# NIC CARROLL, ED.S., CISSP, CETL

EXECUTIVE TECHNOLOGY & OPERATIONS LEADER (CIO/CTO/CISO)

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## SUMMARY

Visionary IT executive with over 15 years of leadership experience driving enterprise-wide transformation across P-20 institutions. Adept at translating complex business requirements into secure, scalable strategies that fuel operational excellence. Recognized for pioneering district-wide AI integration, building AI tools that are reimagining the Information Security department, and leading a research enclave to a perfect CMMC Level 2 assessment. A collaborative C-suite partner who builds high-performing teams, manages multi-million-dollar budgets, and navigates strict regulatory landscapes to reduce costs and maximize business value.

## PROFESSIONAL EXPERIENCE

### Chief Information Security Officer

06/2026 - Present

Georgia Southern University

Statesboro, GA

Protects the digital ecosystem to ensure data integrity and operational resilience for 33,500 students and nearly 4,000 faculty. Leads Information Security and the Identity and Access Management (IAM) group, spearheading strategic governance, fortifying critical assets, and empowering secure innovation across a global campus network.

- Co lead the AI vision for IT leadership and created Reimagine IT, where cross functional teams build a working draft with AI partners in a day.
- Design and build in house AI tools for Information Security, IAM, and automation, including a unified security dashboard, a policy platform, and an open records system that automates the redaction of personal information.
- Partner closely with Compliance and Governance to create policy and procedure; revamped IT policies, procedures, and processes end to end.
- Created an internal audit process that keeps the team continuously aware of its environment.
- Led the GCC High research enclave for CUI and export controlled (ITAR/EAR) data through its CMMC Level 2 assessment, achieving a perfect score.
- Rearchitected the phishing and spam defense process in under three months, cutting phishing and spam reaching institutional email by 95%.
- Reimagined the third party review process to integrate legal, procurement, and IT systems review; reviewed and approved more than 4,000 products in six months.
- Lead enterprise cybersecurity strategy as an executive team member and serve as the primary cybersecurity advisor to executives and partners.

### Executive Director of Technology (CIO/CTO/CISO)

09/2024 - 05/2026

Aiken County Public Schools

Aiken, SC

Tech executive unifying IT, tech, and security as district CIO, CTO, CISO. Guided digital ecosystem for educational outcomes and excellence for 3,700+ staff, 24,000+ students. Lead visionary initiatives, safeguards data, and fosters innovation across all departments and schools.

- Led the $12 million installation and completion of Audio Enhancement safety and security systems across all 44+ district sites.
- Spearheaded a comprehensive reorganization of a 40-person technology division, driving a 30% reduction in departmental spending ($1.5M+) in year one by optimizing vendor contracts, eliminating external contractor dependencies, and boosting team agility.
- Orchestrated a large-scale core infrastructure overhaul (fiber, WAN/SD-WAN, firewalls, switches, routers) that doubled internet bandwidth and ensured absolute business continuity against outages and cyber events.
- Established the district's first comprehensive cybersecurity program from the ground up, aligned with NIST and CIS frameworks and unifying physical and digital controls to protect data for over 28,000 users.
- Led the complete revamp and migration of Active Directory to Microsoft Entra ID.
- Directed the lifecycle management of 100,000+ endpoints and led the management, updating, and patching of 50,000+ devices, migrating all imaging to a cloud-based solution and reallocating technical staff from manual tasks to strategic initiatives.
- Built partnerships with the Superintendent, Board, and leaders to align IT with academic goals. Translated technical strategies to secure funding for key investments.
- Championed a district-wide shift in decision-making by deploying new analytics platforms and governance policies, empowering department heads and executives with actionable operational insights.

## PROFESSIONAL EXPERIENCE

### Director of IT, Digital Learning, & Media Services
06/2016 - 09/2024

Columbia County Public Schools
Evans, GA

A strategic technology leader who partnered with all departments to build and optimize a secure, modern digital ecosystem. Led the full lifecycle of technology solutions, from initial implementation to enterprise-wide training and user adoption. Established technology policies, ensured data integrity and security, and evaluated the impact of instructional technology to drive continuous improvement.

- Served as a key strategic advisor to the Superintendent and executive leadership to shape enterprise digital strategy, while authoring comprehensive technology policies and administrative procedures that streamlined operations and public communications.
- Orchestrated the complete lifecycle for over 100 information system products and managed an annual technology budget exceeding 2.5 million dollars, expertly driving cost negotiations, contract execution, and districtwide deployments.
- Directed core technology platforms including the student information system, and established strict interoperability standards to automate secure data exchange across the digital ecosystem for over 33,000 users.
- Oversaw the data privacy and governance program by managing the rigorous review and execution of over 250 vendor agreements annually, ensuring strict regulatory compliance and mitigating institutional risk.
- Pioneered a strategic partnership with the National Security Agency and US Cyber Command to develop and embed K12 NexGen Cyber standards across all curricula, establishing a premier national model for cybersecurity education.
- Championed comprehensive analytics by evaluating complex datasets and developing customized dashboards that provided executive leadership with actionable insights regarding program effectiveness and return on investment.
- Spearheaded technology training strategies by launching an innovative districtwide microcredentialing platform, creating recognized certification programs to foster continuous development and specialized skills for over 4,000 employees.
- Led a team of 80 tech, instruction, and media specialists for effective execution of educational initiatives.

### IT Coordinator, Teacher, & Coach
07/2003 - 05/2016

North Gwinnett High School (Gwinnett County)
Suwanee, GA

Championed and executed a vision for instructional technology integration focused on empowering educators to differentiate instruction. By modeling innovative pedagogical strategies and tools that fostered an educational environment that promoted the development of higher-order thinking skills for all learners.

- Collaborated with executive leadership to establish and execute a shared districtwide vision for instructional technology integration, driving strategic plans that supported organizational goals and modernized educational outcomes.
- Managed a comprehensive Google Workspace environment serving over 3,700 users and directed robust technology training programs for over 200 staff members, ensuring seamless adoption of critical district platforms.
- Designed and facilitated professional learning programs rooted in adult education principles, directly coaching staff to integrate advanced digital strategies that foster student creativity and critical thinking.
- Spearheaded the creation and rollout of The Studio, a pioneering project-based learning course that seamlessly blended Computer Science, Advanced Placement Social Studies, and Language Arts to deliver an engaging collaborative environment.
- Instructed and designed comprehensive virtual courses utilizing D2L platforms across multiple subjects for Gwinnett Online Campus and Georgia Virtual School, consistently achieving superior student performance metrics on Georgia End of Course assessments.
- Led testing operations as assessment coordinator, managing test logistics. Developed course test banks used by the Georgia Department of Education.
- Designed programs shifting from traditional to performance-based evaluations. Standardized countywide curriculum pacing, benchmarks, and pretests.
- Served as World History team lead and instructed a diverse population of Advanced Placement, Honors, and Technical students by tailoring content delivery to distinct learning styles and driving successful state graduation test remediation programs.

## EDUCATION

**Ed.S. Curriculum & Instruction**
Liberty University
Lynchburg, VA

**M.A.T. Secondary Education**
Georgia College & State University
Milledgeville, GA

**B.A. Political Science**
The University of Georgia
Athens, GA

**B.A. Religion**
The University of Georgia
Athens, GA

## CERTIFICATIONS

**CISSP**
ISC2

**CETL**
COSN

**Certified in Cybersecurity**
ISC2

**Security +**
CompTIA

**Google for Education Trainer**
Google

**Data Analytics**
Google

**Cybersecurity**
Google

**TrustEd Apps Certified Leader**
1EdTech

**Certified Cybersecurity Evaluator**
Cybersecurity Coalition for Education

## CORE COMPETENCIES

Executive Leadership • Strategic Planning • Digital Transformation • Financial Management • Stakeholder Engagement • Change Management • Organizational Development • Team Leadership & Development • IT Project & Product Management • Cybersecurity & Cloud Strategy • Identity & Access Management • Data Analysis & Integrations • Enterprise Information Technology • IT Governance & Compliance • Cross-Functional Collaboration

## TECHNICAL SKILLS

NIST • ISO 27001 • SOC • COBIT • HIPAA • FERPA • CIS Controls • GDPR • PCI DSS • CMMC • Google Cloud • AWS • AZURE • Azure Government • M365 GCC High • Microsoft Entra ID • Active Directory • Google Workspace • MS O365 • Teams • Adobe Creative Cloud • SaaS • SDLC • Asana • SLACK • Cisco • Fortinet • Palo Alto • ERP • CRM • GL • EDI • EDFI • 1EdTech • AI Tool Development

## TASK FORCE & BOARDS

**Navigating the Future in K-12 Education Council**
Center for Digital Education

**State Strategic IT Plan: IT Leadership Leader**
South Carolina Department of Education

**Technology Advisory Board**
1EdTech

**Data Privacy & Security Board**
1EdTech

**Instructional Advisory Board**
Google