



Dr. Leonie H. Mattison brings over two decades of senior executive leadership experience to institutions at pivotal moments of transformation, when legacy systems must adapt to the accelerating demands of demographic shifts, technological disruption, and evolving societal expectations. Her leadership is characterized by strategic foresight, disciplined execution, and a deep commitment to equity, institutional relevance, and long-term sustainability. Throughout her career, Dr. Mattison has collaborated with diverse stakeholders to secure over \$300 million in public, philanthropic, and corporate investments to advance institutional renewal, academic innovation, and workforce development.

As President and CEO of *Pacifica Graduate Institute*, a multi-campus WSCUC-accredited institution, Dr. Mattison worked alongside faculty, staff, trustees, students, and external partners to lead a transformative three-year repositioning effort. Guided by the *Onward Together 2030* Strategic Plan, the Pacifica community achieved significant advancements in academic program design, student success, research revitalization, and financial resilience. Under her administration, the institution implemented a shared governance model rooted in transparency and accountability, modernized compensation and rank structures, achieved accreditation compliance, and stabilized enrollment. These collective efforts restored Pacifica's relevance in an increasingly complex higher education environment.

Under Dr. Mattison's leadership, the institution broadened its academic reach by launching new divisions focused on Global Studies, Student Success, and People and Culture; expanding fully online graduate programs; and establishing a centralized Student Success Hub. In response to the global mental health crisis, she worked closely with Pacifica and Central Coast community leaders to launch the *Pacifica Promise* scholarship initiative, increasing access to mental health and depth psychology careers for underrepresented students. Through cross-sector collaboration, she co-designed a diversified revenue strategy that integrated executive education, continuing studies, and industry-academic partnerships. Pacifica's long-range infrastructure, facilities modernization, and policy reform efforts reflected the collaborative input of internal and external stakeholders who shared a commitment to positioning the institution for global impact and generational relevance.

As Chief of Organizational Transformation and Leadership for the *County of Santa Barbara*, Dr. Mattison served as the senior executive supporting the *County Employees' University*, a WSCUC-accredited higher education institution that provided development opportunities to more than 4,600 employees across 23 departments. In close collaboration with department leaders and public sector partners, she oversaw the redesign of the county's enterprise workforce development, launched its first Organizational and Talent Development infrastructure, including the Lean Process Improvement Academy, and co-created equity-centered training programs that remained operational through wildfires, floods, and the COVID-19 pandemic. Previously, as Chief Operating Officer of *CommUnify*, Dr. Mattison worked with multidisciplinary teams and board leadership to modernize the agency's \$24 million operational infrastructure. Together, they scaled integrated service delivery systems, secured record-breaking unrestricted funding, and positioned the agency as a statewide model for equity-informed, technology-enabled human services.

Earlier in her career, Dr. Mattison partnered with public health institutions and civic coalitions to advance systems innovation and economic mobility. At *Sansum Diabetes Research Institute*, she collaborated with researchers and clinicians to expand access to clinical trials and support the Institute's emergence as a national leader in innovative glucose monitoring. At the *New York City Department of Health and Mental Hygiene*, she played a leadership role on a cross-agency team that implemented the \$65 million national public health initiative, improving chronic disease outcomes in underserved communities. Her early foundation in systems leadership began at *Newark Alliance*, where she co-directed a \$5 million federal WIRED grant alongside municipal, corporate, and educational partners to strengthen regional health and workforce infrastructure as well as at *Schering-Plough*, where she supported product transitions alongside global marketing teams, and at *1199SEIU*, where she advanced workforce development through one of the nation's largest healthcare unions.

A first-generation scholar and seasoned educator, Dr. Mattison has co-developed and taught courses in strategy, systems leadership, and organizational development at *Antioch University*, *Santa Barbara City College*, and *Middlesex County College*. She is the creator of the T.H.R.E.A.D. System™, a six-part leadership framework to help institutions navigate disruption while staying rooted in mission and integrity. Dr. Mattison holds an Ed.D. in Organizational Leadership from *Argosy University*, an M.B.A., and a B.S. in Business Administration from *Georgian Court University*. She has been named to the Top 50 Women in Business and 40 Under 40 lists by the Pacific Coast Business Times and currently serves on national boards and commissions that advance educational access, mental health equity, and institutional transformation.