



# Student Labor Position Description

## Single WLS Level Form

Department Name: Foreign Languages

Org. #: 2130

Position Title: Student Manager

WLS Level: 5 Position Code: 83220

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

Current Revision Year: 2009

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### 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.

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#### I. WLS Level: 5

#### II. Description Of Duties For This Position:

- A. Perform all duties as described in Teaching Associate's position
- B. Train new and continuing teaching assistants and associates
- C. Supervise daily work of teaching assistants and associates, ensuring works schedules are being met
- D. Assist Department Chair in collecting, organizing, and filing timecards at the end of each pay period
- E. Maintain Blackboard and assist in using other electronic resources when needed
- F. Assist in the communication and coordination among faculty members in the Department of Foreign Languages
- G. Assist in the instruction of courses when needed
- H. Perform other duties as directed

#### III. Learning Opportunities For This Position:

- A. Understand departmental management

- B. Take responsibility for the effectiveness of others
- C. Understanding departmental and institutional relationships
- D. Learn teaching and instruction techniques
- E. Improve communication and interpersonal skills
- F. Evaluate workers and procedures
- G. Improve knowledge of languages and language learning
- H. Improve computer and research skills
- I. Develop an ethical understanding of work well done

**IV. Qualifications Needed For This Position:**

- A. Mature, responsible, efficient, punctual, friendly, and helpful
- B. Capable of supervising peers and working with teaching staff
- C. Willingness to assume responsibility for oversight of fellow student workers
- D. Ability to work independently without direct supervision of the Department Chair
- E. Ability to demonstrate initiative and respect for confidentiality
- F. Familiarity with a foreign language and learning techniques
- G. Previous foreign language classes at Berea College
- H. Preferably a foreign-language major student