TIFFANY M. ANDERSON

1824 31st Ave SW
Altoona, IA 50009 Email: mrstiffanderson@gmail.com Phone: 515.313.8514

PROFESSIONAL SUMMARY

Dynamic leader with extensive experience in organizational development, human resources, instructional design, and family-focused consulting. Proven ability to simplify complex challenges through strategic planning, process optimization, and innovative training solutions. Skilled in mentoring, program development, and fostering collaborative environments that drive growth and resilience.

PROFESSIONAL EXPERIENCE

ZEN CANINE, Altoona, IA February 2022 – Present
Owner/Trainer **February 2022 - Present**
Provide family-centered dog training services with a unique focus on integrating children into the care and training process.

Key Responsibilities & Achievements:

- Collaborate with parents to create customized training plans that encourage children's participation in daily dog care routines.
- Promote positive reinforcement techniques and mindful approaches to dog behavior and obedience training.
- Design and implement inclusive, educational programs that foster empathy, responsibility, and teamwork among young family members.
- Deliver part-time training services tailored to family dynamics, ensuring safe and effective integration of pets into the home environment.
- Maintain a strong emphasis on mindfulness and respect for dogs' individuality while supporting family harmony.

Website: http://www.zencanine.com

UNIQUELY SIMPLE SOLUTIONS, Altoona, Iowa August 2017-Present
Founder & Lead Consultant **August 2017-Present**
Deliver dual-focus consulting services for businesses and families, specializing in simplifying complex challenges through clarity, structure, and support.

- **Business Consulting:** Human Resources strategy, organizational change management, and system/process optimization for small to mid-sized businesses.
- **Family Consulting:** Parent coaching, emotional wellness, practical skills training, and mindful living practices, including Zen Canine integration for families with pets.

Responsibilities & Achievements:

- Advised business owners on employee policies and procedures.
- Proposed solutions and intervention plans for employee performance issues.
- Assisted in developing programs based on customer needs.

- Evaluated organizational charts and workflows to propose efficient, cost-effective solutions.
- Performed job analysis and created job descriptions.
- Managed recruiting and hiring systems.
- Developed and coordinated interviewing, hiring, and promotion processes for HR.
- Designed family-centered programs promoting resilience, confidence, and connection.
- Delivered actionable strategies that balance professional growth with personal well-being.

IOWA VETERINARY WELLNESS CENTER, Des Moines, IA February 2022 – September 2025
Clinic Manager **February 2022 – September 2025**
Oversaw all aspects of clinic operations, including HR, financial management, client relations, and compliance.

Key Achievements:

- Developed and implemented personnel policies and performance review systems.
- Managed budgeting, financial reporting, and inventory control for operational efficiency.
- Led hiring, training, and staff development initiatives.
- Ensured compliance with safety, legal, and regulatory requirements.
- Fostered a positive workplace culture through continuous improvement programs.

CANINE CRAZE, Urbandale, IA June 2013 – February 2022
Co-Owner | Training Program Coordinator | General Manager
Directed training programs, staff development, and operational strategies for a leading dog training facility.

Key Achievements:

- Increased business revenue by 20% through program innovation and marketing strategies.
- Designed and implemented new puppy training programs without increasing overhead.
- Managed hiring, onboarding, and professional development for staff.
- Created multimedia training materials and e-learning content for clients and staff.

DRAKE UNIVERSITY, Des Moines August 2015 – January 2020
Biology Teaching Assistant **August 2015 – January 2020**
Facilitated inquiry-based learning in introductory biology labs covering Cell/Molecular Biology, Genetics, Ecology & Evolution, and Anatomy & Physiology. Supported students in designing experiments and presenting findings through posters, reports, and presentations.

Key Achievements:

- Recommended and implemented instructional enhancements to improve learning outcomes.
- Mentored teaching assistants on best practices for lab instruction.
- Collaborated with Academic Assistance to provide solutions for students with accommodations.
- Developed instructional tools adopted across all biology lab sections.

HOOVER HIGH SCHOOL, Des Moines, IA August 2014 – May 2015
High School Science Teacher **August 2014 – May 2015**
Designed and delivered curriculum for General Chemistry, AP Chemistry, and Scientific Research, ensuring alignment with district standards and Next Generation Science Standards.

Key Achievements:

- Implemented research-based instructional practices to enhance student engagement.
- Created formative and summative assessments consistent with standards-based grading.
- Collaborated with colleagues across departments to evaluate and improve lesson design.
- Supported leadership in assessing instructional strategies for higher-order thinking

DRAKE UNIVERSITY, Des Moines, IA August 2004 – May 2014
Biology Lab Coordinator **December 2006 – May 2014**
Led departmental training and curriculum development for inquiry-based biology labs. Managed lab operations, compliance, and instructional design for undergraduate introductory biology laboratory courses.

Key Achievements:

- Trained and mentored teaching staff on experimental procedures and classroom management.
- Organized annual workshops and developed assessment tools aligned with program goals.
- Secured grant funding for lab equipment and professional development initiatives.
- Revised and optimized lab exercises to improve student learning outcomes.
- Served as liaison for environmental health and safety compliance.

Biology Laboratory Assistant **August 2004 – August 2006**
Delivered instruction in anatomy and physiology labs, including dissections and histology studies. Guided students in designing experiments and reporting findings through various modes of communication, such as poster presentations, lab reports, and PowerPoint presentations. Through various modes of communication, facilitated undergraduate students' learning in the inquiry-based introductory biology labs (Units included Cell/Molecular biology, Genetics, Ecology and Evolution, and Anatomy and Physiology.). Guided students in performing and interpreting t-tests, chi-square, and ANOVAs.

EDUCATION

Graduate

Drake University, Des Moines, Iowa
Education Doctorate Degree in Educational Leadership, ABD
Occurrence of Research-Based Practices in Higher Education: Roles of Science Faculty Thinking and Contextual Factors

Drake University, Des Moines, Iowa
Specialist Degree in Education Leadership, August 2010
Emphasis in training and development, advanced leadership study, advanced research background and advanced systems thinking

Drake University, Des Moines, Iowa
Master of Arts in Teaching, December 2006
Endorsements in 5-12 Biology, Chemistry, and General Science

Undergraduate

Drake University, Des Moines, Iowa
Bachelor of Science in Biochemistry, Cell, Molecular Biology, May 2004
Bachelor of Arts in Chemistry, May 2004

PUBLICATIONS

1. Lindbeck, R.L.; Lion, R.W. & Roby, T.R. (2012). Impact of Pedagogy Training on Student Perception of Learning and Academic Achievement in a College Biology Laboratory Classroom. International Journal of University Teaching and Faculty Development, *3*(4), 269-284.

PRESENTATIONS

6. Roby, T.R. & Kruse, J.W. (2014). Preservice elementary teachers' creation of and experience with historical curricular materials to teach the nature of science. Presented to the Association for Science Teacher Education International Conference San Antonio, TX. January 15-18.

5. Roby, T.R. & Kruse, J.W. (2013). Overcoming student resistance to reform-based teaching. Presented at the Iowa Science Teachers Section of the Iowa Academy of Science Annual Conference. Ames, IA. October 22-23.

4. Roby, T.R. & Kruse, J.W. (2013). Teaching, epistemic, and science beliefs of science faculty within higher education. Presented at the North Central Association for Science Teacher Education annual conference. Moline, IL. October 10-12.

3. Kruse, J.W.; Roby, T.R.; Herman, B.C. & Wilcox, J.L. (2013). Exploring the relationship between nature of science learning and epistemological beliefs. Paper presented at the 12th Biennial International History, Philosophy, and Science Teaching Conference. Pittsburgh, PA. June 19 -22.

2. Roby, T.R.; Kruse, J.W.; Herman, B.C. & Wilcox J.L. (2013). The impact of explicit and reflective NOS instruction on students' epistemological beliefs. Paper presented at the National Association of Research in Science Teaching annual meeting. Rio Grande, Puerto Rico. April 6-9.

1. Roby, T.R & Lindbeck, R.L. (2011). The impact of a training intervention on student achievement and on student perception of learning. Presented to the annual national meeting of the National Science Teachers Association. San Francisco, CA. March.

PROFESSIONAL AFFILIATIONS

Association for Science Teacher Education
Association for Supervision and Curriculum Development
National Science Teachers Association
National Association for Research in Science Teaching
Society for Human Resource Management
Association of Professional Dog Trainers
Pet Professional Guild

REFERENCES

Available upon request.