

Date of Board Meeting: March 24, 2026

Subject: Reorganization of the Athletic Department

Recommendation: Approve the reorganization of the WCJC Athletic Department.

Background and Rationale:

This proposal seeks to reorganize the administrative functions of the WCJC Athletic Department in an effort to enhance operational efficiency and ensure appropriate staffing levels across all programs.

The Director of Athletics role will transition from interim status to a stipended assignment attached to an existing coaching position rather than a standalone administrative role. Establishing the position as a stipend promotes responsible stewardship of institutional resources while ensuring clear leadership accountability for athletics operations. This structure also provides organizational flexibility, allowing the College to reassign athletic director responsibilities as staffing configurations or institutional priorities evolve over time. In addition, the Head Baseball Coach position will transition from a 10.5-month to a 12-month contract. This change will take effect beginning in Fiscal Year (FY) 2027.

To further strengthen departmental operations and enhance support for student athletes, the proposal includes the creation of an Assistant Director of Athletics position. The Assistant Director position will improve operational efficiency, compliance oversight, and student success outcomes. Creation of this position will include the reclassification and promotion of the current Athletic Documentation Specialist to Assistant Director of Athletics. This change will take effect in April 2026 to better support departmental operations and student athlete success initiatives for the remainder of FY 2026.

Finally, this proposal includes the creation of an Assistant Volleyball Coach position. Women's volleyball is currently the only WCJC athletic program without a full-time assistant coach. Establishing this position promotes consistent staffing support across athletic programs and strengthens coaching capacity and student athlete development. Salary costs for this position will be offset by the elimination of the Fitness Center Manager position, which has been vacant for more than four years. This position will be approved for hire effective August 1, 2026 to allow for full-time program support throughout the entirety of the Fall 2026 volleyball season.

These changes are intended to provide stable leadership, improve operational effectiveness, and enhance the overall student athlete experience while aligning athletic operations with institutional priorities for student success and accountability.

Budgetary Implications: \$9,395 annual salary savings effective FY 2027

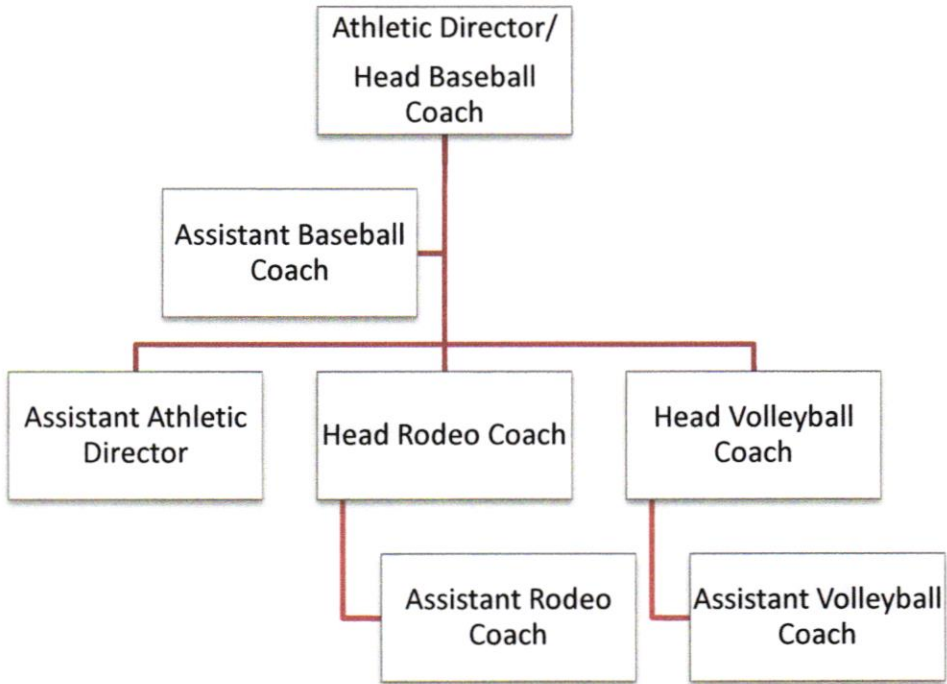
Strategic Priority Alignment: Student Success Community Impact
 Resource Optimization Institutional Excellence

Resource Personnel: Amanda Allen, Ed.D.; President

Approval:


President

Organizational Chart



Salary Expenditures

Position	Current Salary	Proposed Salary	Change
Athletic Director	\$80,080	\$27,000 (annual stipend)	(\$53,080)
Head Baseball Coach (10.5- to 12-month)	\$64,807	\$74,070	\$9,263
Athletics Specialist (P-15) converted to Assistant AD (AA-1)	\$42,325	\$72,072	\$29,747
Assistant Volleyball Coach	--	\$40,000	\$40,000
Fitness Center Manager	\$35,325	--	(\$35,325)
Total			(\$9,395)