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PROFESSIONAL SUMMARY

Experienced educational leader with a strong background in diversity, equity, and inclusion (DEI), workforce development, and academic administration. Proven track record in implementing strategic initiatives, fostering inclusive environments, building strong cohesive teams and driving institutional change. Adept at managing complex projects, developing policies, and cultivating community partnerships. Committed to promoting equity, excellence and continuous improvement in education.

PROFESSIONAL EXPERIENCE

Vice President for Equity, Diversity, and Inclusion: Green River College, WA.

2025 - Present

Previously served as Interim Vice President for Equity, Diversity, and Inclusion (2024-2025). On November 16, 2025, the position was made permanent in recognition of demonstrated leadership in advancing institutional equity diversity, and inclusion initiatives. Responsibilities include:

- Leading the college's EDI strategic vision and ensuring alignment with institutional mission and accreditation standards.
- Overseeing policy development, compliance, and programming focused on anti-racism and belonging.
- Driving organizational change through measurable accountability frameworks and inclusive practices.

Interim Vice President for Equity, Diversity, and Inclusion: Green River College, WA.

2024 - 2025

As the Vice President for Equity, Diversity, and Inclusion (VPEDI) responsible for developing and executing the strategy to cultivate the organizational capacity for equity, diversity, inclusion, respect and belonging. In collaboration across the college community inclusive of leaders, faculty, students, staff and campus organizations, implements the strategic vision for institutional thriving around EDI best practices. Provide oversight of policy development, oversee programming and foster an inclusive campus atmosphere involving all community members with a focus centered on anti-racism and combatting anti-blackness. Forge partnerships with various campus constituents to cultivate and strengthen an inclusive and equitable campus environment.

- Develop and implement equity, diversity, inclusion, and belonging initiatives with a focus on anti-racism and combatting anti-blackness.
- Create and guide the implementation of measurable and effective policies to establish a culture of accountability.
- Cultivate relationships with community partners from diverse, marginalized, and underserved populations.
- Drive institutional change to create a more diverse curriculum and inclusive environment.
- Develop sustainable accountability measures for EDI efforts with ongoing evaluation and adaptive improvements.
- Collaborate with the Executive Team on EDI recruiting, hiring, onboarding, orientation, retention, and professional development practices.
- Provide mentoring, training, and coaching to faculty and staff to build equity, diversity, and inclusion into the curriculum.
- Advise on equitable marketing and recruiting strategies to attract students from diverse populations.
- Stay updated on relevant practices related to equity, diversity, inclusion, belonging, and respect.
- Recommend individuals to appropriate grievance processes to address specific issues.

Accomplishments:

- **Anti-Racism Training:** Developed and launched a campus-wide Equity, Diversity and Inclusion training program attended by over 500 participants.
- **Community Partnerships:** Established partnerships with community organizations to support marginalized and underserved populations.
- **Policy Development:** Co-led the restructuring of the EDI Office and the creation of the Equity Compliance Manager position that is responsible for Title IX compliance and Bias reporting for staff, faculty and student

Dean of Instruction: Green River College, WA.**2020 - 2024**

As the Dean of Instruction Supervised Faculty and staff in two divisions, Transitional Studies and Health Science, Wellness and Education. Within the divisional structure, there are multiple departments that include, Basic Skills, ELL, Master Achievers, Integrated Basic Education Skills and Training (I-BEST), HSC +, Open Doors, OTA/PTA, Early Childhood Education (ECE) and Workforce Education.

- Evaluated and oversaw faculty performance and professional development.
- Developed and implemented academic programs and curricula
- Managed budgets and resource allocation for academic departments.
- Ensured compliance with accreditation standards and regulatory requirements.
- Fostered a culture of continuous improvement in teaching and learning.
- Coordinated professional development opportunities for faculty.
- Collaborated with other administrative departments to align academic goals with institutional objectives.
- Facilitated the assessment and evaluation of academic programs.
- Promoted diversity and inclusion within the academic community.

Accomplishments:

Increased student enrollment by 15% through strategic program development and outreach.
 Successfully led the accreditation process for the Health Sciences, ensuring compliance and high standards.
 Increased the Integrated Basic Skills and Training program for high demand academic programs to include LPN, Carpentry, and Early Childhood Education
 Developed and launched new academic programs that addressed emerging industry needs and trends.

INTERIM ASSOCIATE DEAN OF CTE: Green River College, WA.**2019 - 2020**

As the Interim Associate Dean of CTE monitors programs to ensure compliance with applicable accrediting bodies. Plans, organizes, administers, and manages processes and operations related to assigned areas of responsibility. Interprets and applies federal and state mandated guidelines, plans, implements, administers, and evaluates related projects and services impacting the college.

- Serves as liaison to external agencies and community partners, to strengthen and build strong partnerships that respond and fulfill the growing needs of a diversified community. In close collaboration with the Muckleshoot Tribal College and Trades faculty developed a Carpentry Pre-Apprentice Cohort with I-BEST support to meet the needs of Muckleshoot Tribal Members. The instruction and curriculum were provided in partnership between Green River College and the Muckleshoot Tribal College. The cohort has 50+ students, all facing a variety of barriers, providing wrap around student supports to include, Workforce funding, leveraging Opportunity Grant and Basic Food Employment and Training to fill funding gaps. Led contract negotiations in partnership with campus Business Office to reach final agreement between parties. Attend regular Pre-Apprentice Advisory Board meetings to listen to Tribal needs and concerns to strengthen and reaffirm solid partnerships.
- Supervises professional faculty and staff spanning two divisions, Technology and Health Sciences; Business Law and Trades Divisions. Evaluate and oversee eight BAS programs, five program coordinators, and three program managers in the development of professional development plans and goals in accordance with good management practices, policies, and collective bargaining agreements. Oversaw planning, logistical, and coordination for two-day, 300+ attendee conference in support of the Baccalaureate Leadership Council.

- Provided strategic direction and leadership to faculty in Career and Technical Programs in the expansion of Opportunity Grant eligible programs. Leading the efforts to increase the I-BEST support model in Information Technologies, Automotive, including Math and English courses.
- Perform ongoing administrative duties providing support to CTE Deans in the form of leading numerous adjuncts hiring committees and conducting adjunct tenor track classroom observations in the areas of Health Sciences, Information Technology, Aviation, Business, and Natural Resources.
- Support and enhance a diverse campus environment, incorporating principles of equity to promote inclusive practices through active involvement on Instruction and Student Affairs committees: Guided Pathways, Accessible Technology, Gators Scholarship, Cares Act, and Green River Diversity & Equity Council. In collaboration developed processes that changed the no show-replace policy from one day to end of first week. Previous policy predominantly impacted low-income students with barriers to transportation and childcare.

DIRECTOR OF WORKFORCE EDUCATION: Green River College, WA.

2017- 2019

As the Director of Workforce oversee and participate in the daily operations of the Workforce Education Department. This includes the development, implementation, support, and supervision of four Federal and State Grant Programs, Worker Retraining, WorkFirst, Opportunity Grant and Basic Food Employment and Training and Able-Bodied Adults without Dependents.

- Leading a team of nine staff members consisting of exempt, classified, and part-time hourly. Created a cohesive team environment through clear communication of ideas and department goals. Train and develop team members on professional-technical education requirements, federal and state funding, in compliance with government guidelines and regulation. Ensuring responsiveness to the needs of low income, under-represented and other special student populations.
- Demonstrated ability to work collaboratively with faculty, college administrators and community stakeholders. Working closely with Division Chairs and faculty, Workforce staff present in the classroom and conduct campus wide outreach efforts which has resulted in an increase in Full Time Equivalent (FTE) from the previous year, i.e., Spring Quarter (FTE) is 17 percent higher than Spring Quarter of last year.
- Led and implemented changes to policy and procedures in the administration of the BFET program that resulted in a nearly flawless compliance audit by State Board of Community and Technical Colleges. Corrective Actions required reduced from 14 the previous year to 2. Less than 1 percent required correction.
- Track and reconcile budgetary expenditures using Financial Management Systems (FMS) and Financial Aid Management (FAM) to ensure financial management and sound fiscal practices are following state and federal grant guidelines. Grant Manager and Administrator overseeing a total budget of \$3,800,000.

INSTRUCTOR: South Puget Sound Community College, WA.

2016 - 2017

Collaborated with department and faculty members to design a year-round standard based curriculum. Served on curriculum design committee in the development of a Human Development course for students testing below college level Math and English in support of Guided Pathways initiatives.

- Challenged and motivated students through in-depth lectures and discussions. Lectured and communicated effectively with students from diverse backgrounds. Pedagogical strategies used to promote learning and increase student self-efficacy were based on student-centered instruction focusing on best practices that enabled independent problem solving, and lifelong learning.
- Facilitated Class Instruction and taught class materials in accordance with learning objectives and course rigor. Communicated with students outside of the class environment to provide supplementary instruction when required. Worked closely with other adjunct faculty to create multi-media curriculum for both classroom and online instruction.

- Meeting the needs of a diverse learning environment, Culturally Responsive Pedagogy in practice initiated interactive group activities that fostered learning communities, furthered understanding and created a positive learning environment. Strategies used: journaling, student interviews, learning stations, guest speakers, call and response, and multi-media that positively depicts a wide range of diverse cultures, races, ethnicities and sexual orientations, building further understanding and acceptance.

WORKFORCE TRANSITIONS ADVISOR: South Puget Sound Community College, WA.

2015 - 2017

As the Workforce Advisor, maintained a caseload of 300+ workforce students, 136 Worker Retraining students. Providing individualized support to high-need, high-risk students entering higher education after leaving the workforce. Duties include but not limited to the following intake procedures: initial assessment, eligibility verification in accordance with Washington's State Board Community and Technical College's Worker Retraining Local Guidelines and funding award determination. Facilitate student access to campus supportive services, community resources, as well as career exploration in high demand fields. Works collaboratively with Workforce Specialist to develop and implement best practices to improve outreach efforts, retention and completion. Advising efforts focus on alignment of career goals with short term academic Pathways within the institution.

- As the Workforce Advisor assigned the lead role in the Worker Retraining Program, increased enrollment by 130 percent while the organization was in the 2nd year of "Take Back" sanctions.
- Maintained consistent increase of Worker Retraining enrollments, exceeding FTE targets for fiscal 2016/17 resulted in additional funding allocation of \$22,500 from State Board in support of program efforts.
- Led and implemented changes to the administration of the Start Next Quarter Workforce Orientations adopting a One Stop approach, collaborating with WorkFirst, BFET, and Opportunity Grant Specialists resulting in improved services and eliminating student barriers.
- Teamed with Workforce Specialist to develop and implement a system to consistently track co-enrollees, to improve BFET 50/50 matched funding. Increased identification of co-enrollments by 15 percent.

MILITARY SERVICES AND OUTREACH: South Puget Sound Community College, WA.

2014 - 2015

Serving as the official representative of the college at JBLM, Camp Murray, as well as community military related events. Cultivating relationships and establishing networks to better serve veterans and dependents. Coordinates program resources and services for approximately 500 VA Education Benefit eligible students.

- Cultivated communication and collaboration with stakeholders across the college campus environment, including academic advisors, faculty, staff, and administration. Influenced the coordinated efforts of multiple projects directed toward improving academic success, recruitment, and retention strategies.
- Collaborated monthly with faculty and staff to discuss barriers to student success and seek effective solutions to student challenges. Spearheaded and implemented process improvements, within my authority, in support of student success initiatives and the overall student experience.

COORDINATOR OF VETERAN AFFAIRS: Hopkinsville Community College, KY.

2010 - 2012

Directed, developed programming and executed all operations for first time ever Veterans' Student Center. Provided ongoing student support services to approximately 1000 + VA Education Benefit eligible students and assisted approximately 9000 prospective and enrolled students in a two-year period. Advised military veterans, and military family members on topics concerning admission procedures, registration, degree programs, class scheduling, college graduation requirements, and career planning. Additional duties included, School Certifying Official and the primary point of contact for VA eligible students.

- Served as a liaison to community social services and campus student support services, such as, Academic Advising, Financial Aid, Disability Services, and Upward Bound. Contributions resulted in college being named among the top ten military friendly schools in the nation.

- Served as Chairperson of Veterans' Affairs Task Force. Comprised of approximately 30+ support staff, faculty and veteran students combined; worked collaboratively to identify and establish best practices across multiple departments. Developed changes in financial aid policy, tutoring services, Professional Development for staff and faculty.
- Conducted Community Outreach, visited local Veterans' Homeless Shelters. Led town hall meetings of 40+ residents regarding life changing opportunities through educational advancement. Outreach efforts resulted in approximately 50 new enrollments for the fall 2012 semester.

EDUCATION

Master of Arts in Education	University of Phoenix,	AZ	2007
Bachelor of Communication Arts and Sciences	Queens College,	NY	1983

PROFESSIONAL DEVELOPMENT

Future Leaders Institute Certification	American Association of Community Colleges	2025
Diversity, Equity and Inclusion Certification	E-Cornell University	2023
Workforce Dean's Academy Cohort:		2019-2020
Workforce Implicit Bias Training Institute, Cycle 1:		2020