

MARTIN P. GANG



January 3, 2021

Chief Technology Officer / Director of Information Technology Search Committee
Lewis-Clark State College
500 8th Avenue
Lewiston, ID 83501

To the members of the Search Committee:

In response to the online posting on the Lewis-Clark State College website, please accept this letter in application for the position of Chief Technology Officer / Director of Information Technology.

For over 25 years, I have worked with, planned for, and supported instructional and information technology centered in complex educational environments. With 15 years of experience as a senior leader of technology support services, I have a proven record of serving as a successful change agent by creating strategic and operational plans and integrating industry best practices. This structured approach helped empower and direct my IT support and design teams to grow into strategic partners within and across the organizations I served. My background in data-driven decision-making and consensus-building techniques has allowed me to successfully lead technology support across higher education.

I have refined my professional philosophy and methodology throughout my career as a technology leader to address the dichotomies prevalent in higher education institutions. My background and experience have provided me with a unique understanding of the complex needs across a community college district and the conflicting and competing requirements for the instructional and information security support structures. Community Colleges must serve their community's needs, optimizing their efforts to meet the limitations of the funding, people, processes, and technology available. Understandable information is essential for strategic operations. The critical resource of actionable information requires the balancing of sharing and securing the data elements. When correctly shared and secured, understandable information is provided to guide informed decision-making.

As a technology innovator and leader, I have directed complex support and development teams of more than 140 individuals, as well as specialized cross-organization, shared governance teams of 35 senior leaders. As a certified Project Management Professional, I have a wide-ranging successful experience in project management and have compiled a proven record of visioning, developing, and completing IT projects within scope, on budget, and on time. As a benefit of my experience and education, I have refined the skills and abilities necessary to maximize success through negotiations, indirect influence, consensus-building, and the development of shared visions.

Currently, I serve as the Chief Information & Technology Officer for the Maine Community College System. MCCS serves the entire state of Maine and is comprised of seven community colleges and the system office. As CITO, I am responsible for the development of strategic direction and oversight of system-wide initiatives for all technology, the development of system-wide cybersecurity policies and procedures, and providing strategic direction and structure for system-wide budgeting, planning, development, implementation, coordination, and direct support of MCCS information technology functions. I work in close collaboration with the technology and executive leadership teams of the seven community colleges and MCCS Office of Institutional Research to improve the secure and sustainable design of the data systems that integrate and normalize critical data from all sources in support of a culture of data-driven, evidence-based strategic decisions.

I have wide-ranging experience in planning, developing, budgeting, implementing, and administering large and small technology portfolios of instructional and information systems and externally contracted technology services. I have extensive experience working with faculty, administration, staff, and executive leadership to bring about an integrated approach to visioning, delivery, and support of instructional technology and information services throughout the district. I have extensive experience aligning the technology strategic plan and vision with the district's master plan. I have accomplished this by integrating existing processes with appropriate technologies, building Total Cost of Ownership, measuring and adjusting internal and external service level agreements to meet the needs of the organization, and creating and aligning measurable performance metrics to evaluate systems, services, and staff performance accurately

My past employment and travels provided many opportunities to learn about the differences and similarities of organizational, regional, and international cultures. Those experiences have helped me recognize and respect the differences in cultures that naturally exist across the community college district. I understand the efforts necessary to work together efficiently and effectively with respect and harmony to attain the core purpose of successfully educating our students in academics, the trades, and workforce development courses, programs, certificates, and degrees. With an open mind and a humble heart, I can lead and serve with units and groups that include everyone necessary to provide the technical services and systems required successfully.

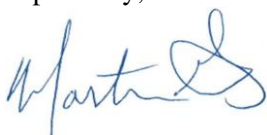
As a lifelong employee in public and private educational institutions, I consider myself first and foremost an educator. My passion has always been to learn and share the knowledge I have acquired with others, whether they are students, faculty, general staff, IT staff, or administrators. Each position within an organization has a unique role to play. Like a symphony orchestra, the institution is most successful when all individuals play together with a full understanding of their parts, as well as a good-faith understanding of the value the others bring through their participation. Music and technology are always best when performed with practice, organization, skill, and an open heart.

Over the years, I have excelled at developing and leading technical support teams to provide outstanding customer-focused service centered upon a strategic, proactive, objectively measured performance to best leverage the available resources and relationships to support the mission and strategic direction of the organization. Our strategic project identification process focuses on calculating the accurate total cost of ownership to understand all options and their impact on the organization. We work to ensure that the district maximizes the full return on investment through structured, documented project planning, implementation, and stable, secure, and sustainable operations for all strategic and tactical projects. This breadth and depth of successful experience, combined with my passion for education, makes me uniquely qualified to lead the Information Technology Services at the Lewis-Clark State College.

One final point. Though I enjoy my job and the community in Maine, I find myself at a point in time where I must return to the northwest to provide the necessary care for my elderly mother. Therefore, I will be moving to the Lewiston area as soon as possible.

Thank you for your consideration. I look forward to the opportunity to speak to the selection committee.

Respectfully,

A handwritten signature in blue ink, appearing to read "Martin P. Gang". The signature is fluid and cursive, with a large, stylized "M" and "G".

Martin P. Gang