Alliance for Tribal Tourism Advocates, he led NAU’s role in a project that provided classroom training for Native American students who were taking course work in tourism and hospitality management. He wrote a grant that brought in \$20,000 of scholarship money.

## **II. EDUCATION**

Bill completed graduate programs in business/ management, law and engineering. He was an honor student in each of his degree programs. His BS was a traditional program, but all of his graduate training was nontraditional. He completed 150 semester hours of graduate courses and 149 semester hours of undergraduate courses.

**Juris Doctor**, Suffolk Law School, Boston, 1978, evening program, Cum Laude, Dean’s List, Phi Delta Phi legal honor society. His focus was on business law and regulatory law. 80 semester hours.

**MS Technology Management** (techno-MBA), Pepperdine University, Long Beach, CA, 1998, weekend program, finished in the top one percent of the class, Delta Mu Delta business administration honor society. Fellow students selected him as the top contributor to class discussions. The focus of Pepperdine’s MSTM program was training students to manage technical people and technical processes in a global economy. The program included foreign business travel to Asia and Europe. 40 semester hours.

**MS Environmental Engineering**, Northeastern University, Boston, 1974, evening program, finished in the top one percent of the class. The focus of the program was environmental impact analysis, worker safety, and public health. 30 semester hours.

**BS Civil Engineering**, Georgia Tech, Atlanta, 1970, traditional daytime program, Dean’s List. 149 semester hours.

Bill was a student in dozens of short courses on business, scientific, engineering, and legal subjects (the equivalent of one year of classroom study). He has published and/or presented over four dozen technical papers, and he has helped manage professional symposia.

## **III. DETAILS OF EXPERIENCE RELATED TO TEACHING**

**National American University.** NAU has over 10,000 students at over two dozen campuses in ten states. The University’s emphasis is on professional training, with students majoring in business, management, accounting, pre-law, paralegal, health care, and other career programs. Bill taught at the Rapid City campus, which has a mixture of nontraditional and traditional students. Bill also taught at NAU’s Ellsworth Air Force Base campus, where all students are nontraditional. NAU is accredited by the Higher Learning Commission. NAU’s business and

management program is accredited by the International Assembly for Collegiate Business Education.

- Since 2003, Bill taught over a dozen courses per year in classroom and independent study formats.
  - Taught graduate courses in Managing Human Resources, Organizational Behavior (leadership), Quantitative Methods, International Business, International Management, Investment Management, Legal Environment for Global Organizations, and Independent Research.
  - Taught undergraduate courses in Management Across Cultures, Business and Society, Business Ethics, Entrepreneurship, Operations Management, Business Finance, Business Law I (contracts), Business Law II (forms of business organization), Occupational Safety and Health Law, Employment Law, Business Statistics, Quantitative Analysis, Intermediate Algebra, Environmental Science, International Business, International Relations, and International Financial Management.
- Received the Outstanding Instructor Award in 2007, 2008 and 2011 at the Ellsworth Air Force Base campus.
- Received the Dedicated Instructor Award in 2012 from the Rapid City campus.
- Helped students improve writing skills. Developed a phased method to help students execute research projects and prepare research papers. Served as a writing tutor.
- Planned curriculum, developed new courses, and revamped existing courses.
- Developed course packages for the university's distance learning program.
- For mixed audiences of college students, business people, and members of the public, he helped organize and present executive seminars on corporate ethics, entrepreneurship, investments, impact of information technology on business and society, "The Real World of Business," and "The Embezzler Next Door."
- Wrote grant proposals seeking scholarship money for Native American students. Assisted with grant proposals to the National Science Foundation.
- Guest speaker on professional writing in NAU communications courses.
- Served as a math tutor. Approved by, and hired by, the US Department of Veterans Affairs as a vocational rehabilitation tutor.
- Helped launch the Center for Business and Economics of the Northern Plains. Served as a board member and Secretary of the Corporation.

- Represented the university in many outreach activities to local business and educational organizations. Chaired the regional chapter of Pinnacle Group.

Bill managed the Rapid City on-campus graduate program (MBA and Master of Management degrees) from 2004 to 2008. During this period his program tripled in size (from 17 students to 50), added a Master of Management program, added new concentrations (e.g., International Business, Health Care Administration, Human Resources Management), and added new courses (e.g., International Management, Legal Environment for Global Organizations). Other administrative duties included recruiting students, student counseling and registration, hiring and supervision of faculty, accreditation functions, and committee assignments.

In 2008, he assumed a new job as a full time Business Professor for the undergraduate school in Rapid City. In 2011 he was promoted to Program Coordinator for Rapid City undergraduate programs in Business Administration, Applied Management and Organizational Leadership. He participated in NAU activities related to the Native American community (e.g., monthly informal luncheons that included Native American leaders and local business people).

Bill worked as a pro bono business consultant with local entrepreneurs. He volunteered time at a local business incubator.

**Oglala Lakota College.** Rapid City campus. Taught undergraduate course in Business Finance for traditional and nontraditional students. Oglala Lakota College is owned and operated by Native American organizations, and most of the students are from the Sioux tribe. 2012.

**Whittier Law School.** Costa Mesa, CA. Taught Corporations Law for nontraditional and traditional students. 2001.

**Western State Law School.** Fullerton, CA. Taught Administrative Law (regulatory law) for nontraditional and traditional students. 2000.

**Boston Edison,** Boston, MA (large electric utility). Participated in the company's public information efforts, primarily with the educational community. Worked full time for one year as a Public Information Specialist responsible for outreach to the community on energy and environmental issues. Oversaw an outreach program, presented by Wentworth Institute of Technology, that visited secondary schools and made presentations to large groups on energy related subjects. Helped a Massachusetts Institute of Technology professor write, illustrate and edit an educational book on earthquakes (20,000 copies of *Our New England Earthquakes* were published and distributed to secondary school science students). Developed relationships with electronic and print media on energy and environmental issues. After working for Boston Edison, he served other employers and a trade association as their liaison with electronic and print media.

**Fluor Daniel** (and other employers). In addition to regular project management duties, worked as a trainer for company employees and clients. Taught seminars on regulatory requirements,

emergency preparedness, decision analysis, technical writing, company policies and procedures, and other topics. Received a company award for presentations to employees.

**University of California - Irvine.** Corporate volunteer in several capacities with UCI during a 15-year period, especially for UCI's Science Education program. Served as an instructor in UCI's Summer Science and Math Institute, a one-month program for secondary school teachers. As mentor for two high school science teachers, Bill made numerous classroom presentations on how science and math are used in the professional world. Funded, designed and presented a water chemistry field lab module in which high school chemistry students tested water quality in a local creek. Hosted a shadow program in which minority students came to Griffin's workplace and accompanied him during his work day. Member of UCI's Science Education Advisory Board. Assisted UCI with assessment activities conducted by state government officials. Received the UCI program's Corporate Volunteer of the Year award. Guest speaker on proposal writing. Oversaw Fluor Daniel's \$250,000 grant to UCI.

**California Nature Conservancy.** Worked as a volunteer for several years during the establishment of a 17,000-acre nature preserve. Received over 100 hours of training as a docent trail guide. Escorted thousands of members of the public during tours of the nature preserve. Led discussions on the preserve's Native American history, geology, and ecology. Received the Volunteer of the Year award.

**American Society for Civil Engineers, Orange County Engineering Council, American Society for Engineering Education** (professional societies). Member of the Student Affairs Committee and School Visitation Committee. Visited secondary schools and colleges to make presentations regarding the engineering profession. Served as a judge at high school science fairs. Led Student Night events, including student awards and financial grants to local colleges. Received the Outstanding Engineer Merit Award from Orange County Engineering Council. Received the Outstanding Presenter Award from ASEE.

**Expert witness, legislative advocate.** Served as an expert witness in regulatory hearings and legislative forums. Worked as a technical legislative advocate for many years, making information presentations to legislators and executive branch personnel at the federal, state and local levels. For example, he was chief legislative advocate for the utility submetering industry, explaining the industry's business, legal, and technical issues to government officials across the US.

#### **IV. DETAILS OF EXPERIENCE IN INDUSTRY AND GOVERNMENT**

2003-2004. **Environmental Lawyer and Consultant** for Matrix Consulting Group, a service provider to Native American organizations. Managed the effort to win regulatory approvals for Oglala Lakota College's plan to create a nursing school on the Pine Ridge reservation. This included a classroom building and dormitory adjacent to the hospital.

1998-2003. **Vice President, Secretary and General Counsel** for NWP Services Corporation (utility services and software development firm). Led the legal function for a startup company that became a national firm. Provided a wide range of legal support during a period of 500

percent expansion. With the Board of Directors and executive team, helped raise \$39 million in funding from angel investors, venture capitalists, and institutional investors. Helped establish a trade association for the company's fledgling industry, and served as its first Executive Director. Worked as a pro bono business consultant and volunteered time at local business incubator.

1982-1997. **Senior Project Director** for Fluor Daniel (world's largest engineering and construction company) during a period of 300 percent growth. The company's specialty was design and construction of large, first-of-a kind facilities. Managed engineering projects of various types (especially engineering studies), with full responsibility for budget, schedule, and technical adequacy. For example, led the regulatory effort on the country's largest construction project (\$30 billion). Led sales support activities such as preparation of proposals and development of presentations to prospective clients.

1979-1982. **Project Manager and Sales Manager** for HMM Associates (environmental and safety consulting firm). Led sales and projects during a period of 500 percent growth. Developed a lucrative arrangement for out-licensing of software that had been developed by a team from the company and Massachusetts Institute of Technology.

1977-1979. **Project Engineer** for Boston Edison Company (large urban electric and steam utility). Led the federal permits function for a \$4 billion construction project.

1975-1977. **Project Manager** for Anderson Nichols (200-person engineering firm). Led engineering studies (e.g., hydrology and flooding) and public meeting functions for 25 professional services contracts during a period of 300 percent growth.

1972-1975. **Project Engineer** for Raytheon Engineers (large engineering and construction firm). Participated in environmental studies and regulatory tasks during a period of 1000 percent growth. Developed a specialty in regulatory law.

1970-1972. **Scientist** for the US Environmental Protection Agency. Developed methods and devices for detection of radioactive pollutants. Prepared and edited technical reports.

## V. INTERNATIONAL EXPERIENCE

Business experience with companies in Indonesia, England, Holland and Germany. Business travel to Dubai, Oman, Brunei, Hong Kong, China, Singapore, Malaysia, England, France, Belgium, Holland, Switzerland, and Japan. Visited thirteen universities in Asia, one in Holland, two in France, and one in Switzerland. Recreational travel to Peru, Colombia, Canada, Mexico, Italy, Monte Carlo, Ireland, Andorra, Germany, Bermuda, Austria, Belgium, France, Spain and other countries.

## VI. HONORS, AWARDS, LICENSES, AND MEMBERSHIPS

Instructor of the Quarter, National American University Ellsworth Campus, 2007, 2008 and 2011  
Dedicated Instructor Award, National American University, Rapid City Campus, 2012  
Member, Phi Delta Phi legal honor society

Member, Delta Mu Delta business administration honor society  
Volunteer of the Year, California Nature Conservancy  
Outstanding Corporate Volunteer, University of California - Irvine Science Education Program  
Outstanding Engineer Merit Award, Orange County Engineering Council  
Honorary Member, Maryland Academy of Sciences  
Member, American Society for Civil Engineers. Member, Student Affairs Committee and  
School Visitation Committee  
Past Member, American Society for Engineering Education. Member of local, regional and  
national committees. Committee chair. Winner of Outstanding Presenter award.  
Member, Massachusetts Bar  
Past Member, Federal Patent Bar  
Past Member, Federal Energy Bar Association, Chair of Environment Committee

## **VII. PUBLICATIONS, PRESENTATIONS, RESEARCH, AND RELATED MATTERS**

Griffin's skills have been used in many capacities. He has been active in research and engineering studies, and developed many publications and presentations regarding the results of his work. Prepared over four dozen technical papers and presentations on business, scientific, engineering, educational and legal topics. Helped manage international technical conferences. Served as editor or managing editor for numerous documents, including some in the thousand-page range. Coached and supervised other professionals who were preparing technical papers.

**Scientific and Engineering Publications and Presentations.** Griffin began technical writing, editing and publishing while in undergraduate school. For the Georgia Tech Vehicular Collision Research Team, he collected and analyzed data, handled some of the art work, and drafted chapters of the team's technical reports. While Dr. Paul Wright was preparing a textbook on transportation engineering, Bill edited some of the chapters.

Bill started his professional career as a scientist in a US government environmental laboratory. He developed methods and devices for sampling and detection of radioactive substances in the environment. He was principal investigator and lead author of "A Sampler for Non-Aqueous Tritium Gases." He presented this paper at the International Tritium Symposium. The article was published in a reference book, "Tritium," by Messenger Graphics, Las Vegas, 1971. Bill assisted other scientists with their research and publications efforts. He was a support author on "Calibration of Detection Devices for Krypton-85." Bill also served as an editor for articles that appeared in "Radiation Data Reports," a US Government publication.

After he left the US government environmental laboratory in 1972, he worked for the environmental departments of a series of engineering companies. He participated in the nation's largest environmental siting study for electric power plants, and he helped write and edit the team's 500-page report for Boston Edison Company. He served as an expert witness in a federal tribunal where the report was reviewed. He managed two dozen contracts for the National Flood Insurance Program, and this included preparation of reports and making presentations at hearings.

He developed a specialty in leading engineering studies and preparing technical reports directed at regulatory compliance issues, and he served in a leadership role in dozens of these

study/publication efforts. For example, he participated in power plant siting studies, environmental studies, and safety studies. He developed technical reports for clients in New England, New York, Maryland, Florida, Puerto Rico, Alabama, Indiana, California, Arizona, Tennessee, Texas, Nevada and other locations. Some of these publication projects were quite large (as much as 3000 pages), and Bill managed teams as large as 70 people who were performing analyses and preparing sections of the documents. He led engineering studies and technical reports on flooding, hydrology, earthquake protection, mine safety, emergency preparedness, and many other topics. For the US Government, he led studies and reports on topics related to the High Level Nuclear Waste Management System. He functioned as a leader in the industry, where he helped organize technical symposia, such as the International Waste Management meeting in Tucson. He presented technical papers and/or chaired technical sessions at many of these meetings. He worked as mentor and editor for other engineers and scientists who were conducting research, writing technical papers and preparing presentations.

**Legal Research, Analysis, Publications and Presentations.** As a regulatory lawyer, he has conducted legal research and publishing in environmental, safety, public health, and related fields. While attending Suffolk Law School, he prepared a research paper entitled “Environmental Regulation: An International Perspective.” While he was Chair of the Environment Committee of the Federal Energy Bar Association, he led his committee’s efforts to prepare two annual reports that were published in a law review. As a corporate lawyer and regulatory lawyer, he has prepared many presentations and papers on topics of interest to government agencies, business people, engineers, scientists, and the general public. He co-chaired the Regulatory and Legislative Committee of a trade association, and he prepared many position papers on regulatory compliance issues. He has made presentations before legislative panels at the federal, state and local levels.

**Sales and Marketing Publications and Presentations.** Bill has worked on sales and marketing efforts for several of his employers. He has been involved in management of over 200 proposals for professional services contracts, with a win ratio above 50 percent. He co-authored a marketing strategy report for Fluor Daniel that led to over \$500 million in new business for the company. He has authored and contributed to newsletters that his employers used to educate audiences and advertise their services. Bill developed sales and marketing brochures and related materials used by National American University for recruiting and other purposes.

**Current Research and Publication Efforts.** National American University is a teaching school, so the university does not emphasize research or publication. Nevertheless, Griffin conducted research while at NAU. For example, he conducted surveys that are of interest to the educational and business community. He completed a survey that showed seven universities were operating business and management programs in Western South Dakota. He recently completed and published a paper regarding the large “footprint” of higher education on the economic environment in the Black Hills region of South Dakota.

(A detailed list of publications and presentations is available from Bill Griffin.)

**VIII. REFERENCES**

NAME	CONTACT INFORMATION	CAPACITY
<p><b>Al Boysen</b> Professor South Dakota School of Mines and Technology Rapid City, SD</p>	<p>Office: 605-394-2479 Cell: 605-390-6090 Alfred.boysen@sdsmt.edu South Dakota School of Mines and Technology Classroom Building #332 501 East St. Joseph St. Rapid City, SD 57701</p>	<p>Dr. Boysen is a full-time faculty member at South Dakota School of Mines and Technology. He also teaches part time at other universities in Rapid City, including Oglala Lakota College and National American University. He taught Managerial Communications in the NAU graduate program managed by Griffin. Bill Griffin has been a guest speaker on professional writing in Boysen’s courses. Boysen received the Presidential Award for Outstanding Professor at SDSMT and the Carnegie Professorship for the state of South Dakota.</p>
<p><b>Dale Skillman</b> Recently retired as a faculty member and technology transfer officer at South Dakota School of Mines and Technology Rapid City, SD. Now leading Skillman Engineering Company.</p>	<p>Home: 342-2257 Cell 605-858-1796 <a href="mailto:Dale.skillman@sdsmt.edu">Dale.skillman@sdsmt.edu</a> Box 1311 Rapid City, SD 57709</p>	<p>Dale “Butch” Skillman recently retired from his full time career at South Dakota School of Mines and Technology, the largest engineering school in South Dakota. He led the research and technology transfer function for the university. Skillman was also a Professor in the Mechanical Engineering Department. Skillman and Griffin have worked together on many activities in which their universities reached out to the local business community. Griffin and Skillman co-authored a business plan that finished high in the South Dakota Governor’s Business Plan Competition. Griffin helped Skillman write grants to the National Science Foundation.</p>