

KENYETTA MASHATT, MBA, BSN, RN, CNOR

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NURSING & CLINICAL OPERATIONS EXECUTIVE

Influential, proactive, and well-regarded executive with extensive experience overseeing operations, finance, and management within diverse and rapidly evolving healthcare environments. Demonstrates a proven track record of success leading high clinical and quality outcomes, strong patient experience, and low employee turnover. Adept at building powerful teams, establishing expectations, communicating vision, and monitoring performance to maximize effectiveness. Strategic executive translating business priorities into scalable solutions positioning the organization as an industry leader in a highly competitive landscape.

- Strategic Planning & Execution
- Budget Management
- Policy & Procedure Development
- Strong Communication
- AAAHC & TJC Accreditation
- Operations Management
- Training & Development
- Stakeholder Relationships
- Coaching/Mentoring
- Teambuilding & Collaboration

"When the director of nursing for the state of Texas became available, there was no question about who myself and the medical director would choose. Keke has excelled at this role... She has shown great leadership over multiple charge nurses and other clinical staff, as well as skill in logistics and operations management. Keke has also had to make some tough decisions regarding which nurses to promote, how to discipline clinical staff and whom to terminate, all of which she has done with a stellar attitude and skill."

Algis B., M.D.

Dedicated servant leader driving best practices to deliver exceptional patient outcomes.

Professional Experience

CURATIVE INC. • Remote • 2021

A healthcare startup company best known for scaling COVID-19 testing and COVID-19 vaccinations during the COVID-19 pandemic.

Texas Director of Nursing

Selected to oversee the operations and management of numerous vaccination centers across the State of Texas for a start-up, biotech company. Responsible for leading effective and efficient operations, applying best practices and evidence-based knowledge, and driving the overall success of the centers.

- Implemented guidance and performance standards throughout the centers ensuring high quality of care, favorable patient outcomes, and consistency with the Texas Board of Nursing and organizational policies and procedures.
- Spearheaded recruiting, hiring, and training of all staff members cultivating a culture of accountability, patient experience, and quality.
- Provided adept mentoring and coaching ensuring the workforce received proper education promptly to deliver quality outcomes and exceptional patient experience.
- Managed a team of up to 300 clinical staff members encompassing RNs, LVNs, and EMTs spanning 30 diverse locations providing strong oversight, leadership, and direction enhancing operational excellence.
- Identified opportunities to drive process improvements such as developing and executing standardized methods of improving production, quality, and efficiency delivering a reduction in incident reports from 20+ to one per day.
- Acted as the administrative resource and subject matter expert to regional nurse leads across the state providing support for operational issues, offering strategic solutions to problems, and taking decisive action when needed.
- Propelled continuous improvement of clinical services performance ensuring high-quality products and services, driving high retention, and expanding the presence within the market.
- Monitored activities and evaluated performance ensuring all processes and procedures were carried out safely and consistently for all patients.
- Championed the development and implementation of protocols for mass vaccinations associated with COVID-19.
- Trained and educated the nursing staff on the proper protocols and ensured compliance with federal, state, and local regulations and guidelines.
- Directed clinical operations, facilitated optimal patient flow, and maintained services compliant with contractual expectations and regulatory requirements.



OAK POINT SURGICAL SUITES • Plano, TX • 2018 to 2020*An ambulatory surgical clinic center specializing in Orthopedic Surgery and Sports Medicine.***RN Administrator/Director of Clinical Operations/Director of Nursing**

- Served as the Chief Executive Officer responsible for facilitating the launch of a brand-new surgery center built by ten physician partners comprising two operating rooms and one procedure room from the construction to case start.
- Responsible for hiring and training the staff including nurses, business office management, and front office staff enhancing knowledge and skills while strengthening the talent bench for succession planning and sustainability.
- Oversaw day-to-day operations encompassing orthopedic, pain management podiatry, spine surgeries, and 24-hour observation driving best practices and operational excellence.
- Spearheaded all Joint Commission (TJC) activities including initiatives, surveys, and outcomes driving best practices.
- Championed the short and long-term plans, prepared and managed the operating budget, and monitored activities of the center enhancing effectiveness and efficiency.
- Established and implemented standards and guidelines aligned with the organizational mission, vision, and objectives.
- Driving force promoting the Facility Patient Safety Program, implemented and maintained 'Just Culture', and executed robust training for the clinical team.

"Keke has directed the administration of nearly 350,000 Covid-19 vaccinations in the state. In that role, she was at the helm of an enormous operation; she led over 200 nurses, all of whom reported directly to her...She was able to rapidly align her staff into a cohesive team and she clearly defined the chain of command. She deftly navigated complex political issues between regional teams and got them working together using her grace, poise and kind, but firm motivation."

Harrison L., M.D., M.P.H.

FRISCO AMBULATORY SURGERY CENTER • Frisco, TX • 2016 to 2018*A group practice specializing in Physical Medicine, Rehabilitation, and Sports Medicine.***Charge Nurse/Interim Administrator/Administrator**

- Functioned as the Chief Executive Officer leading the Surgical and Perioperative Services of the center, overseeing all administrative functions, and driving high performance increasing organizational success and patient outcomes.
- Mastermind leading the company to achieve AAAHC accreditation, operating following regulatory guidelines and compliance, and catapulting growth.
- Led all human resource functions including hiring individuals with prominent credentials and positive attitudes, providing continuous training, and spearheading retention efforts in adherence to the organizational policies and procedures.
- Conducted financial analyses, established financial targets, and maximized the financial performance of the enterprise.
- Provided a clear vision for the business, functions, and operations driving accountability, collaboration, and best practices to move the organization forward.

Early Career**TEXAS HEALTH SURGERY CENTER ADDISON • Registered Nurse Preadmission/Pharmacy****TEXAS HEALTH RESOURCES • Registered Nurse IV****JOHN MUIR HEALTH • Registered Nurse | Surgical Technician****UNITED STATES AIR FORCE • Surgical Technician****Education & Credentials****MASTER OF BUSINESS ADMINISTRATION (MBA), HEALTHCARE MANAGEMENT****Western Governors University****BACHELOR OF SCIENCE (BS), REGISTERED NURSING****Texas Tech University Health Sciences****ASSOCIATE OF SCIENCE (AS), REGISTERED NURSING****Solano Community College****ASSOCIATE OF ARTS (AA), GENERAL SCIENCE****Solano Community College****ASSOCIATE OF ARTS (AA), LIBERAL STUDIES****Solano Community College****CERTIFIED NURSE, OPERATING ROOM (CNOR) • Certification****SURGICAL SERVICE APPRENTICE (PHASE I & II) • United States Air Force**