

## Biography

### Dr. Leonie H. Mattison, EdD, MBA



Dr. Leonie H. Mattison is an award-winning President and CEO with over two decades of executive experience spanning higher education, government, healthcare, and nonprofit sectors. A transformational strategist and organizational architect, she has consistently delivered breakthrough results—reversing institutional decline, driving cultural renewal, and scaling operations to meet the demands of a dynamic, global society.

As the first Black woman and fourth President of Pacifica Graduate Institute, Dr. Mattison transformed a founder-led tuition dependent organization into a high-performing, student-centered institution. Under her leadership, Pacifica launched the “Onward Together 2030” Strategic Plan, secured a six-year WSCUC accreditation reaffirmation, and achieved a 40% increase in key program enrollment, and 32% rise in valuation rate. She also led the creation of an Extension & International Studies, Student Success Division, career-aligned mentoring programs, and an institution-wide Shared Governance and faculty pay and ranking models, resulting in 100% faculty retention, 100% MA graduation rates and 96% first-year doctoral retention.

Dr. Mattison’s impact extends beyond the campus. She has secured over \$100M in funding to support student scholarships, faculty development, and public impact initiatives. Her leadership helped launch Pacifica’s international and extension programs, increasing access for over 10,000 students worldwide. She is the architect of the T.H.R.E.A.D. System™, a six-phase transformation framework to help individuals and institutions lead through disruption with clarity, compassion, and courage.

Previously, as COO of CommUnify, she spearheaded the digital transformation of a \$22M community agency, launching a nationally recognized “Community Action Virtual Onboarding platform, increasing operational efficiency by 40%, and expanding support services to over 100,000 underserved families. At the County of Santa Barbara, she revitalized the Employee University, led creation and institution of an Organizational and Talent Development division with a no-cost training model, Lean Six Sigma Process Improvement academy, WSCUC-approved degree programs, workforce development strategies and JOIN race equity framework that improved leadership retention by 75% and reached 459,000 residents.

Dr. Mattison's cross-sector leadership has left lasting impact at the NYC Department of Health, William Sansum Diabetes Research Institute, Newark Alliance, and Schering Plough. She has contributed to landmark initiatives in public health, workforce innovation, and organizational resilience, including FDA approvals, equity frameworks, and strategic partnerships with CVS, Walmart, APA, and the Department of Labor.

She holds a Doctorate in Organizational Leadership, an MBA, and executive training from the Center for Creative Leadership. A recognized thought leader, her work has been featured in Forbes, Pacific Coast Business Times, Publishers Weekly, and national conferences. She is the author of The Thread series, which integrates healing-centered leadership with depth psychological insight, and a contributor to major research on equity, trauma recovery, and institutional renewal.

A member of the Forbes Council, American Psychological Association, and Association of Governing Boards, Dr. Mattison also serves on boards including the Santa Barbara Behavioral Wellness Commission and Central Coast Black Leaders Roundtable. She is the recipient of numerous awards, including Top 50 Women in Business, the 40 Under 40 Award, and the Mayor Bloomberg Leadership Award.

Above all, Dr. Mattison leads with heart, head, and hands, combining vision, strategy, and action to build organizations that are bold, inclusive, and built to last.