

Ara Sayabalian, MBA, Ed.D., MS, CDP

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Independent & Assisted Living and Memory Care thought leader. Expert in standards of care, regulations, and identifying causes of adverse events including: falls, pressure wounds, accelerated decline, and infections. USC and Harvard educated. USC Faculty.

EXPERIENCE

Secure Clinical Solutions, Inc. South San Francisco, CA **2026-present**
Chief Executive Officer
Lead corporate and clinical strategy for a national clinical services organization whose care programs operate in over 850 senior living communities across the country.
Direct clinical operations, including program implementation, training standards, quality assurance, and response protocols across partner communities.
Retain executive oversight of clinical governance, including the standards-of-care frameworks, staff training systems, and incident-risk-reduction protocols developed under my prior clinical leadership.
Direct regulatory alignment of clinical programming with state licensing requirements governing senior living and community care settings.
Oversee clinical outcomes research and root-cause analysis of adverse events, including falls, pressure injuries, infections, and accelerated decline.

Secure Clinical Solutions, Inc. South San Francisco, CA **2018-2026**
Chief Clinical Officer
Implement clinical continence care program to reduce risks of resident skin breakdown, falls, urinary tract infections (UTI's) and accelerated decline.
Research, develop and test effects of absorbent hygiene products and the impact on resident.
Clinical outcomes research on senior residents living with bladder and/or bowel health challenges.
Analyze community policy protocols and the impact and the reduction of risk of falls, skin breakdown, wounds, and infections.
Develop nationally recognized multilingual training and education system for professional caregivers.
Implement incontinence care planning in over 700 senior living communities across the nations to reduce risk of falls, pressure injuries and skin tears, and UTI's.

Agemark Senior Living **2026-Present**
Clinical Integration program across all 29 communities.
Integrated and rolled out in all 29 communities, Agemark provides independent living, assisted living, and memory care.

Allen Flores Consulting Group **2022-Present**
Preferred Incontinence Program Partner
Nation's second largest clinical consultants creating policies, procedures, and oversight to over 600 assisted living communities.

HPSI GPO **2024-Present**
Preferred Group Purchase Organization 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.

Sequoia Living **2024-Present**
Marin, San Francisco, Walnut Creek Campus
Risk Reduction Program for three campuses.

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.

Bayshire Senior Communities **2024-Present**
Rancho Mirage, Community Roll Out

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 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 **2022-2025**
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, 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 Care Experts in Senior Living
Design clinical programming to reduce infections, falls, pressure injuries and accelerated decline.

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.

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 senior living 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 UTI's in long term care setting due to changing Medicare reimbursement policies.

TAP Pharmaceuticals U.S.A. Santa Barbara, CA **2001-2004**
District Manager

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TAP Pharmaceuticals U.S.A. Los Angeles, CA **1998-2001**
Senior Account Manager

EDUCATION

Harvard University- Harvard Medical School **June 2023**
Masters in Clinical Services & Operations

University of Southern California-Brain and Creativity Institute **October 2016**
Postdoctoral Research
Psychological and neurobiological effects of traumatic events on adolescents

University of Southern California-Rossier School of Education **May 2015**
Doctorate of Educational, Ed.D.
Dissertation: Incontinence Care Education of Nursing Home Staff Influences Patient Care and Culture
Dissertation Chair: Pedro Garcia, Ed.D.

University of Southern California-Marshall School of Business **May 2004**
Master's in Business Administration, MBA
Emphasis: Marketing and Finance

University of California, Los Angeles **June 1998**
Bachelor of Science
Psychobiology with a minor in Business Administration.

PUBLICATIONS

Argentum **October 2024**
New federal GUIDE model elevates dementia care and support for caregivers. Featured Guest.

Harvard Medical School Capstone **May 2023**

"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.

Homecare Magazine **August 2018**
Subject Matter Expert on incontinence.

Wilson Getty Law Firm **November 2018**
White Paper: Impact of Hydration on Aging Skin and Incontinence

CA Department of Health Services **December 2017**
A Review of Clinical Outcomes on the Effects of Absorbent Incontinence Products

Homecare Magazine **July 2017**
Subject Matter Expert on incontinence

University of Southern California Dissertation **May 2014**
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.** Understanding urinary incontinence and urinary tract infections as key contributors to falls in assisted living and memory care communities. *Geriatric nursing (New York)*. 2025;61:718-719. doi:10.1016/j.gerinurse.2025.01.002.

2. **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.

3. **Sayabalian, A., & Jordan, C. (2023).** Managing a symptomatic UTI and the relevance to antibiotic stewardship. *Geriatric Nursing (New York, NY)*, S0197-4572.

4. **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

5. **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

6. **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.

7. **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.

8. **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.

9. **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.

10. **Sayabalian, A. (2018).** Improving incontinence care is not necessarily more expensive. *HomeCare Magazine*.

11. **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

1.	**Value Based Care in Assisted Living** **American Assisted Living Association**	**July 2026** **Long Beach, CA**
2.	**Real Talk: An Unbiased Look at the Pros and Cons of Existing Fall Detection Systems in Senior Living** Argentum	**May 2026** **Nashville, TN**
3.	**Practical Critical Thinking for Nurses in Senio Living** **American Assisted Living Association**	**July 2025** **Memphis, TN**
4.	**Increase Move-Ins: Leveraging Clinical Programming & Expertise** Argentum	**May 2025** Tampa, FL
5.	**Financial Blueprint of Value-Based Care in Senior Living** Argentum	**May 2025** Tampa, FL

6. **Optimizing GUIDE for Senior Living Operators** — **April 2025**
   Texas Assisted Living Association — Austin, TX

7. **GUIDE Model: What Senior Living Operators Need to Know** — **September 2024**
   Pharmecia Illuminate (560 attendees) — National Webinar

8. **GUIDE Programing in Senior Living** — **October 2024**
   Pennsylvania Assisted Living Association — Gettysburg, PA

9. **Transformative Tools for Impactful Communication and Results** — **February 2024**
   Pharmecia Illuminate Series Webinar (450 attendees) — National Webinar

10. **Medicare Advantage Plans and Seniors** — **August 2023**
    Florida Senior Living Association — Orlando, FL

11. **AI and the ROI, National** — **March 2023**
    National Argentum Conference — New Orleans, LA

12. **Total Incontinence Management** — **March 2023**
    National Argentum Conference — New Orleans, LA

13. **Why A Clinically Validated Incontinence Programs Leads to Success of Residents, Caregivers, Communities, and Infection Control** — **February 2023**
    Alabama Assisted Living Association — Florence, AL

14. **Moving the DEI Needle For Better Outcomes** — **November 2022**
    California Assisted Living Association — Sacramento, CA

15. **Resident Retention, Caregiver Satisfaction and Less Burn Out: Lower Overall Community Costs through Incontinence Education & Program** — **August 2022**
    Oklahoma Assisted Living Association — Tulsa, OK

16. **Total Incontinence Management Incident Outcomes** — **August 2018**
    American Assisted Living Nurses Association Conference — Milwaukee, WI

17. **Total Incontinence Management Program to Senior Living Residents** — **January 2018-Present**
    Over 400 Senior Living Community Nurses and Executive Directors — USA

18. **Serving the Needs of Incontinent Prospects and Residents, Argentum** — **August 2017**
    Florida Assisted Living Association — Boca Raton, FL

19. **Going from Light Bladder Leakage to Incontinence** — **October 2017**
    Medtrade National Conference — Atlanta, GA

20. **Emotional Intelligence** — **February 2017**
    Glendale Pharmacy's Alliance — Glendale, CA

21. **Reducing Pressure Ulcer Risk** — **November 2016**
    Glendale Podiatry Clinic — Glendale, CA

22. **Roundtable discussion - Emotional Intelligence** — **March 2016**
Beverly Hills Sharim Clinic — Beverly Hills, CA

23. **Reducing Pressure Ulcer Risk** — **September 2015**
Hospice Association of Glendale — Glendale, CA

24. **Obesity and Education Armenian American Medical Society** — **October** 2014
Armenia American Medical Society National Conference — Las Vegas, NV

25. **Reusable versus Disposable Incontinence Products** — **May 2012**
National Clean Show — Las Vegas, NV

AD-HOC REVIEWER

American Laundry News	**2019**
Journal of Industrial Textiles	**2017-2018**
Nonwovens Industry	**2018**
Geriatric Journal of Nursing	**2022-Present**

OTHER ACTIVITIES

Certified Dementia Practitioner (CDP) — **2026-Present**

Board of Directors Member, — **2021-Present**
National Association for Continence (NAFC)

Advisory Council Member, — **2022-Present**
American Assisted Living Nurses Association

USC Alumni Association — **2004-Present**

Harvard Alumni Association — **2023-Present**

American Society on Aging — **2025-Present**

AWARDS

Exceptional Partner Award — **June 2023**
Belmont Village

Best of the Best Award-National Recognition — **May 2020**
Argentum

The Vanguard Award — **June 2019**
AALNA