

Dr. Lisa Mausbach (Bailey) DVM, MSOL LM-PLM, SHRM-CP

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Objective

I believe technology, telemedicine, and independent veterinary models are integral constituents leading a positive wave of the future in veterinary medicine. These constituents give veterinarians new revenue generating opportunities for services which are currently non-monetized as well as provide career autonomy, flexibility, and growth opportunity for veterinarians who feel trapped by the glass ceiling and restrictions of traditional veterinary medicine.

Seeking a career opportunity in the veterinary industry where I can combine my passions for veterinary technology, telehealth, practice medicine, and utilize my skills in organizational development, project leadership management, team growth, and DVM/employee engagement. I believe my broad knowledge-base and skillsets obtained as a 20+ year General Practitioner, team leader, business owner, MS graduate in Organizational Leadership and Project Leadership Management, SHRM-CP certification, have set me up for success. I am sure I can be an integral asset in an organization to help create forward growth and collaboration.

Professional Experience

May 2019 – November 2019

Foothills Animal Shelter | Interim Full-Time Veterinarian | Organizational Consultant – Veterinary Services

Veterinarian: cared for the medical needs of shelter animals. Performed routine surgery including (rabbit) spay/neuter (HVHQSN), dentistry & (surgical) extraction, cystotomy, and mass removal.

Organizational Consultant: Helped facilitate change management and foster collaboration between leadership, operations, and veterinary services while the shelter was without a staff veterinarian for 4-months. Work included evaluating inefficiencies in veterinary service delivery, developing protocols & standard operating procedures (SOP's) where none existed, implemented policy changes creating shelter compliance for both DEA & veterinary licensing standards (VCPR) as well as mitigating legal risk in public veterinary service offerings. Helped shelter recognize waste created by inventory procedures used in veterinary services and offered lower cost solutions. Provided cost-saving alternatives to shelter laboratory diagnostics to decrease laboratory expenditures. Created opportunity/access to quality veterinary staff CE including virtual (online) and in-person training opportunities to improve the medical quality.

Provided* a detailed organizational assessment and recommendations for improvement to the directors of the shelter and members of the board at the conclusion of my tenure.

September 2018 – present

Owner – Full Potential Veterinary Services, LLC | Owner – LLC & Mausbach Mobile Veterinary Care, LLC

Full Potential Veterinary Services, LLC: Offering veterinary consulting for privately owned small animal hospitals and veterinary organizations as well as speaking events and group training seminars. Services focused on organizational development and design, strategy and change management, efficient use of technology, strategic human resource management planning concentrating on doctor retention, employee engagement, doctor compensation and flexible total benefits package models.

Mausbach Mobile Veterinary Care, LLC: Practical, personalized, real-world medical services and advice for the overall care and well-being both pet and pet parent. Offering mobile, in-clinic and virtual (telehealth) pet care services focused on preventative care, wellness, nutrition, behavior, treatment of minor ailments and chronic disease.

May 2018 – present

Locum/Relief Veterinarian: Independent 1099; Veterinary System Services, Banfield Pet Hospitals, Shelter Medicine, Dentistry, HVHQS; routine soft tissue veterinary surgeon at Spay Today & Others

August 1999 – December 2017

General Practice Department Head | Staff Veterinarian General Practice | Wheat Ridge Animal Hospital | Wheat Ridge, CO

Practicing as a full time General Practice veterinarian in a busy multi-faceted hospital which provides 24 hour care and working in close collaboration with specialty services of the hospital including: Emergency & Critical Care, Internal Medicine, Surgery (Orthopedic, Soft Tissue, Neurologic, and Oncologic), Internal Medicine, Neurology, Cardiology, Oncology, Sports Medicine/Rehabilitation, and a successful Rotating Internship Program. Primary clinical responsibilities include leading the General Practice Department and team, proficiency in dental care with surgical extractions, routine elective surgeries, and managing a busy clinic appointment schedule seeing between 14-19 patients/day

June 1998 – July 1999

Veterinarian Rotating Internship | Wheat Ridge Animal Hospital | Wheat Ridge, CO

Completed training in a rotating internship offered at WRAH and was subsequently hired as a staff veterinarian after completion. Duties with minimal oversight included running the overnight and ER service of hospital as the only veterinarian on duty between the hours of 11pm-7am; performing minor surgical procedures including lacerations, abscesses, spay, neuter, mass removal, skin biopsy; primary case responsibility on critical and hospitalized patients; managing a full General Practice appointment schedule.

Leadership and Communication – Training and Experience

- **WVLDI/AAHA** Speaker Communication Training Pilot Program – sponsored by Zoetis | May – December 2018
- **General Practice Department Head** and Team Lead at Wheat Ridge Animal Hospital (2007 to 2017)
- Participant in **The Studer Group** – A coaching and consulting company who helps to provide Evidence-Based Leadership in Healthcare. Wheat Ridge Animal Hospital is the first veterinary hospital | Summer 2014 to 2017
- **People First 1 Day Workshop** – sponsored by Zoetis | April 9, 2016
- **FRANK Veterinary – Client Communications Workshop** sponsored by Zoetis | August 7-8 2013
- **FRANK Communication Coaching Skills Workshop** by CSU Veterinary Communication for Professional Excellence| completed November 10-12 2017
- **Clear the AIR Workshop – Tools for Managing Team Conflict and Enhancing Team Collaboration** organized by the Bayer Animal Health Communication Project | AAHA Phoenix March 14-17 2013
- **AAHA Veterinary Management Institute (VMI)** – Participant and Certificate of Completion | February 2016- November 2016

Education and Certifications

Society for Human Resource Management (SHRM), Alexandria, VA

SHRM Certified Professional (SHRM-CP) Certificate | February 2019

Regis University, Denver, CO

College of Business and Economics

M.S. Organizational Leadership dual specialization Leadership Management and Project Leadership

Management | August 2018

AAHA Veterinary Management Institute Program (VMI)

Colorado State University College of Business

Certificate of Completion | February 2016-November 2016

Colorado State University, Ft. Collins, CO

College of Veterinary Medicine & Biological Science | May 1998

Doctor of Veterinary Medicine | GPA 3.841

University of Wyoming, Laramie, WY

College of Agriculture & Natural Resources | May 1995

BS in Molecular Biology | GPA 3.79 | Early admission to the CSU DVM program August 1994

*****References, Accomplishments, & Acknowledgements available upon request*****