

# PAUL H. HAYES, MBA

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A self-motivated professional, I have considerable corporate project experience. This experience includes commercial aerospace, web site design and distance education.

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## PROFESSIONAL EXPERIENCE

### Phase One Web Site Design & Hosting ([PhaseOneWebSiteDesign.com](http://PhaseOneWebSiteDesign.com))

**Principal**

**May 1999 to Present**

Launched an entrepreneurial company designing and hosting web sites, incorporating all creative and technical aspects of web site design including domain name registration, web site hosting, graphics creation, multimedia and interactivity with databases using PHP and MySQL

- Manage web site development process from initial design concept, through successful completion and ongoing operation of sites for clients
- Direct all phases of business operation, strategic planning, financial management, and marketing
- Manage entire sales cycle from initial client prospecting and acquisition, needs assessments and account management
- Interact with clients, conducting follow-up interviews and ensuring client satisfaction and retention

### California Coast University – Santa Ana, California ([calcoast.edu](http://calcoast.edu))

**Faculty Member, School of Business Management**

**July 2005 to June 2009**

Faculty Member for a privately-owned Distance Learning University

- Graded essay exams and evaluated Test Question Challenges for validity
- Interacted with students to answer their questions regarding coursework or University procedures
- Evaluated text books and other materials as new courses were developed
- Participated in the process of obtaining institutional accreditation through DETC ([detc.org](http://detc.org))

### The Boeing Company – Long Beach, California

**Lead Flight Test Engineer, Structures**

**December 1988 to May 1999**

**Senior Flight Test Engineer, Structures**

**September 1986 to November 1988**

Flight Test Engineer recruited to prepare and direct the progress of laboratory and flight testing of new commercial aircraft and aircraft modifications

- Selected to be key advisor for internal software products and requested to perform beta testing for new data processing software; presented recommendations to programmers for implementation
- Directed test progress by coordinating data requirements of diverse internal/external groups, computer systems, and various types of aircraft
- Accelerated team productivity by training new team members, enhancing their job-specific skills
- Completed time and dollar estimates, and projected manpower requirements for various projects, including multi-month FAA Certification Programs of large commercial jet transport aircraft

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## PROFESSIONAL EXPERIENCE (continued)

### Rockwell International Corporation – El Segundo, California

#### Wind Tunnel Test Engineer

August 1980 to August 1985

Planned and directed low and high speed wind tunnel tests for domestic and international aircraft manufacturers

- Holding a Secret Clearance at the time, selected and validated instrumentation for the purpose of gathering wind tunnel test data used to validate data derived by design groups
- Wrote pretest reports describing the types and number of instrumentation required to conduct specific tests
- Documented the results of tests and presented the data in post-test reports to Rockwell personnel/clients
- Determined time and personnel requirements, appropriate test sites for each test

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## EDUCATION & CERTIFICATIONS

### Master of Business Administration, April 1983 ([bschool.pepperdine.edu](http://bschool.pepperdine.edu))

Pepperdine University, School of Business and Management – Malibu, California

### Bachelor of Science Degree, Aerospace Engineering Technology, June 1980 ([csupomona.edu](http://csupomona.edu))

California State Polytechnic University – Pomona, California

### Associate of Arts Degree, Airframe & Powerplant Technology, June 1978 ([orangecoastcollege.edu](http://orangecoastcollege.edu))

Orange Coast College – Costa Mesa, California

### Certificate: WebCT Campus Edition 6 Specialist, September 2006

Issued by: Jim Thibeau, Vice President, Professional Services, WebCT, A Blackboard Company

### Certificate: Web Design and Management, September 1999

University of California at Irvine – Irvine, California

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## PROFESSIONAL LICENSE

### FAA – Airframe and Powerplant Certificate, 1976

Orange Coast College – Costa Mesa, California

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## TECHNICAL PROFICIENCY

PHP, MySQL, JavaScript, HTML5, CSS3, WordPress, Adobe Dreamweaver, Photoshop and Premier, FTP, and Microsoft Office Products (emphasis on Excel automated spreadsheets)