

NCAA DIVISION I INFRACTIONS APPEALS COMMITTEE BIOGRAPHIES

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Tom Goss

Tom is chairman of Goss LLC, an independent insurance agency which holds such notable accounts as GM, Ford, and DTE Energy. Goss LLC's major dominance is in commercial property/liability, insurance/risk management, cyber, aviation, fiduciary products, accident and health. Several years ago, Goss LLC developed a safety management practice for larger construction projects ("owner-controlled & contractor-controlled insurance programs" or "wrap ups") in partnership with "alphabet houses". These dollar expenditures constitute "minority content".

Tom spent the early part of his career in sales with Proctor & Gamble and then heading up merchandising and marketing for RJ Reynolds Foods which was acquired by Del Monte. Tom became the director of consolidation and reported to the president of RJR Foods and the president of Del Monte Corporation. Tom was later promoted to regional vice president of Del Monte Foods' largest region.

Then, an opportunity arose for Tom to move onto the beverage business at Faygo Beverages Inc. - Detroit. He expanded Faygo into a company that spanned 32 states, then Faygo merged with Shasta Beverages - owned by National Beverages. Over the next five years in California, Tom served as executive vice president and general manager of ShasCO, a division of National Beverages.

Tom was later recruited by the University of Michigan to become its athletic director in 1997. Tom's tenure led to new development on the University of Michigan campus including adding additional seating to the "Big House" from 101,000 to 110,000 capacity and new score boards to the stadium - the first in college athletic sports, and finally a co-national NCAA Football Championship!

In 2001 Tom and his brother, Greg, establish a Detroit-based commercial lines insurance agency (Goss LLC) in response to several major public insurance brokerages to exploit partnership opportunities to engage Fortune 50 and Fortune 500 corporations seeking first-time minority content in the insurance/risk management sectors. GM Reinsurance joined in ownership with Marsh USA and Goss LLC to establish a first-time minority-owned insurance agency initially placing and managing insurance satisfying auto industry participation dictates and associated certifications.

Tom currently serves on the Board of Directors of the National Park Foundation where was appointed by President Obama; and he is a member of the NCAA Division I Infractions Appeals Committee. Tom is also a member of Kappa Alpha Fraternity, Boule, Guardsman and the Bohemian Club. He was inducted in 2014 to History Makers, the nation's largest African American video oral history collection archived at the Library of Congress. Tom has served on numerous boards throughout his career, including chair of Karmanos Cancer Hospital Board; Board of Directors member at Detroit Regional Chamber of Commerce; chairman of the Detroit Workforce Development Board; and trustee of the American Experience Fund (29 African American historical sites ranging from the Martin Luther King Jr. Center to the Tuskegee Airman sites).

Tom holds a Bachelor of Science degree in education from the University of Michigan.



Colleen Hanycz

Since July 2021, Dr. Colleen Hanycz has served as Xavier University's 35th President - the first layperson and woman to serve in this role since Xavier's founding in 1831. Throughout her career as an attorney, law professor, and administrator, Dr. Hanycz has been an active proponent of Catholic education as a means to advance the common good and to celebrate the dignity of each person, and will continue this commitment in a Jesuit setting at Xavier.

Dr. Hanycz practiced employment and securities law at a large firm in Toronto for several years before returning to graduate studies in law, with a focus on litigation and dispute resolution. After completing her Ph.D.(law) in 2003, Dr. Hanycz served as a tenured law professor at Osgoode Hall, continuing her research and teaching emphasis in dispute resolution and complementing this focus with her work as a mediator and arbitrator.

In 2008, Dr. Hanycz was appointed President of Brescia University College in London, Ontario, the only women's college in Canada. Beginning in 2015, Dr. Hanycz served as the 29th President of La Salle University in Philadelphia, also the first layperson and woman to hold that position in La Salle's long history.

Throughout her career, Dr. Hanycz has served on various Boards and government commissions. While in Philadelphia, she served on the Board of Directors for the Greater Philadelphia Chamber of Commerce where she was engaged in supporting leadership pathways for women executives and directors. She was recognized in 2015 with the YMCA Woman of Excellence Medal and in 2018 with the Philadelphia Business Journal's Women of Distinction Award.

Dr. Hanycz, her husband Peter, and their family are natives of Toronto, and are deeply enjoying their time in Cincinnati.



Alejandra Montenegro Almonte

Member and International Department Chair Alejandra Montenegro Almonte advises companies on high-stakes internal and government investigations and on complex compliance matters across a variety of business-critical areas including anti-corruption, workplace misconduct (including sexual harassment, discrimination, and retaliation), and other sensitive ethics and compliance topics.

Ms. Montenegro Almonte has helped a wide range of companies design and implement risk-based internal compliance programs and regularly advises on the design of safeguards to mitigate compliance risks arising from their unique business and operations. As a former General Counsel, she is adept at swiftly triaging and managing crisis situations to minimize client exposure while protecting her clients' interests vis-a-vis multiple stakeholders.

Ms. Montenegro Almonte currently serves as an Independent Compliance Monitor on behalf of a regulatory agency in Massachusetts and recently served in a leadership role in a monitorship team in an FCPA disposition. She is a native Spanish-speaker and regularly conducts legal matters in both English and Spanish.

Before joining Miller & Chevalier, Ms. Montenegro Almonte was General Counsel for the North American and Latin American Division of gategroup, a global provider of products, services, and solutions related to the onboard experience of airline and rail passengers. In that role, she oversaw all legal affairs for gategroup's subsidiaries and provided strategic legal advice to the company's executive management teams in the United States, Canada, and Latin America on all legal, regulatory, and employment matters. While at gategroup, Ms. Montenegro Almonte developed and implemented compliance programs across her division. As Chair of gategroup's North American and Latin American Business Compliance Committees, she led a cross-functional management team to proactively manage compliance matters across the Americas.

Ms. Montenegro Almonte began her career as a litigation associate at two Am Law 100 firms. While at Harvard Law School, she served as president of the Harvard Legal Aid Bureau.



Allison Rich, committee chair

Allison Rich, Esq., Ed.D. was named UNH Director of Athletics by President James W. Dean, Jr., on July 5, 2022. In this role, she guides a 20-sport NCAA Division I program focused on athletic and academic excellence, engagement, and providing an outstanding student-athlete experience. In Rich's first year at the helm (2022-23), the Wildcats excelled both in athletics and academics. The ski team placed eighth at the NCAA Championships, two teams (football, men's soccer) won NCAA tournament games, and four teams won conference championships -- football, men's and women's soccer, and women's swimming and diving. Academically, skier Lisa Olsson was recipient of the NCAA Elite 90 award and garnered Academic All-America Second Team honors. Three other Wildcats were Scholar-Athlete of the Year honorees in the sports of football (Max Brosmer), men's soccer (Yannick Bright) and women's swimming and diving (Madison Linstedt), and UNH recorded its second-highest GPA (3.41) in the history of the America East Academic Cup. Three head coaches were named Coach of the Year in the sports of football (Rick Santos), men's soccer (Marc Hubbard), and women's swimming and diving (Josh Willman). Additionally, Rich has been instrumental in the fundraising efforts for the Wildcats, which saw a record-setting 248-percent increase of athletic-related donations and pledges to support capital projects, endowed scholarships, and program needs to provide the best possible student-athlete experience.

A snapshot of 2022-23 in Wildcat Country:

- UNH won four team conference championships, multiple individual conference championships, and made many postseason appearances.
- Three teams and 10 individual student-athletes competed on the national stage in NCAA championships.
- Wildcat student-athletes earned a 96-percent graduation success rate and an average GPA of 3.41 for the year (with 10 teams earning a 3.50 or higher).
- 82 junior and senior student-athletes were inducted into the Chi Alpha Sigma National College Athlete Honor Society, (requiring a minimum 3.5 cumulative GPA).
- Several student-athletes received top academic honors, including the NCAA Elite 90 Award, two America East Scholar-Athletes of the Year, and a CAA Football Scholar Athlete of the Year.

- Many other student-athletes were recognized for their athletic prowess and academic achievements with All-America, all-conference, and all-academic team honors.

Rich came to Durham with nearly three decades of collegiate athletics administration experience. She spent the previous nine years at her alma mater, Princeton University, as the Senior Associate Director of Athletics/Senior Woman Administrator.

At Princeton, Rich was a member of the executive management team for an NCAA Division I Athletics department that consisted of 38 sports and boasted more than 1,000 student-athletes and 200 staff members. She managed, mentored, and provided leadership for all coaches and staff while supervising 12 athletic teams, including the Tigers' Division I FCS football program. As a licensed attorney, Rich was engaged with Athletics legal issues and related areas, and she also provided oversight for the student-athlete experience in a department that excelled nationally while maintaining the highest standards of academic excellence and student-athlete welfare. Her contributions to the Princeton Tiger Performance program propelled student-athletes to success academically, athletically, and socially by developing resources, identifying department core values, and eliminating barriers to physiological and psychological wellness. Further, she demonstrated a commitment to Diversity, Equity, and Inclusion serving as a founding member and on the executive committee of Tigers Together, a program devoted to ensuring a sustainable culture of inclusion, mutual respect, and unity for Princeton Athletics and beyond.

Rich began her college athletics career at Loyola University Chicago in the position of Policy and Review Coordinator/Compliance and Marketing Assistant. She followed that with a move to the NCAA national office as a Membership Services Representative, where she served as a liaison to NCAA conferences, committees, and the governance structure. She next worked at the University of the Pacific as the Associate Director of Athletics for Internal Affairs and legal counsel for Athletics before serving as the Deputy Director of Athletics/SWA at California State University, Fullerton, with responsibility for all day-to-day operations and strategic planning for the Athletics program.

Rich next advanced to Florida State University as the Senior Associate Director of Athletics for External Affairs/SWA. In that role she created a comprehensive branding, external relations, and communications strategic plan for promoting Seminole Athletics in addition to implementing fundraising, marketing, and sponsorship strategies, creating an outbound ticket sales staff, and negotiating television contracts and media/sponsorship rights deals.

As an athletics consultant for JMI Sports, LLC and Allison Rich Consulting, Rich worked with institutions to review various components of their athletics programs to identify areas of improvement and develop best practices and plans for implementation.

Rich is the immediate past President of the Sports Lawyers Association, an international non-profit organization dedicated to the understanding, advancement, and ethical practice of sports law, and for which she has chaired multiple board committees over the years, including sponsorship, philanthropy, and the 2018 Annual Conference, which attracted almost 900 attendees. As President, she led the Association through a vital strategic planning process and assisted in driving change and forward progress through and after the pandemic. Licensed to practice law in the State of Illinois and a qualified arbitrator from the State of Florida, Rich is a Sports Management

Institute Executive Program and Women Leaders in College Sports Executive Institute graduate. Rich is currently the Vice Chair of the NCAA Division I Infractions Appeals Committee, and also serves on NCAA General Counsel's Advisory Board and the National Sports Law Institute Board. She is a member of the National Association of Collegiate Directors of Athletics (NACDA), Women Leaders in Sports, and the American, Illinois, and Chicago Bar Associations.

Rich graduated from Princeton with a Bachelor of Arts in History, earned her Juris Doctorate degree from the Chicago-Kent College of Law, and subsequently received a Doctorate in Educational Administration from the University of the Pacific. She is a qualified arbitrator and has served as an adjunct professor teaching various collegiate and master's level courses in law, sports, and higher education.



David Shipley

David E. Shipley joined the faculty of the University of Georgia School of Law in July 1998 as dean and professor of law. He led the school through the completion of a strategic planning process, a \$3.2 million renovation of several classrooms and the law library's Carl E. Sanders Reading Room, a school-wide technology upgrade, the creation of the director of advocacy position, the establishment of a new clinic, and the successful passage of an American Bar Association site inspection. Also under his leadership, there was a steady improvement of incoming student credentials. He resigned as dean in June 2003 to resume full-time teaching. In 2012, he was named to the Georgia Athletic Association Professorship in Law.

Shipley teaches courses on civil procedure, copyright, administrative law and remedies. He also helped establish the law school's semester abroad program at England's historic Oxford University. This program was in operation from 2006 to 2016, and Shipley served as the program's professor in residence at Oxford in 2007, teaching international intellectual property and comparative administrative law to 20 law students.

Shipley has been UGA's Faculty Athletics Representative to the NCAA and the Southeastern Conference since 2010. His responsibilities include working with the UGA Athletic Association to support the academic progress and success of UGA's student-athletes, serving as secretary to the Athletic Association's board of directors, and helping monitor compliance with NCAA rules and regulations. In addition, he was chair of the University Council's executive committee and served on the boards of the University of Georgia Foundation and the University of Georgia Alumni Association from 2014 to 2016 and again from 2019 to 2021. In 2015, he was elected to the Oberlin College Board of Trustees. Shipley was appointed to the NCAA's seven-member Infractions Appeals Committee in 2018, and a year later he was named to the NCAA's five-member Infractions Referral Committee. He has been an active member of the Clarke-Carley Inn of Court since 1998.

Prior to coming to Georgia, Shipley was dean and professor at the University of Kentucky College of Law (1993 to 1998); dean, director of the Law Center and professor at the University of Mississippi School of Law (1990 to 1993); and associate dean for administrative affairs and professor at the University of South Carolina School of Law (1989 to 1990). He joined the faculty at the University of South Carolina School of Law in 1977 as a visiting assistant professor after practicing law with Tillinghast, Collins & Graham for two years in Providence, Rhode Island. During his time on the faculty at South Carolina, he served as a visiting professor at the College of William & Mary (1983-84) and The Ohio State University (1986-87).

Shipley is a co-author of the casebook *Copyright Law: Cases and Materials* (with Sheldon Halpern and Howard Abram, 1992) and two editions of the treatise and practice manual *South Carolina Administrative Law* (2d ed., 1989). He also writes on copyright, intellectual property and administrative law issues. Shipley is a member of the American Bar Association, and he has chaired and served on many ABA accreditation inspections.

Shipley earned his undergraduate degree in history with highest honors from Oberlin College and his law degree from the University of Chicago, where he was executive editor of *The University of Chicago Law Review*.

Shipley enjoys working in his yard, running, swimming, biking and spending time with his family, especially grandchildren Arthur and Lucille.



Maura Smith

Maura Smith is entering her fifth year as the Associate Commissioner at the Sun Belt Conference Office, supporting the NCAA governance and rules compliance efforts of the Sun Belt and its member institutions.

Before joining the Sun Belt, Smith served as Director of Human Resources within the Virginia Commonwealth University Athletics Department. In that role, she oversaw recruitment, retention, and employee relations for 250 athletics department employees. She has her SHRM-SCP certification.

Smith spent a decade leading NCAA rules-compliance programs and student-athlete services areas at Fairfield University and the University of Richmond as well as serving as a sport administrator. She also worked as Richmond's Title IX Coordinator and Director of University Compliance. She served on several institutional committees related to strategic planning, graduation rates, and student retention.

Smith was most recently appointed to the NCAA Division I Infractions Appeals Committee. She previously served as a member of the NCAA Standardized Test Score Task Force and as chair of the NCAA Initial Eligibility Waivers Committee.

Smith earned an A.B. in Economics from Princeton University and a J.D. from Pepperdine University where she was a member of both women's swimming & diving programs.



Julie Vannatta, committee vice chair

Retired, Senior Associate Athletic Director – Legal and Senior Associate General Counsel for Athletics, The Ohio State University. Ms. Vannatta received her B.A. from Miami University (Ohio) in 1984 and her J.D. from The Ohio State University Moritz College of Law in 1987. Ms. Vannatta was a member of the Ohio State Law Journal and received the Rebecca Topper Memorial Award for outstanding contribution to the Law Journal.

Before retiring on May 1, 2022, after 30 years at Ohio State, Ms. Vannatta was the chief legal counsel for Ohio State’s Department of Athletics and concentrated her practice on intercollegiate athletics legal issues. She provided legal counsel and strategic leadership on all critical matters involving the Department of Athletics (athletics business contracts, coach and other employment contracts, Title IX issues, tax advice, legal/medical issues, litigation, immigration, policies, FERPA, intellectual property and licensing, public records, ethics laws, constitutional issues, crisis messaging, legislation impacting athletics and NCAA compliance matters). Prior to joining the University, she worked at Thompson, Hine and Flory focusing in the area of commercial litigation.

Ms. Vannatta has been the Chair of the Young Lawyers’ Committee of the Columbus Bar Association, the Chair of the Ohio State Bar Association’s Sport and Entertainment Law Committee, the Co-Chair of the Athletics’ section of the National Association of College and University Attorneys (“NACUA”), and served as a member of the NCAA’s General Counsel Advisory Board for 16 years. She is currently one of seven members of the NCAA’s Infractions Appeals Committee. In 2009 and 2022, she was named one of Columbus’ “Top Lawyers” by Columbus C.E.O. magazine.

Ms. Vannatta has spoken on numerous topics including Title IX, Legal Issues in Intercollegiate Athletics, Legal Issues regarding Bowl Games, Coaches’ Contracts, Coaches’ Compensation Systems, Equipment/Apparel Contracts, Legal / Medical Issues in Collegiate Athletics, Athletic Camps, Litigation with a Coach, the Tax Aspects of Corporate Sponsorships in Athletics, Licensing Athletics Multi-Media Marketing Rights and NIL Rights. She has spoken regularly to local college and law school classes and at Ohio’s Annual Conference of Public College and University Attorneys, the Annual Conference of the National Association of College and University Attorneys, the NCAA Convention and the Division 1-A Athletic Director’s Annual Meeting (now known as Lead1). She has served on NACUA's Program Committee, CLE Committee and Strategic Planning Committee.