

# SHERIKA A. MONTGOMERY

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## LEADERSHIP EXPERIENCE

Adjudication & Integrity  
Relationship Building

Board Relations  
Public Speaking

Compliance & Governance  
Talent Administration

Higher Education  
Visionary Leadership

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## EDUCATION

**Gardner-Webb University**

**Master of Arts • Sports Science & Pedagogy • May 2011**

**Bachelor of Science • Sports Management • May 2009**

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**Big South Conference – Charlotte, North Carolina**

**May 2023 – Current**

### Commissioner

- Responsible for building and enhancing the Big South Conference brand by forging meaningful partnerships with external entities and governing bodies.
- Responsible for developing and implementing marketing and promotional strategies to increase brand visibility, recognition, and appeal of the Conference.
- Responsible for the organizational leadership of Conference operations; both internally and externally.
- Oversight of the Conference's governance structure including facilitation of constituency communication and execution of future strategic initiatives.
- Oversight of Conference budgetary and financial matters including revenue generation, corporate sponsorship opportunities and decision-making authority for all contracts.
- Ensure confidential communication, exploration, and execution of conference membership expansion efforts, both full and affiliate status.
- Responsible for innovative leadership and counsel in the procurement of sponsorship opportunities poised to increase Conference visibility while creating strategic partnerships aiding enhanced student – athlete experiences.
- Responsible for the on-going evaluation, execution and renegotiation of multimedia rights agreements and media partnerships.
- Leads Conference strategic positioning efforts including the creation, implementation and on-going evaluation of strategic initiatives aimed to elevate the Conference. This includes identifying, developing, and implementing long – term sustainable initiatives designed to increase national brand awareness, exposure, and elevated student – athlete experiences.
- Responsible for the administration of conference season and championship management for nineteen (19) sports including oversight of scheduling, officiating, game operations and staffing and/or supervising staff.
- Oversees and employs high-performing Conference office personnel, including competitive staff benefits programs and policies and overall office administration.
- Responsible for monitoring, evaluating, and staying abreast of all NCAA legislative, governance and national issues in relation to Conference and institutional impact.
- Serves as liaison to the Conference's Board of Chief Executive Officers.
- Serves as primary spokesperson for the Conference while effectively illustrating its brand, vision, and mission.

**Missouri Valley Conference – St. Louis, Missouri**

**July 2021 – May 2023**

### Deputy Commissioner

- Responsible for the organizational leadership of Conference operations; both internally and externally.
  - Administrative oversight of the Conference's governance structure including facilitation of constituency communication and execution of future strategic initiatives.
  - Responsible for ensuring confidential communication, exploration, and execution of conference membership expansion efforts, both affiliate and full-time status, as assigned by the Commissioner.
  - Provide leadership and counsel in the procurement of sponsorship opportunities poised to increase Conference visibility while creating strategic partnerships aiding enhanced student – athlete experiences.
  - Assist and provide counsel in the on – going evaluation, execution and renegotiation of multimedia rights agreements and media partnerships.
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- Serve as primary liaison to the Conference's Board of Directors and Council of Directors of Athletics.
- Oversight and leadership of governance meetings encompassing the preparation and development of agendas, supplements and meeting reports for governance constituency groups including standing committees.
- Serves as primary administrator for the sport of basketball including oversight and governance of both men's and women's basketball tournaments, respectively.
- Provide counsel and leadership in the packaging and selection process of basketball television schedule; both linear and digital.
- Responsible for the administration of conference season and championship management for fifteen (15) sports including oversight of scheduling, officiating, game operations and staffing and/or supervising staff.
- Responsible for identifying, developing, and implementing long – term sustainable initiatives designed to increase national brand awareness, exposure, and elevated student – athlete experiences.
- Oversight of diversity, equity and inclusion matters, strategic planning efforts, membership initiatives and NCAA national matters.
- Responsible for monitoring, evaluating, and staying abreast of all NCAA legislative, governance and national issues in relation to Conference and institutional impact.
- Execute research projects, forge community and corporate partnerships, and represent the Missouri Valley Conference as assigned by the Commissioner.
- Oversight of various day – to – day operations within the Conference office including staff management.
- Management and organization of Senior Leadership Team.

## **The National Collegiate Athletic Association – Indianapolis, Indiana**

**April 2019 – July 2021**

### Assistant Director of Enforcement (Investigations and Processing)

- Responsible for investigating and processing potential violations of NCAA legislation, compiling, and evaluating evidence of infractions, drafting necessary submissions, and presenting information and evidence to the NCAA Committee on Infractions.
  - Responsible for conveying pertinent sections of the NCAA Constitution, NCAA Bylaws and Enforcement Internal Operating (IOPs) that govern the conduct of the enforcement staff and outlines the process for investigating and processing Level I, Level II, or major infractions case.
  - Present the enforcement staff's case-related information orally to institutional representatives, legal counsel and involved individuals. This entails the review and discussion of information developed about the allegations and is based in part on the content of the institution's or individual's written response to the notice of allegations.
  - Draft notice of allegations, which includes a comprehensive overview of all alleged violations by the enforcement staff.
  - Analyze written responses to notice of allegations submitted by an institution and/or involved individuals and determine remaining issues warranting responses to all involved parties.
  - Identify all remaining issues to be discussed before the NCAA Committee on Infractions and set forth the basis for the staff's position on allegations.
  - Orally present the enforcement staff's case during a hearing before the NCAA Committee on Infractions in an organized, persuasive, and concise fashion. Effectively rebut incorrect or misleading assertions made by other parties at a hearing.
  - Develop case strategy for the investigation of assigned cases.
  - Develop and maintain assigned case files in accordance with departmental internal operating procedures.
  - Conduct and record interviews with individuals involved in or have knowledge of potential NCAA violations.
  - Prepare accurate interview summaries of information reported during witness interviews. Ensure accuracy of transcribed interviews by listening to the digital recording while reviewing the transcript.
  - Responsible for locating individuals who may have information about or are involved in potential violations.
  - Develop and nurture sources of information that may assist in the development of case-related information.
  - Act as principal contact for individuals representing member institutions and involved individuals.
  - As appropriate, draft letters to institution and/or legal counsel explaining the enforcement procedures and their application to an individual's participation in an infractions case.
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- Develop recommendations and present them to the department's leadership regarding the classification of a violation.
- Collaborate with other areas of enforcement, including Basketball and Football Development, Quality Control Group (QCG) and Business Operations Group (BOG) as appropriate.
- Execute research projects, serve as liaison to governance committees and represent the Enforcement Department throughout the Association as assigned by department leadership.

## **The Summit League – Sioux Falls, South Dakota**

**August 2018 – April 2019**

### Associate Commissioner for Governance and Compliance:

- Responsible for all aspects of the League's NCAA compliance program and educational efforts.
- Provide day-to-day governance and legislative service to The Summit League membership.
- Research and provide interpretations of NCAA and Summit League rules and regulations.
- Investigation, documentation and processing of all NCAA and Summit League violations including annual reporting to the President's Council.
- Management of the League's governance and legislative process.
- Manage all NCAA legislative and governance issues in relation to League and institutional impact.
- Oversee the development of League compliance policies and procedures & League bylaws, including the annual League Policies and Procedures Manual.
- Administration of Summit League and NCAA waivers and appeals, specifically medical hardship/absence waivers and exceptions to the intra-league transfer policy.
- Manage and conduct all phases of compliance reviews of member institutions including campus site visits, interviews, production of official report and follow-up.
- Serve as League's primary liaison to members serving on the NCAA Council and NCAA Board of Directors.
- Responsible for the research, development, coordination, and implementation of the League's strategic plan, specifically the creation of the annual Strategic Planning Reporting for the President's Council and Joint Council.
- Serve as League liaison to the President's Council, Joint Council, Faculty Athletics Representatives, Compliance Administrators and Student-Athlete Advisory Committee.
- Responsible for preparation and development of agendas, supplements and meeting reports for assigned administrators and coaches' meetings, including annual In-Person Compliance Seminar.
- Provide counsel in the administration of regular season and championship management for nineteen (19) sports, specifically the League's Men's and Women's Basketball Championship.
- Serve as sport administrator for Men's and Women's Tennis including administration of regular season and championship administration.
- Responsible for the League's Core Sport program including the administration, execution, and follow-up records.
- Management of NCAA Student Assistance Fund and Student-Athlete Opportunity Fund.
- Supervision and coordination of League's nominations to NCAA Committee vacancies.
- Coordinate and conduct monthly teleconferences with League Compliance Administrators and Student-Athlete Advisory Committee.
- Provide counsel on diversity, equity, and inclusion efforts.
- Administer research, development, coordination, and implementation of League-wide service initiatives.
- Execute research projects, strategic plan initiatives and represent The Summit League as assigned by the Commissioner.
- Serve as the League's Senior Compliance Administrator.

## **Winthrop University – Rock Hill, South Carolina**

**March 2017 – August 2018**

### Associate Athletic Director for Student Success:

- Supervision of NCAA Compliance, Athletic Academic Services, Sports Medicine, Strength and Conditioning, Sport Psychology and Leadership Development.
  - Drive strategic initiatives and support the development of short and long-term enhancement plans for six athletic divisions.
  - Served as primary Athletics Liaison with University personnel including Academic Affairs, Admissions, Financial Aid, International Center, Registrar, Recruitment, Retention and Student Affairs.
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- Assist in the research, development, coordination and implementation of the University's and Athletic Department's Strategic Plan.
- Provide administrative oversight and leadership for all areas related to student-athlete well-being.
- Supervision and administrative oversight of Men's and Women's Tennis.
- Provide counsel in the administration of regular season and championship management for seventeen sports.
- Design and administer rules education programming for athletic department and campus constituent groups.
- Provide counsel on diversity, inclusion and gender equity research and initiatives.
- Administer research, development, coordination, and implementation of University-wide service initiatives.
- Budget oversight and management for six athletic divisions and two athletic programs including (32) thirty-two staff members.
- Oversight and management of all NCAA Compliance matters.
- Research and provide interpretations of NCAA and Big South Conference regulations.
- Oversight of investigation, documentation and processing of all NCAA and Big South Conference violations.
- Management of the NCAA Student Assistance Fund and Student-Athlete Opportunity Fund.
- Execute research projects, strategic plan initiatives and various duties as assigned by the Director of Athletics.
- Served as the University's Senior Compliance Administrator.
- Member of the University's Athletic Senior Leadership Team.
- Member of the University's Title IX Investigation Review Committee
- Member of the University's Unit Assessment Committee

## **Big South Conference – Charlotte, North Carolina**

**August 2014 – March 2017**

### Assistant Commissioner for Compliance/Senior Woman Administrator:

- Assist in the research, development, coordination, and implementation of the Conference's strategic plan, specifically areas related to Academic Centrality & Student-Athlete Experience.
  - Provide counsel in the administration of regular season and championship management for nineteen (19) sports, specifically women's basketball & Olympic sports.
  - Responsible for the preparation and development of agendas, supplements and meeting reports for assigned administrators and coaches' meetings, including the annual in-person Compliance Seminar.
  - Served as liaison to the Chief of Executive Officers, Athletics Directors, Senior Woman Administrators, Compliance Committee and Student-Athlete Advisory Committee (SAAC).
  - Provide day-to-day governance and legislative service to the Big South Conference membership.
  - Coordination and management of compliance review efforts for membership.
  - Management of the Conference governance and legislative process.
  - Research and provide interpretations of NCAA and Big South Conference rules.
  - Administration of Big South Conference and NCAA waivers and appeals, specifically medical hardship/absence waivers and exceptions to the intra-conference transfer policy.
  - Investigation, documentation and processing of all NCAA and Big South Conference violations including annual reporting to the Chief Executive Officers.
  - Oversee the development of Conference compliance policies and procedures & Conference bylaws, including the annual Conference Policy Manual.
  - Management of the NCAA Student Assistance Fund and Student-Athlete Opportunity Fund.
  - Supervision and coordination of Conference's nominations to NCAA Committee vacancies.
  - Development & administration of championship evaluation process.
  - On-site conference representative for various sport championships.
  - Coordinate & conduct monthly conference calls with the Council of Senior Woman Administrators, Compliance Administrators and Student-Athlete Advisory Committee (SAAC).
  - Provide counsel on diversity, inclusion and gender equity research and initiatives.
  - Administer research, development, coordination, and implementation of Conference-wide service initiatives.
  - Management of the annual Big South Student-Athlete Leadership Conference & In-Person SAAC Meeting.
  - Assist with budget projections and ongoing checks and balances.
  - Execute research projects, strategic plan initiatives and represent the Big South Conference as assigned by the Commissioner.
  - Member of the Conference's Senior Leadership Team.
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- Served as the Conference's Senior Compliance Administrator.

## **Big South Conference – Charlotte, North Carolina**

**July 2013 – August 2014**

### Director of Compliance and Administration:

- Coordinate the certification of eligibility, squad lists, and coaches' exam for Big South Conference members.
- Management of the National Letter of Intent program for Conference members.
- Investigation, documentation and processing of all NCAA and Big South Conference violations including annual reporting to the Chief Executive Officers.
- Responsible for the preparation and development of agendas, supplements and various meeting reports for Conference meetings as assigned by the Commissioner.
- Coordinate and conduct institutional compliance reviews at member institutions.
- Coordinate NCAA legislative proposals, ballots, educational efforts, and updates for member institutions.
- Monitor and process all NCAA and Big South Conference violations.
- Provide assistance with the overall administration of the Conference office.
- Execute research projects and various duties as assigned by the Commissioner.
- Served as a liaison to Conference governance groups.
- Served as Conference liaison to the Council of Faculty Athletics Representatives.
- Served as the Conference's Senior Compliance Administrator.

## **Big South Conference – Charlotte, North Carolina**

**July 2011 – July 2013**

### Assistant Director of Compliance:

- Coordination and management of the National Letter of Intent Program, including communication with member institutions and the National Letter of Intent office/staff.
- Coordinate & conduct monthly compliance conference calls, including annual in-person Compliance Seminar.
- Investigation, documentation and processing of all NCAA and Big South Conference violations.
- Compiled various Conference meeting reports as assigned by the Commissioner.
- Coordinate and conduct rules educational efforts during Big South Conference annual coaches' meetings.
- Administration of the NCAA Coaches Certification Exam.
- Assist in meeting organization for the Big South Conference Student-Athlete Advisory Committee.
- Served as Conference liaison to the Council of Faculty Athletics Representatives.
- Served as Conference liaison to Compliance Committee.

## **Big South Conference – Charlotte, North Carolina**

**July 2010 – July 2011**

### Intern – Compliance and Administrative Assistant:

- Assisted Commissioner and Associate Commissioner with various administrative tasks.
- Executed various research projects, specifically related to officiating fees and payments.
- Assist with management of Conference office accounting operations and budget projections.
- Maintained the Conference's National Letter of Intent database.
- Maintained information related to the NCAA Special Assistance Fund and Student-Athlete Opportunity Fund.
- Oversaw and coordinated hotel and catering reservations for all Big South Conference annual meetings.
- Oversaw and coordinated organization and distribution of all championship awards & gifts.

## **Gardner-Webb University – Boiling Springs, North Carolina**

**Summer 2008/ Summer 2009**

### Intern – Athletic Department:

- Assisted with compliance database management for all athletic teams including textbook vouchers.
  - Oversaw and coordinated compliance meetings for various athletic teams.
  - Executed research projects and various duties as assigned by the Director of Athletics & Senior Woman Administrator.
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## COMMITTEE SERVICE AND HONORS

- NCAA Division I Pathway Program – Cohort Member (June 2022 – July 2023)
  - NCAA Women's Basketball Student-Athlete Engagement Group – Staff Liaison (August 2020 – June 2021)
  - Project Life Movement – Board of Directors Member (August 2013 – August 2019)
  - NCAA Woman of the Year Selection Committee – Chair (2017, 2018)
  - NCAA Committee on Women's Athletics Member (September 2014 – September 2018)
  - NCAA Committee on Women's Athletics – Chair (September 2016 – September 2018)
  - Winthrop University Scholarship Committee Member (May 2017 – August 2018)
  - Winthrop University Title IX Investigation Review Committee Member (March 2017 – August 2018)
  - Winthrop University Unit Assessment Committee Member (March 2017 – August 2018)
  - Search Committee – Winthrop University Vice President for Student Affairs (2017)
  - Search Committee – NCAA Executive Vice President of Inclusion and Human Resources (2017)
  - NCAA Committee on Women's Athletics – Vice Chair (April 2015 – September 2016)
  - NCAA Board of Governors Ad Hoc Committee to Promote Cultural Diversity and Equity Member (March 2016)
  - Top 25 Women in Higher Education & Beyond – Diverse Education (March 2016)
  - NCAA Committee on Women's Athletics - Emerging Sports Subcommittee Member (September 2015)
  - Collegiate Athletics Leadership Symposium (CALS) Graduate (October 2015)
  - USA Triathlon Grant Selection Committee Member - Division I Representative (Appointed December 2014)
  - Student-Athlete Advisory Committee (SAAC), Vice President, Gardner – Webb University 2007 – 2009
  - 4 – Year Women's Basketball Letter Winner, Gardner-Webb University 2006 – 2010
  - 1 – Year Women's Basketball Letter Winner, University of Memphis 2005 – 2006
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