

CATHY LECOMPTE, MNPL

Seward • Alaska • 99664 •

LEADERSHIP PROFILE

High-performing, authentic and visionary leader with 20+ years in postsecondary administrative and instructional leadership and 10+ years in nonprofit leadership as a fund development professional, whose passion and purpose is to connect with others and advance organizational strengths to enhance the lives of those who are served.

SIGNATURE STRENGTHS

Strategic and Operational Planning • Agile Leadership and Management • Advocacy
Budget Development, Fundraising and Resource Allocation • Conflict Resolution and Negotiation
Complex Problem Solving • Evaluation and Assessment • Organizational Development

SKILL HIGHLIGHTS

- Catalyst for developing working relationships and seeking synergies through skilled facilitation and strong interpersonal skills to energize and inspire collaboration.
- Adept in engaging divergent audiences for dynamic conversations aimed at finding creative and innovative solutions and shared outcomes.
- Motivated self-starter and goal-oriented leader able to bring energy, enthusiasm, and humor to engage and motivate team members with diverse worldviews to achieve their personal and professional goals aligned with organizational growth and success.
- Advanced strategic thinker and planner skilled in identifying strategic priorities and linking and leveraging existing resources to accomplish goals.
- Politically astute on state and national levels with a history of building rapport and strong working relationships with local, state and national legislators, secondary education colleagues, business and industry associations, and economic and workforce development entities.
- Expertise in teaching and learning in higher education and workforce training; skilled in the development of credit based and customized training curriculum, evaluating program effectiveness, and assessing student learning outcomes.
- Analytical problem solver, and thoughtful, data driven decision-maker skilled in the analysis and review of complex issues and implementing changes for continuous improvement.
- Financial leader with experience in budget development and monitoring including reallocation of resources to align with organizational strategy, strengthen operations and accomplish organizational goals.

PROFESSIONAL ACCOMPLISHMENTS

Agile Leadership in Practice

- Led a collective emergency management effort in response to the unknown and ever evolving set of circumstances related to a worldwide pandemic.
- Set intentions to keep students and staff safe and healthy, maintained operations and staff continuity, and resumed training as was allowable; all staff remained employed, and no shutdowns occurred due to major outbreaks of the illness.
- Adapted to unforeseen challenges, shifting directions and difficult decision making in response to the daily and hourly collection and analysis of data.

Collaboration for Training Expansion

- Provided leadership, in a collaboration between the University of Alaska and the Department of Labor and Workforce Development to strengthen existing relationships for delivery of maritime education across the State;
- Co-authored the development of a charter to set up a consortium and working guidance, facilitated the creation and modification of a strategic action agenda and allocation of resources in support of the mission and action agenda.
- Nationally- recognized as one of two consortiums in the nation by the Maritime Administration (MARAD) as a designated Domestic Maritime Center of Excellence in Maritime Education and Training for 2021.

Strategic Planning for Increasing Revenues

- Led the strategic planning process at the University of Alaska Southeast Ketchikan that included staff, faculty, and community stakeholders to identify campus vision, mission, and priorities.
- Provided leadership, in collaboration with faculty, for the development of an academic master plan that reversed a budget deficit to a budget surplus through an online learning initiative.

Project Management and Implementation

- Provided oversight as principle investigator to over \$4.5 million in Trade Adjustment Assistance Community College and Career Training, Carl D. Perkins, and Title III grants that built online workforce training, professional development for secondary career and technical education teachers, and improved access to workforce development in the Alaska Native community.

PROFESSIONAL EXPERIENCE

STATE OF ALASKA

DEPARTMENT OF LABOR & WORKFORCE DEVELOPMENT – Seward, AK

Division Director, Alaska Vocational Technical Center

November 2016 - Present

PROGRAM AND STRATEGIC PLANNING:

- Reviewed and revised the division strategic plan annually for alignment with the department and state administrative strategies; maintained quality programming in alignment with the division mission and strategies outlined in the plan.
- Ensured the quality standards of accreditation are embedded and practiced in the daily operations and delivery of programming.

FINANCIAL MANAGEMENT:

- Developed and monitored annual operating budgets and secured funding for new and ongoing initiative proposals through grants and other revenue sources.

SUPERVISORY LEADERSHIP:

- Provided leadership to unit supervisors in recruiting, hiring, and supervising instructional and classified staff responsible for outreach and awareness activities, student recruitment and retention, residence life and student support services, institutional effectiveness, data reporting and research, capital and operating budget and finance, administrative and instructional technology, program development and instructional design, facilities master planning, health and safety, and instructional activities in multiple technical education training programs.
- Convened leadership conversations with unit supervisors to ensure all leadership is effectively delivering services to advance the mission of the school.

RELATIONSHIP MANAGEMENT:

- Built and maintained external relationships with business and industry associations, regional secondary and postsecondary educators and trainers, local and statewide workforce and economic development entities, elected officials, community and nonprofit agencies, native corporations and the general public.

EMPLOYER ENGAGEMENT:

- Served as a liaison to the ten programmatic Occupational Advisory Committees comprised of employer partners who employ students and support the school.
- Served as staff to the Institutional Advisory Committee comprised of strategic industry leaders for support and advocacy of the division.

ADVOCACY:

- Advanced the mission of the division through presentations of operational and strategic updates to the State Legislature, Department and Division leadership.
- Represented the division at the Commissioner's Leadership Team and contributed to leadership discussion about strategic planning and budget and to advocate for the operations and strategic needs for sustainability of the division.

UNIVERSITY OF ALASKA ANCHORAGE – Anchorage, AK

Associate Dean of Academic Affairs, Community & Technical College

July 2010 – November 2016

ACADEMIC AFFAIRS:

- Provided academic affairs leadership in program planning, curriculum development, course development and delivery, evaluation, and assessment of student learning to faculty supervisors in multiple career and technical education programs.
- Provided administrative oversight for cyclical and systematic processes for program review for continuous improvement in the college's career and technical degree and certificate programs; ensured the systematic assessment of student learning outcomes through planning and data analysis.

SUPERVISORY LEADERSHIP:

- Recruited, hired, supervised and provided professional development to classified staff responsible for student outreach and advising, recruiting and retention, college effectiveness, data reporting and research, information technology and instructional design, facilities and grant coordination.
- Provided leadership to full and part-time faculty and served as a member of the Executive Core Team and the College Leadership Team, and collaborative advisory teams comprised of the leaders from each department, division, and unit responsible for implementing a shared governance model.

ENROLLMENT MANAGEMENT:

- Provided guidance and oversight for cross college enrollment management activities outreach, recruitment, and retention; provided leadership for the development of postsecondary programs of study, secondary outreach, dual credit, and articulated credit and apprenticeship programs.

RELATIONSHIP MANAGEMENT:

- Developed external partnerships and collaborations with business and industry, secondary education and other training provider including partner development with local and statewide workforce and economic development entities for customized program planning and development.

EMPLOYER ENGAGEMENT:

- Served as a liaison to sixteen industry/program advisory committees, and represented the college to local employers, community agencies, statewide associations, community advisory boards, and the general public for program support and advocacy.
- Developed program advisory committees to enhance engagement from local employers and statewide industry associations in curriculum development, opportunities for students, and securing resources.

FISCAL MANAGEMENT:

- Monitored annual operating departmental budgets and secured funding for new and ongoing initiative proposals through grants and other sources.

STUDENT AFFAIRS:

- Deployed Career Pathways strategy to provide secondary and adult students access to and success in higher education; served as academic dispute officer, faculty academic adviser, provided tuition awards oversight, and served as the advisor to the Phi Theta Kappa chapter.

UNIVERSITY OF ALASKA SOUTHEAST – Ketchikan, AK
Campus Director, University of Alaska Southeast Ketchikan
July 2003 – June 2010

PROGRAM AND STRATEGIC PLANNING:

- Led academic master planning to meet the two-year transfer mission, workforce development and continuing education needs of the community; ensured periodic review and revision of curriculum, program effectiveness review, and assessment of student learning outcomes.

FINANCIAL MANAGEMENT:

- Developed and monitored the annual operations and academic programs budget; provided oversight to state and federal grants and contracts and capital budgets.

SUPERVISORY LEADERSHIP:

- Assigned and evaluated performance on faculty workload and provided oversight to full time faculty; recruited, developed, and supervised adjunct faculty.
- Provided leadership to the campus staff responsible for administrative services, student recruitment and retention, data reporting and research, capital and operating budget and finance, facilities maintenance, administrative and instructional technology, health and safety, and instructional activities.

RELATIONSHIP MANAGEMENT:

- Liaisoned with local, state and federal elected officials; represented the campus on various community task forces, commissions and local service organizations to align the campus programs with local community higher education and workforce development needs.

ENROLLMENT MANAGEMENT:

- Led enrollment management planning including student recruitment and retention activities; gathering and analyzing enrollment data to meet the needs for planning and deployment of programming for comprehensive student support services.

DATA MANAGEMENT & ANALYSIS:

- Management of data collection systems; interpret campus data to assess institutional needs and accountability for program review, student learning outcomes and regional and statewide performance-based budgeting system.

ADVOCACY:

- Provided local, regional, and statewide advocacy on behalf of the Ketchikan campus for resource allocation, policy and procedure alignment and inclusion in decisions influencing and affecting program growth and development.

UNIVERSITY OF ALASKA SOUTHEAST – Ketchikan, AK
Assistant Professor of Business Administration, University of Alaska Southeast Ketchikan
August 2001 – June 2003

TEACHING & LEARNING:

- Led faculty for all business credit and non-credit offerings delivered locally and via eLearning technologies; served on statewide system, regional university and community campus committees and task forces on eLearning.

MENTORING & COACHING:

- Mentored and coached faculty in eLearning strategies and technology-enhanced teaching.

STUDENT SUPPORT:

- Served as academic advisor/coach for all business majors.

KETCHIKAN CHAMBER OF COMMERCE – Ketchikan, Alaska
Fund Development Director and Event Coordinator
April 1999 – August 2001

FUND DEVELOPMENT:

- Provided administrative leadership for all aspects of raising funds including the development of all campaign materials and other communication tools, recruitment, training, and development of volunteer Board of Directors.
- Provided oversight of all budget development, implementation, and monitoring.

ADVOCACY:

- Liaisoned with local business, state and federal elected officials to advocate for the needs of the community and garner membership and contributions in support of identified needs.

EVENT COORDINATOR:

- Organized all events to increase awareness, memberships and donations for the work of the organization.

MARKETING:

- Created and implemented a comprehensive communications and marketing plan for a nonprofit fundraising organization that increased revenue and memberships.

UNITED WAY OF GRAYS HARBOR – Aberdeen, Washington
Executive Director
November 1991 – April 1999

ADVOCACY:

- Liaisoned with local, state and federal elected officials to advocate for the needs of the community and garner private annual donations and grants in support of identified needs.

FUND DEVELOPMENT:

- Provided administrative leadership in collaboration with volunteer Board for all aspects of the annual fundraising campaign including the development of all marketing and campaign materials, and the recruitment, training, and development of over 100 fundraising volunteers.
- Coordinated the process for annual distribution of funds to partner agencies and provided oversight of all budget development, implementation, and monitoring.

EDUCATION

Complete all coursework in a PhD program
UNIVERSITY OF ALASKA FAIRBANKS – Fairbanks, AK

Executive Master Degree – Not-For-Profit Leadership
SEATTLE UNIVERSITY – Seattle, WA

Bachelor of Science – Business Administration
CITY UNIVERSITY - Bellevue, WA

Associate of Applied Science – Business Management
Associate of Arts – General Studies
GRAYS HARBOR COMMUNITY COLLEGE – Aberdeen, WA

AWARDS AND CERTIFICATIONS

Lean Six Sigma White Belt Certification ~ University of Alaska Anchorage ~ 2016

Collective Impact Facilitator ~ Alaska Commission on Postsecondary Education ~ 2015

Outstanding Leadership Award ~ Alaska Association for Career and Technical Education ~ 2013

Certified Career Pathways Leader ~ National Career Pathways Network ~ 2012

Future Leaders Institute ~ American Association of Community Colleges ~ 2004

Certified Online Instructor ~ Walden Institute for Online Instruction ~ 2001

PUBLICATIONS

DeFeo, D., Fallon, S., Hirshberg, D., & LeCompte, C. “Alaska career pathways: A baseline analysis”
Institute of Social and Economic Research. June, 2014. University of Alaska Anchorage.
http://www.iser.uaa.alaska.edu/Publications/2014_06-AKCPPoS.pdf

LeCompte, C. (2014, June). Career Pathways lead to the Next Generation of a Mining Workforce. The
Alaska Miner, 42(6), 17.

LeCompte, C. (2013, February). From the Tongass to the Tundra: Leadership Development in Alaska.
Techniques, pp.10-11.

http://www.nxtbook.com/ygsreprints/ACTE/g31851_acte_techniques_feb2013/#/10

Brown, S., Dong, Y., Matthews, C., LeCompte, C., & Rice, G. “Student Successful Learning: UAA
Tracking Model, Underprepared Students” Office of Institutional Research. October 2010.
University of Alaska Anchorage. (topic paper not available publicly)

SERVICE APPOINTMENTS/ASSIGNMENTS/AFFILIATIONS

- State of Alaska Policy Team for Postsecondary Access (2022 – PRESENT)
 - *Member of State Policy Team* – analyze the progress and evolution of the network strategic goal attainment.
- Alaska College and Postsecondary Access Network (2014 – PRESENT)
 - *Founding member of 65%/2025 Network* – Participated in the startup activities of the network including strategic planning and collective impact activities; served on the Board for two terms.
- Alaska Association for Career and Technical Education (2010 –PRESENT)
 - *Member/Past President /Conference Coordinator* –Long-term Board Member and professional development conference coordinator; organization aimed at serving secondary and workforce development career and technical education professionals.
- University of Alaska Anchorage Academic Policy Advisory Committee (2011– 2016)
 - *Dean’s representative*– Member representing the Community & Technical College to provide advice and counsel in the development of university wide academic policies, assessing current policy for relevance, and developing new policies, as appropriate.
- University of Alaska Anchorage Accreditation Core Theme Task Force (2012 – 2013)
 - *Provost appointment* – Assisted in the preparation of three-year accreditation report for Northwest Commission of Colleges and Universities evaluating core themes and indicators.
- University of Alaska Southeast Chancellor’s Strategic Planning Task Force (2003–2010)
 - *Chancellor appointment* – Represented rural community campus perspective in the development of a regional university strategic plan.
- University of Alaska System Campus Directors Council (2005-2010)
 - *Chancellor appointment* – Chaired Council in 2009-2010; served on statewide council of sixteen campus directors tasked with cooperating and collaborating.
- University of Alaska Southeast Associate of Arts Program Review (2008-2009)
 - *Provost special project assignment* – Chaired faculty task force assigned to complete a comprehensive review of the regionally delivered two-year transfer degree with specific emphasis on the assessment of student learning outcomes.
- University of Alaska Southeast Accreditation Self-Study Steering Committee (2005 – 2009)
 - *Provost appointment* – Member of regional accreditation team tasked to determine process for the shift from one accreditation model to the new model under the changes implemented by Northwest Commission on Colleges and Universities.
- University of Alaska Statewide System eLearning Teams (2003–2010)
 - *Chancellor appointment* - A team of senior administrators tasked with providing strategic guidance for continued development of the statewide distance education system. (2005- 2007)
 - *Provost appointment* - A collaborative team of cross campus distance education support staff and faculty charged with the development and implementation of cross campus systems to improve the student experience when taking distance education courses from multiple campuses. (2003-2005)
- University of Alaska Presidential Ad Hoc Commission for Distance Education (2001-2003)
 - *Presidential appointment* – Cross campus work group comprised of one representative per university tasked with analysis of the developing statewide university distance education system and make recommendations to the university President for system improvements.