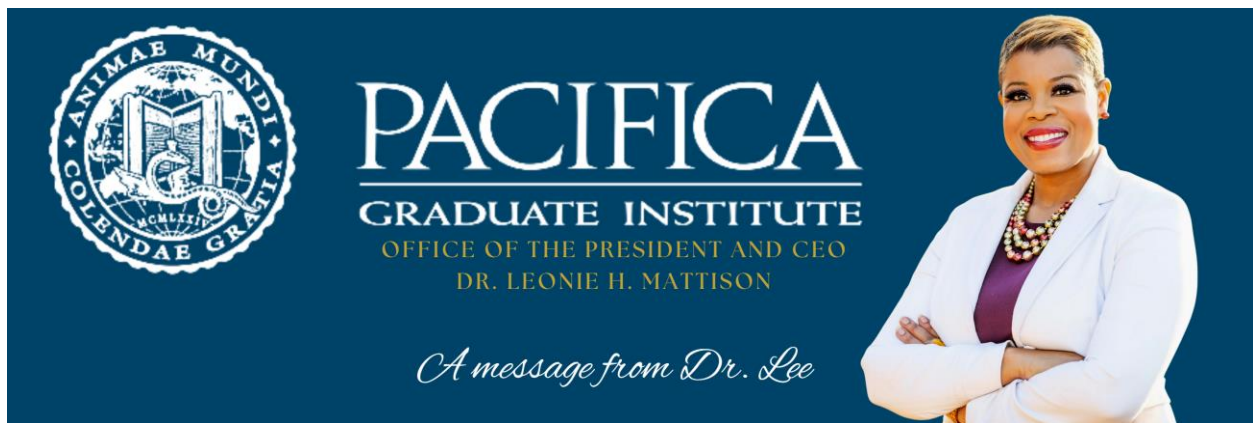




Update on Executive Administrative Leadership

December 3, 2024

Dear Pacifica Faculty and Staff,

You, our community members, have voiced the need for a clear and transparent pathway to the Executive Leadership Team and a desire for greater clarity around how you can grow your careers at Pacifica. In response, and as part of our organizational redesign initiative launched in 2023, we have taken deliberate steps to create opportunities for professional development (including [NCFDD](#) for faculty and [training modules on D2L](#) for all employees), as well as transparent career progression within the Institute.

At the start of the 2023-24 academic year, I shared our intention to expand and refine our executive leadership structure to better support Pacifica's mission and strategic priorities. Today, I am pleased to announce that we have formalized a Vice President leadership structure, creating a foundation for collaborative and innovative governance across the Institute.

As was shared during our [November e-newsletter](#) and Teamwork Thursday meeting, **Loralee Scott** has been appointed Vice President of Institutional Advancement and Lifelong Learning, and **Nick Sabatino**, Chief of Staff, has been appointed Vice President for Strategic Initiatives and Communications. Additionally, **Dylan Francisco** has been appointed as our first-ever faculty member on the Executive Leadership Team. Dylan will co-lead the Pacifica Promise Program and provide critical depth psychological guidance for our strategic initiatives and leadership decisions.

With these appointments, we have successfully established the following offices:

- **Strategic Enrollment and Student Success**, led by **Dr. Rica Toribio**, focuses on enhancing student success and outcomes through a comprehensive, student-centered approach.
- **People, Culture, and Belonging**, led by **Deneatrice Lewis**, fosters inclusivity, professional growth, and a thriving campus culture.

- **General Counsel and Policy**, led by **Bahara Stapelberg**, ensures sound legal oversight, policy development, and institutional compliance.
- **Chief Financial Officer and Operations**, led by **Larry Byer**, oversees the Institute's financial health, operational efficiencies, and long-term sustainability.
- **Provost and Academic Affairs**, led by **Dr. Colin Marlaire**, focuses on academic excellence, faculty development, and program innovation. The Office of the Provost redesign is set to be completed by Spring 2025 ensuring a stronger alignment with our academic priorities and institutional goals.
- **Strategic Initiatives and Communications**, led by **Nick Sabatino**, ensures the alignment and operationalization of our strategic plan and regular analysis and communication of updates and achievements to the campus community.
- **Institutional Advancement and Lifelong Learning**, led by **Loralee Scott**, focuses on building a sustainable fundraising infrastructure, strengthening alumni and donor engagement, and developing lifelong learning opportunities that support Pacifica's mission.

While these achievements mark significant milestones in our maturation as a soul-centered, values-rooted, mission-driven institution, much work is still ahead. We recognize that fostering a clear career lattice—a framework that provides diverse pathways for professional growth and mobility across roles and divisions—is essential to supporting staff and faculty in achieving their aspirations at Pacifica. As we continue this important work, we remain committed to aligning our efforts with Pacifica's mission and values.

Looking Ahead, as part of our commitment to transparency and accountability, we will make the performance goals of all Executive Leadership Team (ELT) members, including the President and CEO, accessible to the campus community at the start of the calendar year 2025. This initiative aligns with our values of openness and continuous improvement. Learn more about your ELT members here: <https://www.pacifica.edu/office-of-the-president/executive-leadership-team/>

Thank you for your ongoing dedication to Pacifica's success. With these advancements, we are poised to achieve new heights as we build a stronger, more inclusive future.

Joyfully Serving,



Dr. Leonie H. Mattison, Ed.D, MBA
President and CEO

