NIC CARROLL, ED.S., CISSP, CETL

Visionary and Innovative Executive Leader

carroll.nic@gmail.com https://www.linkedin.com/in/nic-carroll/
Augusta, Georgia

SUMMARY

I've led the whole of information technology as a CIO, CTO, and CISO. Today I lead Information Security and Identity and Access Management at Georgia Southern University.

PROFESSIONAL EXPERIENCE

Chief Information Security Officer

June 2026 to Present

Georgia Southern University

Statesboro, GA

Leads Information Security and the Identity and Access Management group, protecting data integrity and operational resilience for 33,500 students and nearly 4,000 faculty across a global campus network. Uses AI tools built in house to reimagine how the security department works.

- **Perfect CMMC Level 2 Score:** Led the GCC High research enclave, a segregated Microsoft 365 GCC High and Azure Government environment for Controlled Unclassified Information and export controlled (ITAR and EAR) data, through its CMMC Level 2 assessment, implementing all 110 NIST SP 800-171 controls and achieving a perfect score.
- **Unified Security Dashboard:** Built a unified dashboard that brings every Information Security and IAM application into one view, improving visibility across the environment and speeding the resolution of threats and vulnerabilities.
- **Reimagine IT Project Methodology:** Created Reimagine IT to rethink how products and projects are developed and run across their whole life cycle: Frame it, Build it, Loop it, Launch it, Tend it. Teams plan and build together with AI as a partner, refine in short loops, and keep improving after launch, with security and IAM built in, not bolted on.
- **95% Less Phishing and Spam:** In less than three months, revamped and rearchitected the phishing and spam defense process, cutting the phishing and spam that reaches institutional email by 95% and reducing the time the team spends on it.
- **Single Sign On and Authorization:** Mapped every tool, account lifecycle, and sign in path across the university and built a phased plan to move from repeated password prompts to signing in once, with Microsoft Entra ID as the front door and a live tracker for every step.
- **From Need to SOP, Policy, and Procedure:** Created a complete process that takes a need to an approved SOP, policy, and procedure, and built the Policy Library to run it: a leadership dashboard, tracked change revisions with sign offs, sentence by sentence USG alignment, cited AI answers, and nightly change detection.
- **AI for Information Security:** Building AI tools and resources to reimagine the Information Security department's processes, reporting, and daily operations.
- **Identity and Access Management:** Lead the Identity and Access Management group in addition to Information Security, aligning identity, provisioning, and access controls with security strategy.
- **4,000+ Products Reviewed and Approved:** In the first six months, reimagined the third party review and approval process, making it transparent and integrating legal review, procurement, and information technology systems review. Reviewed and approved more than 4,000 products, from Chrome extensions, hardware, and applications for the research environment to the tools departments and divisions use every day.
- **Enterprise Security Strategy:** Lead enterprise cybersecurity strategy as an executive team member, aligning risk management, data protection, and threat mitigation with institutional goals.
- **Executive Cybersecurity Advisor:** Serve as the primary cybersecurity advisor for executives and partners, translating threat intelligence and compliance requirements into actionable strategy.



CORE COMPETENCIES

- Executive Leadership
- Strategic Planning
- Digital Transformation
- Financial Management
- Stakeholder Engagement
- Change Management
- Organizational Development
- Team Leadership and Development
- IT Project and Product Management
- Identity and Access Management
- AI Tool Development
- Cybersecurity and Cloud Strategy
- Data Analysis and Integrations
- Enterprise Information Technology
- Google Workspace and Microsoft 365 Migrations
- IT Governance and Compliance
- E-Rate Funding
- Cross Functional Collaboration

EDUCATION

Ed.S. Curriculum and Instruction
Liberty University
Lynchburg, VA

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

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

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

PROFESSIONAL EXPERIENCE

Executive Director of Technology (CIO / CTO / CISO)
September 2024 to May 2026

Aiken County Public Schools — Aiken, SC

Unified IT, technology, and security as district CIO, CTO, and CISO for 24,000+ students and 3,500+ staff across 44+ sites, in a district that covers about 1,070 square miles, more land than the state of Rhode Island.

- **$12M+ Budget, $75M+ Assets:** Managed an annual budget of more than $12 million and technology assets valued at more than $75 million.
- **$12M School Safety Systems:** Led the $12 million installation of Audio Enhancement safety and security systems across all 44+ school sites.
- **Division Reorganization:** Reorganized a 40 person technology division, saving 30%, or $1.5 million, in the first year by optimizing vendor contracts and eliminating external contractor dependencies.
- **Network Upgrade Across 44+ Campuses:** Led the upgrade of internet circuits for all 44+ campuses and replaced every router and switch, along with fiber, WAN and SD-WAN, and firewalls, doubling internet bandwidth and protecting continuity against outages and cyber events.
- **POTS to Cellular Emergency Phones at 44+ Sites:** Led a complete retrofit at all 44+ sites, retiring copper POTS lines for a new emergency phone system on cellular service with internet backup.
- **Hyperconverged Infrastructure Overhaul:** Overhauled the district's hyperconverged infrastructure to modernize compute and storage.
- **2,000+ Cameras and 500+ Doors, One System:** Unified more than 2,000 cameras and 500 doors into a single physical security system.
- **Active Directory to Entra ID:** Led the complete revamp and migration of Active Directory to Microsoft Entra ID.
- **50,000+ Devices Patched:** Led the management, updating, and patching of more than 50,000 devices.
- **First Cybersecurity Program:** Established the district's first comprehensive cybersecurity program, aligned with NIST and CIS frameworks, protecting data for over 28,000 users.
- **100,000 Endpoints:** Directed lifecycle management of 100,000 endpoints, migrating all imaging to a cloud based solution and reallocating staff to strategic initiatives.
- **Board and Leadership Partnerships:** Built partnerships with the Superintendent, Board, and leaders to align IT with academic goals and secure funding for key investments.
- **Data Governance and Privacy Committee:** Created the district's Data Governance and Privacy Committee to set how student and staff data is collected, shared, and protected.
- **Data Driven Decisions:** Deployed new analytics platforms and governance policies that gave department heads and executives actionable operational insights.

Director of IT, Digital Learning, and Media Services
June 2016 to September 2024

Columbia County Public Schools — Evans, GA

Partnered with all departments to build and optimize a secure, modern digital ecosystem for 28,000+ students and 3,500+ staff, leading the full lifecycle of technology solutions from implementation to enterprise wide adoption.

- **Strategic Advisor:** Served as a key strategic advisor to the Superintendent and executive leadership, authoring technology policies and administrative procedures.
- **100+ Information Systems, $2.5M+ Budget:** Managed the lifecycle of over 100 information system products and an annual technology budget exceeding $2.5M.
- **Student Information and Interoperability:** Directed core platforms including the student information system and set interoperability standards for secure data exchange across 33,000 users.
- **ClassLink Single Sign On and Rostering:** Led the move to ClassLink single sign on and the integration of core educational resources, rostering through an interoperability standard. Cut the time to roster a new product from months to a few weeks and dramatically reduced roster errors.
- **Google Classroom LMS:** Led and managed Google Classroom as the district's learning management system.
- **Credit Recovery Programs:** Led the district's credit recovery programs, giving students a path back on track to graduate.
- **Three Platforms in One Week:** Migrated and scaled three enterprise grade learning tools within a single week.

TECHNICAL SKILLS

NIST · NIST SP 800-171 · ISO 27001 · SOC · COBIT · HIPAA · FERPA · CIS Controls · GDPR · PCI DSS · Google Cloud · AWS · Azure · Google Workspace · Microsoft 365 · Teams · Adobe Creative Cloud · SaaS · SDLC · Asana · Slack · Cisco · Fortinet · Palo Alto · ERP · CRM · EDI · Ed-Fi · 1EdTech · ClassLink · Google Classroom · Moodle · Microsoft Entra ID · Active Directory · CMMC · Microsoft 365 GCC High · Azure Government · E-Rate

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

Fortinet Certified Associate Cybersecurity
Fortinet

FortiGate 7.6 Operator
Fortinet

Certified Residential and Commercial Property Inspector
InterNACHI

PROFESSIONAL EXPERIENCE

- **Data Privacy Program:** Oversaw the data privacy and governance program, reviewing over 250 vendor agreements annually.
- **NSA and US Cyber Command Partnership:** Pioneered a partnership with the National Security Agency and US Cyber Command to embed K12 NexGen Cyber standards across all curricula.
- **Evaluation Systems for Media and Instructional Technology:** Created the evaluation systems for media specialists and instructional technology personnel, including the district's adoption of the Media Keys Effectiveness System in 2020 to 2021, and used them to redefine and improve how both roles serve teachers and students.
- **Google Classroom for 2,000+ Teachers:** Hired as the district's first Director of Digital Learning and led a districtwide Google Classroom rollout to more than 2,000 teachers, which had the district ready when the pandemic moved learning home.
- **EdTech Summits for 1,000+ Teachers a Year:** Founded the district's summer EdTech Summits, bringing in nationally recognized teachers and speakers. Attendance was voluntary, and more than 1,000 teachers took courses each summer.
- **Google Workspace in a Microsoft District:** Brought in to introduce Google Workspace tools into a Microsoft environment, and built the plan that let both platforms grow and be used side by side.
- **Level Up Microcredential Program:** Built the Level Up microcredential program from the ground up, serving over 4,000 employees. About 1,200 staff became Google Certified Educator Level 1, 400 earned Level 2, and the district grew 27+ Google Certified Trainers.
- **Team of 80 Specialists:** Led a team of 80 technology, instruction, and media specialists.

IT Coordinator, Teacher, and Coach

July 2003 to May 2016

North Gwinnett High School (Gwinnett County)

Suwanee, GA

Championed instructional technology integration focused on empowering educators to differentiate instruction and develop higher order thinking for all learners, while also coaching track and teaching driver's education for more than 13 years.

- **Google Workspace for 3,700+:** Managed a Google Workspace environment serving over 3,700 users and directed technology training for over 200 staff members.
- **The Studio:** Created and implemented The Studio, an innovative project based learning program blending Computer Science, AP Social Studies, Language Arts, and embedded Career and Technical Education credit. Student data showed it raised achievement for all students.
- **Moodle for the Hybrid Program:** Led and managed Moodle as the learning management system for the school's hybrid program.
- **Credit Recovery Program:** Led the school's credit recovery program.
- **Virtual Courses:** Designed and taught virtual courses for Gwinnett Online Campus and Georgia Virtual School.
- **Summer Graduation Exam Remediation:** Taught and provided administrative support for the county's summer state graduation exam remediation and testing program for more than nine years.
- **Assessment Coordinator:** Led testing operations as assessment coordinator and developed course test banks used by the Georgia Department of Education.
- **World History Team Lead:** Served as World History team lead for AP, Honors, and Technical students.
- **Head Coach and Program Manager, Track and Field:** Coached track for 13+ years while teaching: 6 years as an assistant coach, then 7+ years as head coach and program manager for both the girls and boys track programs.
- **Driver's Education Instructor:** Taught driver's education for 13+ years alongside a full classroom teaching load.

TASK FORCE & BOARDS

Higher Education Chief Information Security Officers Board
Center for Digital Education

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 and Security Board
1EdTech

Data Privacy and Security Agreement Task Force, Institutional Representative
1EdTech, 2024 Leadership Award recipient

Instructional Advisory Board
Google

Cyber Education Taskforce
CSRA Alliance for Fort Gordon