



West Kern Community College District (WKCCD)/Taft College **GOVERNING BOARD ANNOUNCES FINALISTS FOR SUPERINTENDENT/PRESIDENT POSITION**



The Governing Board of the West Kern Community College District/Taft College is pleased to announce the selection of five finalists for the position of Superintendent/President. Following a nationwide search, finalists were recommended to the Governing Board by a diverse search committee made up of faculty, staff, students, and community members.

The finalists are, in alphabetical order: **Dr. Gregory Anderson, Dr. Santanu Bandyopadhyay, Dr. Damon Bell, Dr. Todd Hampton, and Dr. Rafe Trickey.** Their biographies are provided below.

The community, Taft College employees, and students are invited to hear directly from the finalists and to provide feedback regarding the finalists. Candidate Forums will be held on March 21, 2024, from 4:00-6:45 p.m. Specific locations for each candidate's Forum are listed below. Faculty, staff, students, and community members are invited to attend these Forums to hear directly from each of the candidates. The Forums will also be live-streamed and recorded.

Interviews with the Governing Board for the candidates will be conducted on March 22 and a final decision is expected soon after. The approval of an employment agreement by the Governing Board will follow. The anticipated start date for the Superintendent/President is June 2024.

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West Kern Community College District (WKCCD)/Taft College **GOVERNING BOARD ANNOUNCES FINALISTS FOR SUPERINTENDENT/PRESIDENT POSITION** *page 2*



Dr. Gregory Anderson

Candidate Forum: March 21, 2024, 4:00-6:45 p.m., Room T-15

Live Stream: <https://taftcollege-edu.zoom.us/j/85844427540>

Recording: Link will be available at end of Forums

Provide feedback: Link will be available at start of Forums

Electronic feedback surveys will close at noon on 3/22/24

Dr. Gregory Anderson is a student-centered leader with over 30 years of experience in education. Directly after college, he joined the Peace Corps, teaching high school while immersing himself in the language and life of a remote mountain village in Lesotho. This experience sparked a lifelong passion for teaching, learning, and strengthening society through the power of education. He has since dedicated his career to improving student equity in both access and success by learning from the communities he serves, activating the potential of teams, and transforming educational institutions.

As the first in his family to attend college, Dr. Anderson holds BS degrees in Speech Communication and English (linguistics) from the University of Wisconsin, an MA in Teaching from the School for International Training, and a doctorate in Higher Education Administration from USC.

As teacher, vice president, dean, director, and tenured faculty member, Dr. Anderson has developed skills in enrollment management, professional development, facilities, budgeting, guided pathways, research, advancement, and advocacy. He taught, chaired academic departments, and led innovation at colleges and universities in California, Japan, Saudi Arabia, Lesotho, and Venezuela. At De Anza College, he earned tenure, served as Academic Senate President, and became an academic dean. This role led to four years as Vice President of Instruction at Cañada College.

More recently, Dr. Anderson served in 2023 as interim Vice Chancellor, Educational Services in Kern Community College District. There, he partnered with faculty, presidents, vice presidents, and other key leaders from all three colleges to improve effectiveness and efficiency in student services and instruction. District-wide efforts launched and strengthened at KCCD include: student equity, fighting fraud, achieving accessibility, accreditation, and professional development.

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Dr. Gregory Anderson *(continued)*

Candidate Forum: March 21, 2024, 4:00-6:45 p.m., Room T-15

Live Stream: <https://taftcollege-edu.zoom.us/j/85844427540>

Recording: *Link will be available at end of Forums*

Provide feedback: *Link will be available at start of Forums*

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Before working at Kern CCD, Dr. Anderson was president of Riverside City College. There, the faculty, classified professionals, and administration worked together to transform the institution. This “all-hands” approach increased faculty diversity, expanded dual-enrollment and adult education, improved graduation rates, grew external funding, and created a major civic engagement program. Achievements include:

- The establishment of student-centered growth initiatives, including LASSE (LGBTQ+ Association for Student Success), ALASS (Association of Latinx for Student Success), and one of the nation's first Caring Campus efforts, creating a college environment that increases students' sense of connectedness and belonging.
- Increased grant activity (nearly \$10M annually), including significant DOE and NSF funding for STEM education in Hispanic Serving Institutions, workforce development support for students of color from Bank of America, and major grants for civic engagement. Philanthropic support for the institution also grew, including a \$1M+ donation to the Applied Digital Media program.
- Community collaborations, partnerships, and cooperation with external partners, including the creation of new program accreditations, apprenticeships, advisory boards, On-Ramps, incarcerated student efforts, and transfer pathways.

Multilingual, energetic, student-centered, and mission-driven, Dr. Anderson is eager to advance the critical work of Taft College as it helps every student achieve success for themselves and the communities they come from.



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Dr. Santanu Bandyopadhyay

Candidate Forum: March 21, 2024, 4:00-6:45 p.m., Room T-12

Live Stream: <https://taftcollege-edu.zoom.us/j/83229321345>

Recording: Link will be available at end of Forums

Provide feedback: Link will be available at start of Forums

Electronic feedback surveys will close at noon on 3/22/24

Dr. Santanu Bandyopadhyay has been a transformational leader in multiple community college districts in California. He served as the President of Columbia College and Modesto Junior College (MJC), both within Yosemite Community College District (YCCD) from July 2018 to January 2023. His last assignment was the Interim President of Woodland Community College. As the Executive Vice President at Cypress College from July 2013 to July 2018, Dr. Bandyopadhyay was responsible for both instructional programs and student services.

A first-generation immigrant, Dr. Bandyopadhyay earned his MBA and Ph.D. at Ohio University after a successful career in teaching and market research in India. He moved from Ohio to Southern California in 2009 to take up the position of Director of Institutional Research and Planning at Cypress College. At Ohio, he served as Director of Institutional Research at Zane State College and Budget and Policy Analyst at Ohio University.

Dr. Bandyopadhyay has demonstrated success in the areas of innovative use of technology to improve teaching and learning; partnership development with educational institutions, businesses and industries; bond-funded construction projects; labor negotiations; and fundraising. He has a successful record of advocacy and collaborative working with legislative bodies at local and state levels. He was involved in leading national initiatives such as "Achieving the Dream" and "Survey of Entering Student Engagement".

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Dr. Santanu Bandyopadhyay *(continued)* Candidate
Forum: March 21, 2024, 4:00-6:45 p.m., Room T-12

Live Stream: <https://taftcollege-edu.zoom.us/j/83229321345>

Recording: Link will be available at end of Forums

Provide feedback: Link will be available at start of Forums

Electronic feedback surveys will close at noon on 3/22/24

Dr. Bandyopadhyay has a documented record of improving student success, with a particular emphasis on students from underrepresented minorities. Some of his recent accomplishments include serving as the sole representative from Yosemite Community College District to the Executive Committee of Stanislaus 2030—a collaboration among Government, Civic, and Business Leaders (Stanislaus 2030); improving the scope of experiential learning at MJC in collaboration with Lemelson Foundation and MIT (Invention Education - Lemelson MIT); leading the advancement of invention education at Woodland STEM/MESA program where students earned second place in the prestigious Community College Innovation Challenge hosted by the AACC in association with National Science Foundation; and establishing DEIA committee at MJC and Columbia College to enhance equity and social justice.

The opportunity to connect with local businesses for sustainable regional economic growth, reimagine future of education in collaboration with campus constituencies, improve infrastructure to incorporate advanced instructional methodologies and innovative student services, engage a diverse community of learners through culturally sensitive curriculum, and increase financial resources via advocacy and innovative fundraising interests Dr. Bandyopadhyay to aspire for the leadership position at Taft College.

West Kern Community College District (WKCCD)/Taft College **GOVERNING BOARD ANNOUNCES FINALISTS FOR SUPERINTENDENT/PRESIDENT POSITION** *page 6*



Dr. Damon Bell

Candidate Forum: March 21, 2024, 4:00-6:45 p.m.,
Room T-11/Art Gallery

Live Stream: <https://taftcollege-edu.zoom.us/j/88238616662>

***Recording: Link will be available at end of Forums Provide
feedback: Link will be available at start of Forums Electronic
feedback surveys will close at noon on 3/22/24***

Dr. Damon Bell currently serves as Vice President for Student Services at Taft College. He has more than 30 years of higher education experience in the community college and California State University systems. Prior to working at Taft College, Dr. Bell served as Interim President at Contra Costa and Ventura Colleges and as the Vice President for Student Services at Olympic, San Bernardino Valley, and San Diego Mesa colleges.

A staunch advocate for student success, Dr. Bell continues to serve in various capacities within higher education, developing innovative programs and services, and has served on numerous committees addressing the areas of financial and institutional planning, accreditation, educational policy, enrollment management, equity, and access at the local and statewide levels.

He is very dedicated to working in the community. He is a Kiwanian and a life member of the NAACP. He served on the Kitsap Community Resources and Olympic College Foundation boards. He spent four years serving on various leadership positions including president for the Washington State Student Services Commission. He served on multiple state-wide committees and task forces. Also, he served as a Guided Pathways Change Facilitator for the Washington State Board for Community and Technical Colleges.

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**Dr. Damon Bell** *(continued)*

Candidate Forum: March 21, 2024, 4:00-6:45 p.m.,
Room T-11/Art Gallery

Live Stream: <https://taftcollege-edu.zoom.us/j/88238616662>

***Recording: Link will be available at end of Forums Provide
feedback: Link will be available at start of Forums Electronic
feedback surveys will close at noon on 3/22/24***

Dr. Bell completed an associate degree from Los Angeles Harbor College and went on to earn a bachelor's in Philosophy from UC San Diego, a master's in Student Personnel in Higher Education from the University of Georgia, and a doctorate in Educational Leadership with an emphasis in Community College Leadership from CSU Fullerton. He is a true product of the California higher education system.

Dr. Bell's experience as a first-generation community college graduate informs his current work as a community college executive leader. His dissertation research focused on low socioeconomic status community college students and how best to empower them to succeed. He understands that equity is the global issue of our time and that community colleges provide pathways to success and to the middle class for many of our underserved and underrepresented student populations. He has experience working closely with folks from different races, sexual orientations, national and ethnic backgrounds, active duty and veteran students. He is committed to ensuring and supporting equity, diversity, and inclusion for all students, staff, and faculty.



West Kern Community College District (WKCCD)/Taft College **GOVERNING BOARD ANNOUNCES FINALISTS FOR SUPERINTENDENT/PRESIDENT POSITION** *page 8*



Dr. Todd Hampton

Candidate Forum: March 21, 2024, 4:00-6:45 p.m., Room T-13

Live Stream: <https://taftcollege-edu.zoom.us/j/81861827650>

Recording: Link will be available at end of Forums

Provide feedback: Link will be available at start of Forums

Electronic feedback surveys will close at noon on 3/22/24

Dr. Todd Hampton currently serves as Vice President of Administrative Services/Chief Financial Officer (CFO) at Taft College and has held this leadership position since October 2022. He arrived at Taft College after serving as Vice President of Business and Administrative Services at Diablo Valley College in California for almost three years. Overall Dr. Hampton has over 14 years of experience in the California Community College system serving in both faculty and administrative capacities. In his current role, Dr. Hampton is responsible for the West Kern Community College District (WKCCD)/Taft College budget, all business office activities and procurement, the Cougar Café and dining hall, textbook distribution and retail sales, and the construction and maintenance of all Taft College Facilities.

Dr. Hampton earned his Doctor of Education (Ed.D.) in Educational Leadership from California State University, Northridge, in 2015. He graduated from the University of La Verne with a Master of Business Administration (MBA) in Management and Leadership. He earned his Bachelor of Science in Management Information Systems from Bellevue University. Dr. Hampton's dissertation examined the effects of college success courses on academic self-efficacy beliefs of college students.

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Dr. Todd Hampton *(continued)*

Candidate Forum: March 21, 2024, 4:00-6:45 p.m., Room T-13

Live Stream: <https://taftcollege-edu.zoom.us/j/81861827650>

Recording: *Link will be available at end of Forums*

Provide feedback: *Link will be available at start of Forums*

Electronic feedback surveys will close at noon on 3/22/24

Dr. Hampton is a California native and first-generation college student, beginning his educational journey in the community college system. He is passionate about education and the opportunities it provides for students. He is dedicated to removing barriers and to making a positive impact in students' lives. After working in the private sector for a number of years he started at Moorpark College in 2010 and has never looked back from the education space.

Dr. Hampton currently serves on the Boards of Directors for the Taft College Foundation, Westside Energy Services Training and Education Center, and the Statewide Association of Community Colleges.



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Dr. Rafe Trickey

Candidate Forum: March 21, 2024, 4:00-6:45 p.m., Room T-14

Live Stream: <https://us06web.zoom.us/meeting/86588055808>

Recording: Link will be available at end of Forums

Provide feedback: Link will be available at start of Forums

Electronic feedback surveys will close at noon on 3/22/24

Dr. Rafe Edward Trickey, Jr. currently serves as President and Chief Executive Officer of the North San Diego County Promise, a San Diego County inclusive collective-impact partnership that is united by a shared vision of all youth and adults reaching their fullest potential in grade school, college, career and life. The North San Diego County Promise strategically and efficiently aligns programs, services and resources to improve the social, emotional, academic and life success of service community members. The North San Diego County Promise's intentionally collaborative, equity-focused and data-informed work is concentrated on inclusionary systems change and ensuring marginalized communities have equitable access to educational, economic and life opportunities.

Rafe is an experienced, empowering, courageous, visionary, equity-minded and success-focused leader, who has enjoyed an extensive career in education, public-benefit corporations and public service. He maintains that creating success pathways, empowering people, and expanding equitable access are important, because we're all in this together. For over four decades, he has championed the maxim that when some among us are not succeeding, none of us is really succeeding. He has served as President of Comanche Nation College, an open-access, community/tribal college in Oklahoma, as President and Chief Executive Officer of Sisseton Wahpeton College, an open-access, community/tribal college in South Dakota, as Vice President of Student Services and as Vice President of Planning and Institutional Development at the College of the Marshall Islands, an open-access, public community college in the Marshall Islands, as Executive Director of Development and External Relations at Citrus College, a California Community College, as President and Chief Executive Officer of the California-wide CHP 11-99 Foundation, and he has enjoyed the privilege of serving as the City Treasurer in the City of Oceanside, California.

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Dr. Rafe Trickey *(continued)*

Candidate Forum: March 21, 2024, 4:00-6:45 p.m., Room T-14

Live Stream: <https://us06web.zoom.us/meeting/86588055808>

Recording: *Link will be available at end of Forums*

Provide feedback: *Link will be available at start of Forums*

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Among multiple community member success supporting volunteer leadership tenures, Rafe has served as a Housing Commissioner in the City of Oceanside, as a Co-chair of the Alliance for Regional Solutions' Racial Justice Committee, as Board of Directors Treasurer with Break the Silence Against Domestic Violence, as a Leadership Mentor and Advisor with Operation HOPE-North County and as Board of Directors Treasurer with the Oceanside Promise.

Over the course of his leadership career, Rafe has cultivated a robust record specializing in student success, innovation and mobilizing resources to improve educational outcomes and life opportunities. During his leadership tenures, the institutions he has served have secured new resources and realized measurable improvements in service population success. He maintains particular research and service commitments on utilizing a collective impact framework to guide collaboration focused on systems change, promoting and mentoring more women into top leadership positions (including superintendent positions, chancellorships, presidencies, executive directorships and public office), and the impacts evaluator attitudes, the role congruity biases many people consciously and unconsciously maintain, and evaluation practices have on perceptions of leader efficacy and leader success and persistence. Rafe also is committed to closing opportunity gaps for students and creating and delivering success-support pathways to individuals experiencing housing and food insecurity, as well as developing and implementing programs that uplift indigenous and other underrepresented and disproportionately impacted students.

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West Kern Community College District (WKCCD)/Taft College **GOVERNING BOARD ANNOUNCES FINALISTS FOR SUPERINTENDENT/PRESIDENT POSITION** *page 12*

**Dr. Rafe Trickey** *(continued)*

Candidate Forum: March 21, 2024, 4:00-6:45 p.m., Room T-14

Live Stream: <https://us06web.zoom.us/meeting/86588055808>

Recording: *Link will be available at end of Forums*

Provide feedback: *Link will be available at start of Forums*

Electronic feedback surveys will close at noon on 3/22/24

Dr. Trickey was the first in his family line to attend and graduate college. He holds a Doctorate in Educational Leadership from the University of California, San Diego, a Master of Science in Education degree from the University of Southern California, a Master of International Affairs degree from Columbia University in the City of New York, a Bachelor of Arts degree in Political Science and in History from the University of California, Santa Barbara, an Associate of Arts degree in Behavioral and Social Sciences from Modesto Junior College, a Certificate in Fund Raising with a Specialization in the Institutional Development Process from the University of California, Los Angeles and a California Community College Instructor Credential in Government, valid for life.