





Ara Sayabalian, MBA, Ed.D, MS

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Assisted living and memory care safety thought leader. Expert in identifying causes of adverse events including: falls, pressure wounds, accelerated decline, improper care, and infections. USC and Harvard educated. USC Faculty.

EXPERIENCE

Secure Clinical Solutions, Inc. South San Francisco, CA

2018-present

Chief Clinical Officer

Implement clinical continence care and safety program to reduce risks of resident skin breakdown, falls, urinary tract infections (UTI's) and accelerated decline.

Analyze the stress and impact of caregiver protocols and workload on the physical and mental health of professional senior living caregivers.

Research, develop and test effects of absorbent hygiene products and the impact on resident safety and care, and the impact on caregiver safety and stress.

Clinical outcomes research on senior residents living with bladder and/or bowel health challenges.

Analyze community policy protocols and the impact on resident and caregiver safety to reduce the risk of falls, skin breakdown, wounds, and infections.

Developed nationally recognized multilingual training and education system for professional caregivers.

Implemented care planning and standard of care in over 700 senior living communities across the nations to reduce risk of falls, pressure injuries and skin tears, and UTI's.

Allen Flores Consulting Group

2022-Present

Preferred Partner

Nation second largest clinical consultants creating policies, procedures, and oversight to over 600 assisted living communities.

HPSI GPO

2024-Present

Preferred Partner

HPSI is a group purchasing organization (GPO) that provides strategic procurement services to over 31,000 members across various sectors, including senior living and skilled nursing communities.

Belmont Village

2018-Present

National Rollout of Incontinence program across all 38 communities.

Operating 38 communities. Belmont Village provides independent living, assisted living, and memory care.

Five Star Senior Living **2022-Present**
National Rollout of 138 Communities
Managing communities across 28 states, Five Star Senior Living offers independent living, assisted living, memory care, and short-term stays.

Integral Senior Living **2023-Present**
National Rollout 60 communities
With over 100 communities nationwide, Integral Senior Living specializes in independent living, assisted living, and memory care.

Aspenwood Senior Living **2020-Present**
National Rollout 8 communities
Assisted living, and memory care services across multiple communities, emphasizing unmatched hospitality and a continuum of personalized care

Cogir Senior Living **2024-Present**
National Rollout of over 80 communities.
Operating over 80 communities across the U.S., Cogir Senior Living offers independent living, assisted living, and memory care.

Clearwater Senior Living **2024-Present**
Western US Rollout 12 Communities.
Managing 12 communities across the Western U.S., Clearwater provides independent living, assisted living, and memory care.

Northstar Senior Living **2021-Present**
National Rollout 31 Communities.
Overseeing 31 communities, Northstar Senior Living provides independent living, assisted living, and memory care services.

Kisco Senior Living **2024-Present**
National Rollout of 22 Communities
Operates 22 communities across six states, offering independent living, assisted living, and memory care.

Sinceri Senior Living **2022-Present**
National Rollout of 70 Communities
Operating multiple communities across the U.S., Sinceri provides assisted living and memory care.

Distinctive Senior Living **2022-Present**
Florida State Rollout
Senior living management company that operates and develops communities offering independent living, assisted living, memory support, and active adult lifestyles, focusing on impressive amenities and personalized attention.

VITAS Hospice **2025-Present**
National Service Provider Contract
VITAS Healthcare provides hospice care services across 15 states and the District of Columbia. VITAS Hospice specializes in end-of-life care, offering comprehensive support services for patients and families in senior living, homes, and hospitals.

- University of Southern California Los Angeles, CA** **2022-present**
Adjunct Lecturer
 Lecturer on various national Healthcare Delivery Models: Deliver comprehensive lectures on healthcare delivery and safety, including Medicare Advantage(MA) and Fee-for-Service(FFS), artificial intelligence(AI), standards of care models, and senior living programs and protocols, & value based care.
- Urovative Inc. San Francisco, CA** **2023-Present**
Co-Founder
 Designed & developed the Urovative Clean Catch System to reduce lab specimen contamination in cognitively impaired and/or frequent to fully incontinent individuals significantly impacting diagnosis, care plans, and antibiotic stewardship in addition to reducing unnecessary caregiver stress and resident infections.
- Assisted Living and Memory Care Expert Consulting Los Angeles, CA** **2023-Present**
Standards of Safety & Care in Senior Housing Expert Lead
 Design clinical programming to reduce infections, falls, pressure injuries and accelerated decline. Consult on pros and cons of implementing and integrating AI technology platforms and systems. Created standard of bladder wellness and care policy in over 700 communities across the nation.
- Linenmate, Inc. Los Angeles, CA** **2009-Current**
Co-Founder-COO
 Responsible for California state hospital bids to supply absorbent hygiene products. Spinal cord injury products specialist and their impact on skin health, quality of life, and infections. Produced hygiene products for developmentally disabled products to reduce wounds and infections.
- American Assisted Living Nurses Association (AALNA) San Francisco, CA** **2019-Present**
Clinical Safety Protocols Advisor
 Advise a group of senior living nurse leaders in executing current standards of care and potential negative outcomes of not improving current practices for better resident outcomes and caregiver health.
- National Association for Continence (NAFC) Lafayette, CO** **2021-Present**
Board Member
 Developed, lead and authored “Ask the Doc” series, offering national expert advice to continence related care and safety questions.
- Artext, Inc. Los Angeles, CA** **2004-2017**
President
 Designed, manufactured, and marketed premium underpads to be used on updated care protocols in acute and longer term care setting.
 Designed protocol targeting the Hospital Acquired Conditions (HAC) Reduction Program by Medicare. Navigated patent designed and scope of patents in disposable absorbent products.
 Created a program to reduce risk of pressure wounds & injuries, falls, and UTT’s in long term care setting due to changing Medicare reimbursement policies.
- TAP Pharmaceuticals U.S.A. Santa Barbara, CA** **2001-2004**
District Manager
- TAP Pharmaceuticals U.S.A. Los Angeles, CA** **1998-2001**
Senior Account Manager

EDUCATION

Harvard University- Harvard Medical School Masters in Clinical Services & Operations	June 2023
University of Southern California-Brain and Creativity Institute Postdoctoral Research Psychological and neurobiological effects of traumatic events on adolescents	October 2016
University of Southern California-Rossier School of Education Doctorate of Educational, Ed.D. <i>Dissertation:</i> Incontinence Care Education of Nursing Home Staff Influences Patient Care and Culture <i>Dissertation Chair:</i> Pedro Garcia, Ed.D.	May 2015
University of Southern California-Marshall School of Business Master's in Business Administration, MBA <i>Emphasis:</i> Marketing and Finance	May 2004
University of California, Los Angeles Bachelor of Science Psychobiology with a minor in Business Administration.	June 1998

PUBLICATIONS

Argentum New federal GUIDE model elevates dementia care and support for caregivers.	October 2024 Featured Guest.
Harvard Medical School Capstone “Market Demand Analysis for a Device to Collect Mid-Stream Urine Specimen for Urinalysis and Urine Culture for Dementia Seniors” The purpose of the capstone was to understand market demand and create an initial prototype for a products to help catch urine for urinalysis in the dementia population.	May 2023
Homecare Magazine Subject Matter Expert on incontinence.	August 2018
Wilson Getty Law Firm White Paper: Impact of Hydration on Aging Skin and Incontinence	November 2018
CA Department of Health Services A Review of Clinical Outcomes on the Effects of Absorbent Incontinence Products	December 2017
Homecare Magazine Subject Matter Expert on incontinence	July 2017

Incontinence Care Education of Nursing Home Staff Influences on Patient Care and Culture.

The purpose of the study was to better understand the incontinence care education of nursing home staff and how the nursing staff's education influences and impacts patient care and culture inside the nursing home.

JOURNAL ARTICLES

1. **Sayabalian, A., & Easton-Garrett, S. (2024).** Disposable Absorbent Swab Urine Collecting in Cognitively Impaired and/or Frequent to Fully Incontinent Individuals. *Geriatric Nursing (New York)*, 59, 701–704. <https://doi.org/10.1016/j.gerinurse.2024.08.016>
2. **Sayabalian, A., & Jordan, C. (2023).** Managing a symptomatic UTI and the relevance to antibiotic stewardship. *Geriatric Nursing (New York, NY)*, S0197-4572.
3. **Sayabalian, A. (2022).** Putting an end to the blame game with incontinence. *Geriatric Nursing (New York)*, 44, 275–276. <https://doi.org/10.1016/j.gerinurse.2022.02.010>
4. **Sayabalian, A. (2021).** My Manifesto: Strength of Empowerment to All Assisted Living Nurses. *Geriatric Nursing (New York)*, 42(5), 1245–1246. <https://doi.org/10.1016/j.gerinurse.2021.08.002>
5. **Sayabalian, A., Easton-Garrett, S., Kassabian, A., Kunze, M. B., & Bruce, M. C. (2021).** Importance of infection control and continence management plans in assisted living communities during the COVID-19 pandemic. *Geriatric Nursing (New York)*, 42(1), 107–109.
6. **Sayabalian, A., Easton-Garrett, S., & Kassabian, A. (2019).** Incontinence: A root cause of incidences assisted living nurses try to prevent. *Geriatric Nursing (New York)*, 40(1), 111–112.
7. **Sayabalian, A., Easton-Garrett, S., Kassabian, A., & Kunze, M. B. (2019).** The impact of a resident's occasional incontinence: The under-recognized incontinence. *Geriatric Nursing (New York)*, 40(6), 648–650.
8. **Sayabalian, A., Easton-Garrett, S., Kassabian, A., & Kunze, M. B. (2019).** Incontinence affects every aspect and stakeholder of an assisted living community. *Geriatric Nursing (New York)*, 40(3), 338–341.
9. **Sayabalian, A. (2018).** Improving incontinence care is not necessarily more expensive. *HomeCare Magazine*.
10. **Sayabalian, A. (2017).** Market Q&A: Incontinence. *HomeCare Magazine*.

CLINICAL ARTICLES CITING ARA SAYABALIAN'S PUBLICATIONS

1. **Lindsay, C., Wolfe, L., Ductan, C., & LeBlanc, K. (2023).** The Influence of Absorbent Products on Skin Integrity: A Scoping Review. *Journal of Wound, Ostomy, and Continence Nursing*, 50(2), 151–160.

2. **Liang, M., Yin, M., Guo, B., Pan, Y., Zhong, T., Wu, J., & Ye, Z. (2024).** Validation of the Barthel Index in Chinese nursing home residents: an item response theory analysis. *Frontiers in Psychology, 15*, 1352878–1352878.
3. **Dobarrio-Sanz, I., Hernández-Padilla, J. M., López-Rodríguez, M. M., Fernández-Sola, C., Granero-Molina, J., & Ruiz-Fernández, M. D. (2020).** Non-pharmacological interventions to improve constipation amongst older adults in long-term care settings: A systematic review of randomised controlled trials. *Geriatric Nursing (New York), 41*(6), 992–999.

LECTURES/PRESENTATIONS

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| 1. Increase Move-Ins: Leveraging Clinical Programming & Expertise
Argentum | May 2025
Tampa, FL |
| 2. Financial Blueprint of Value-Based Care in Senior Living
Argentum | May 2025
Tampa, FL |
| 3. Optimizing GUIDE for Senior Living Operators
Texas Assisted Living Association | April 2025
Austin, TX |
| 4. GUIDE Model: What Senior Living Operators Need to Know
Pharmacia Illuminate (560 attendees) | September 2024
National Webinar |
| 5. GUIDE Programing in Senior Living
Pennsylvania Assisted Living Association | October 2024
Gettysburg, PA |
| 6. Transformative Tools for Impactful Communication and Results
Pharmacia Illuminate Series Webinar (450 attendees) | February 2024
National Webinar |
| 7. Medicare Advantage Plans and Seniors
Florida Senior Living Association | August 2023
Orlando, FL |
| 8. AI and the ROI, National
National Argentum Conference | March 2023
New Orleans, LA |
| 9. Total Incontinence Management
National Argentum Conference | March 2023
New Orleans, LA |
| 10. Why A Clinically Validated Incontinence Programs Leads to Success of Residents, Caregivers, Communities, and Infection Control
Alabama Assisted Living Association | February 2023
Florence, AL |
| 11. Moving the DEI Needle For Better Outcomes
California Assisted Living Association | November 2022
Sacramento, CA |
| 12. Resident Retention, Caregiver Satisfaction and Less Burn Out: Lower Overall Community Costs through Incontinence Education & Program
Oklahoma Assisted Living Association | August 2022
Tulsa, OK |

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| 13. Total Incontinence Management Incident Outcomes
American Assisted Living Nurses Association Conference | August 2018
Milwaukee, WI |
| 14. Total Incontinence Management Program to Senior Living Residents
Over 400 Senior Living Community Nurses and Executive Directors | January 2018-Present
USA |
| 15. Serving the Needs of Incontinent Prospects and Residents, Argentum
Florida Assisted Living Association | August 2017
Boca Raton, FL |
| 16. Going from Light Bladder Leakage to Incontinence
Medtrade National Conference | October 2017
Atlanta, GA |
| 17. Emotional Intelligence
Glendale Pharmacy's Alliance | February 2017
Glendale, CA |
| 18. Reducing Pressure Ulcer Risk
Glendale Podiatry Clinic | November 2016
Glendale, CA |
| 19. Roundtable discussion - Emotional Intelligence
Beverly Hills Sharim Clinic | March 2016
Beverly Hills, CA |
| 20. Reducing Pressure Ulcer Risk
Hospice Association of Glendale | September 2015
Glendale, CA |
| 21. Obesity and Education Armenian American Medical Society
Armenia American Medical Society National Conference | October 2014
Las Vegas, NV |
| 22. Reusable versus Disposable Incontinence Products
National Clean Show | May 2012
Las Vegas, NV |

AD-HOC REVIEWER

<i>American Laundry News</i>	2019
<i>Journal of Industrial Textiles</i>	2017-2018
<i>Nonwovens Industry</i>	2018
<i>Geriatric Journal of Nursing</i>	2022-Present

OTHER ACTIVITIES

Board of Directors Member, National Association for Continence (NAFC)	2021-Present
Advisory Council Member, American Assisted Living Nurses Association	2022-Present
USC Alumni Association	2004-Present
Harvard Alumni Association	2023-Present

AWARDS

Exceptional Partner Award
Belmont Village

June 2023

Best of the Best Award-National Recognition
Argentum

May 2020

The Vanguard Award
AALNA

June 2019