

MALINDA SHULTICE

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HEALTH CARE EXECUTIVE | PROFESSOR

Accomplished executive boasting a decade of managerial experience within the health sector, showcasing proficiency in finance and budgetary matters, strategic planning, business expansion, regulatory adherence, and personnel cultivation. Distinguished background in higher education, serving as a professor and delivering an array of instructive courses encompassing healthcare, gerontology, business administration, and ethical practices.

CORE COMPETENCIES

Teaching Proficiency | Curriculum Development | Research and Publication | Student Mentorship | Critical Thinking Administration | Regulatory Compliance | Data Management | Financial Management | Policy Implication | Proactive Quality Assurance | Attention to Detail | Problem Solving | Creativity | Positive Attitude | Adaptability | MS Office Suite Time Management | Leadership

SELECTED HIGHLIGHTS

- **Optimizing Healthcare Delivery:** Continuously improving healthcare services by enhancing operational efficiency, streamlining processes, and reducing costs.
- **Ensuring Regulatory Compliance:** Staying updated with healthcare regulations and compliance standards to ensure that the healthcare facility operates within legal guidelines.
- **Patient-Centred Care:** Prioritizing patient well-being and satisfaction by implementing patient-centered policies, procedures, and communication strategies.
- **Quality Improvement Initiatives:** Leading quality improvement projects to enhance the overall quality of healthcare services, reduce errors, and improve patient safety.
- **Effective Communication:** Facilitating clear and open communication among healthcare teams, patients, and stakeholders to enhance collaboration and understanding.
- **Innovative Teaching Methods:** Incorporating innovative teaching methods and technologies into the curriculum to engage students and promote active learning.
- **Research and Publication:** Engaging in ongoing research activities and publishing research findings to contribute to the academic field and keep knowledge up to date.
- **Assessment and Evaluation:** Continuously assessing and evaluating student performance, program effectiveness, and teaching methods for continuous improvement.
- **Leadership in Academic Committees:** Taking an active role in academic committees and contributing to decision-making processes in the institution.
- **Interdisciplinary Collaboration:** Collaborating with colleagues from various disciplines to foster interdisciplinary research and education opportunities.

PROFESSIONAL EXPERIENCE

Assistant Professor | January 2024 – Current

Iowa State University

- Conduct in-person courses in Strategic Management, imparting essential knowledge to students.
- Demonstrated curriculum development expertise by creating innovative course materials for future healthcare administration programs and courses, contributing to the advancement of education in the field.

Professor | January 2023 – Current

Barcelona Executive Business School

- Conducted online courses in Human Resources Management, imparting essential knowledge to students.
- Instructed online courses in Change and Ethics Management, providing students with valuable insights into these critical areas.
- Demonstrated curriculum development expertise by creating innovative course materials for future healthcare programs and courses, contributing to the advancement of education in the field.

Professor | May 2022 – Current

Des Moines Area Community College

- Instructed online courses within the Aging Services Management program, imparting valuable knowledge to students.
- Effectively utilized learning management systems such as Canvas and Blackboard to enhance the online learning experience.
- Took the initiative to update and innovate curriculum for various courses, ensuring students received the most up-to-date and relevant education in the field.

Executive Director | November 2020 – January 2024

Cedar Ridge Village, IA, US

- Successfully oversaw a 40-bed skilled nursing facility, a 34-bed assisted living center, and a 46-bed independent living community, ensuring seamless operations.
- Led the community's establishment in April 2020, taking on the pivotal role of crafting the initial policies and procedures essential for efficient business operations.
- Managed multiple departments with precision, guaranteeing strict adherence to both state and federal regulatory requirements.
- Spearheaded hiring processes, staff retention strategies, and the administration of staff benefits, while also implementing continuous training programs.
- Demonstrated exceptional financial management skills, including insurance verifications and effective annual budget oversight.
- Contributed to the organization's long-term success through strategic planning, aligning business goals with forward-thinking strategies.
- Managed discharge planning processes for residents, by working with community partners and organizations.
- Created successful partnerships with healthcare organizations in the community for optimal patient outcomes.

Administrator | October 2017 – November 2020

Deerfield Retirement Community, IA, US

- Successfully managed a 30-bed skilled nursing facility, a 24-bed residential care facility, and a 20-bed assisted living facility, ensuring efficient and compliant daily operations.
- Managed a dynamic clinical team comprising over 50 dedicated professionals, fostering staff development, overseeing hiring processes, and implementing retention strategies.
- Exemplified strong financial acumen by effectively maintaining the annual budget, optimizing resource allocation, and ensuring financial stability.
- Conducted comprehensive audits to uphold quality control standards and proactively mitigate potential risks, contributing to a safe and efficient healthcare environment.

Administrator | May 2016 – October 2017

Montezuma Specialty Care, IA, US

- Successfully managed a 49-bed skilled nursing facility, ensuring smooth daily operations and adherence to stringent state and federal regulatory standards.
- Led staff development initiatives, including recruitment, the implementation of comprehensive training programs, and retention efforts, fostering a skilled and dedicated workforce.
- Demonstrated strong financial acumen by efficiently maintaining and managing the annual budget, optimizing resource allocation, and ensuring financial stability for the facility.
- Wrote quality reports and gathered data for Bronze Award application, resulting in the community being awarded.

VOLUNTEER

Iowa Health Care Association - Board Chair

MCPHS Student Bioethics - Association Treasurer & Founding Board Member

Phi Kappa Phi – Member

Spina Bifida Association of Iowa – Treasurer, Board Member, Assistant Grant Writer

EDUCATION

Doctorate Degree in Health Sciences with emphasis on education | 2019 - 2022

MCPHS University

Master of Public Administration | 2015 - 2016

Drake University

Bachelor of Science in Journalism | 2010 – 2012

Iowa State University

LICENSES/CERTIFICATIONS

Licensed Nursing Home Administrator | 2023 - 2025

State of Iowa

Grand View University | March 2024 – August 2024

Mentoring, Coaching, and Leadership Development Certification