



Student Labor Position Description

Single WLS Level Form

Department Name: Art Department

Org. #: 2105

Position Title: Student Labor Manager

WLS Level: 5 Position Code: S83250

Contract Hours: As defined by the status form and/or the grade level descriptions

Current Revision Year: 2009

WORK-LEARNING-SERVICE LEVELS (WLS)

- **WLS 1 – Entry Level** – This level is assigned to the following:
 1. All entering students during the first year of enrollment (or first term if entering mid-year); and
 2. Students of any classification whose work is characterized by highly structured tasks or outcomes, relatively low level or number of skills required, typically repetitive or routine tasks, and requiring direct supervision of worker results
- **WLS 2 – Intermediate Level** – This work typically involves less direct supervision than WLS Level 1, perhaps more work variety, and requires some independent exercise of judgment along with an increasing knowledge of the job.
- **WLS 3 – Skilled Level** – The work is typically skilled, requires little direct supervision, requires independent judgment on procedures, has variety and depth. The work includes helping in the training of others and the expectation of contributions toward improvement of the way work is carried out.
- **WLS 4 – Advanced Level** – Normally involves the supervision of other students, the ability to apply advanced skills, and the capacity to assume higher levels of responsibilities for departmental operations. As with WLS Level 3, the work is typically skilled, requires little direct supervision, allows for independent judgment on procedures, and has variety and depth. The work includes helping in the training of others and the expectation of contributions toward improvement of the way work is carried out. Labor Departments may require WLS level 4 positions to be more than the minimum 10 hour commitment; if so, the Status Form will reflect this requirement.
- **WLS 5 – Management Level** – **Must be a 15 hour commitment – Allocation of a WLS Level 5 is limited and must be approved by the Dean of Labor / Labor Team.** *Prerequisite: One term at WLS level 3 or 4 and no forms of academic, labor, or social probation.*

This level demands an understanding of departmental policies and relationships. Students are expected to develop and model strong interpersonal / communication skills in the workplace. In addition, students must demonstrate autonomy, high level skills, and assume advanced level responsibilities for departmental functions and/or programs. This level is assigned to the following:

 1. Student managers in the department; or
 2. Students responsible for managing highly technical positions within the department; or
 3. Master level student artisans
- **WLS 6 – Director Level** – **Must be a 15 hour commitment – Allocation of a WLS level 6 is limited and must be approved by the Labor Program Council.** *Prerequisite: One term at level 4 or 5 and no forms of academic, labor, or social probation.*

Students assigned to this level serve as role models as workers and as students, displaying behaviors and values that are consistent with the Berea College Workplace Expectations -- both on and off the job. These positions require the highest levels of worker autonomy, advanced skills sets, and supervisory responsibilities for individuals, student managers, and departmental operations. Students must be involved in the following:

 1. Supervision of other student managers; or
 2. Supervision of students in highly technical positions
- **WLS UC – Unclassified** – The positions of Student Government Association President, Campus Activities Board chair, chimes Editor, and pinnacle Editor are unclassified. These positions involve the highest levels of autonomy and responsibility as in the case of WLS level 6 positions.

I. WLS Level: 5

II. Description Of Duties For This Position:

- A. Knowledge and ability to perform all labor positions in department
- B. Supervise and work directly with students in labor program
- C. Direct assistant to labor supervisor
- D. Scheduling: student, weekly, building and department
- E. Be able to hold a labor meeting and explain what needs to be done in a correct and appropriate manner
- F. Fairly and unbiasedly have input in evaluating student staff
- G. Train new student staff all areas of labor in the department (Act as Mentor)
- H. Resolve student-staff conflicts
- I. Be on call to help student workers with job related tasks at all times
- J. Make sure students are meeting required labor contract hours
- K. Make any adjustments needed to the Tracy Time system
- L. Perform other job-related duties as assigned by labor supervisor

III. Learning Opportunities For This Position:

- A. Organizational skills
- B. Supervisory skills
- C. Learn the intricacies of building maintenance
- D. Time management
- E. Office skills
- F. Communication skills
- G. Problem solving skills
- H. Mature judgment

IV. Qualifications Needed For This Position:

- A. Be responsible and maintain good timekeeping
- B. Be organized and able to supervise students and order supplies
- C. Ability to multi-task
- D. Ability to lift 30 pounds and repair objects as needed
- E. Must have office related skills; knowledge of Microsoft Office Suite on both PCs and Macintosh Computers; working knowledge of campus email is also required
- F. Previous experience supervising (Desireable Qualification)
- G. Tracy time training