

Dr. Leonie H. Mattison, EdD. MBA

Dr. Leonie H. Mattison is a President and CEO and an organizational transformation executive known for leading institutions through complexity, renewal, and long-range growth. She brings particular strength in stabilizing organizations, aligning diverse stakeholders, and converting Board priorities into clear, disciplined execution. Her leadership has been forged through defining disruptions, including the aftermath of 9/11 in New York City, the Thomas Fire and 1/9 Debris Flow in Santa Barbara County, and the COVID-19 pandemic across the public, nonprofit, and higher education sectors. She leads with steadiness, institutional judgment, and a clear capacity to unify culture, strengthen performance, sustain trust, and prepare organizations for what comes next.

Throughout her 20-year cross-sector career, Dr. Mattison has led and advanced collaborative efforts across government, higher education, public health, and nonprofit organizations. Her leadership has improved coordination across education, workforce development, employer engagement, and economic development mobility; promoted strategies in human services, homelessness, housing, and prevention; and expanded the use of technology, data, and public-private partnerships to enhance institutional performance and community outcomes. She has also helped secure millions in funding for transformative initiatives, including prevention and workforce innovation, economic development efforts, NYC's Communities Putting Prevention to Work, Passport to Public Service, JOIN Race Equity initiatives, the Pacifica Promise program, and healthcare and community-serving collaborations.

As President and CEO of Pacifica Graduate Institute, working with the Board of Trustees and her senior executive team, she led the development of a 2030 strategic plan that aligned the institution with goals such as enrollment growth, financial stability, academic excellence, organizational development, and technology updates. During her tenure, the Institute saw a 40% increase in enrollment, reaffirmed its six-year accreditation, and maintained a 100% three-year master's graduation rate. Responding to directives from the nine-member Board of Trustees, she also coordinated strategy and alignment across more than 40 programs, 300 faculty and staff, a research and archive center, and the for-profit Extension and International Studies division. Her leadership improved shared governance, advanced progress on faculty and staff pay, developed a \$10 million philanthropic plan, and supported campus consolidation efforts. The institute expanded access to academics and research by obtaining 15 new state authorizations, digitized the Research and Archives for long-term preservation, and launched the 10-year Promise Program through public-private partnerships.

Before her role as President and CEO, Dr. Mattison served as Chief Operating Officer of CommUnify, Chief of Organizational Transformation and Leadership for Santa Barbara County, Chief Program Officer of Newark Alliance, and Senior Grant Administrator for the NYC Department of Health and Mental Hygiene. These roles reflect a career marked by leadership in complex, mission-driven organizations where strategy, technology, partnerships, and people work together. She has also played a vital role in establishing and improving organizational functions that promote greater alignment, access, and innovation, including Santa Barbara County's Organizational and Talent Development, SB Innovate Academy, CommUnify's Universal Intake system and Learning Academy, and a national virtual onboarding platform for Community Action.

She is an alumna of Georgian Court University, where she earned both her undergraduate and graduate degrees, and Argosy University, where she completed her doctorate in Organizational Leadership. Living in Santa Barbara County and actively engaged in the community, she serves as a Commissioner on the Santa Barbara County Behavioral Wellness Commission, is a Katherine Harvey Fellow, and is the creator of the T.H.R.E.A.D. System™, a framework inspired by ancient tapestry weaving, helps leaders guide transformation with clarity and confidence.

Beyond her executive leadership, she is a scholar and podcast host whose featured work in Forbes, Inside Higher Ed, and regional publications explores leadership, institutional renewal, and the inner life required to sustain lasting change. She restores herself through nature, immersive soundscapes, humming, and time spent reconnecting with the wisdom and beauty of the natural world.

