



# Student Labor Position Description

## Single WLS Level Form

Department Name: Marketing and Communications

Org. #: 5030

Position Title: Mascot Character Marketing Performer

WLS Level: 3 Position Code:

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

Current Revision Year: 2022

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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: 3

## II. Description of Duties for This Position:

- A. Wear mascot costume at campus and athletic events throughout the school year.
- B. Perform dances/routines in conjunction with the Berea College Cheerleading squad at men's and women's basketball games.
- C. Greet, entertain and interact with students, faculty and staff across campus at various campus events.
- D. Participate in photo opportunities at campus and athletic events.
- E. Maintain mascot costume, including routine cleaning, freezing of ice packs, replacing of fan batteries and alerting supervisor of needed repairs.
- F. Maintain a calendar of events for which the mascot has been requested to attend, including a schedule of all home athletic events.

- G. Respond timely to email and web form inquiries for the mascot to attend campus events.
- H. Coordinate with a student handler for all event appearances and train this person to fill in as the mascot when the primary position is unavailable or ill.

### **III. Learning Opportunities for This Position:**

- A. Will demonstrate the attributes listed on the “Outline of Berea's Labor and Learning Progressions” for this job’s grade level and all levels below it as published in the Berea College Student Labor Program Policies and Procedures Manual.
- B. Will gain organizational skills by using Trello and Outlook calendar scheduling to maintain a schedule of events for the mascot to attend.
- C. Will develop time management skills by building a work schedule around the requested and known events the position is required to attend.
- D. Will develop public relations skills by interacting with the public on a weekly or daily basis.
- E. Will develop professional communication skills through correspondence with campus entities in scheduling and event planning.
- F. Will develop public performance skills through performances at events across the campus throughout the year.
- G. Will enhance responsibility by paying attention to the details of the costume and ensuring all pieces are clean and prepared for the next event at all times and keeping track of needed repairs or replacements for costume pieces, ice packs and batteries.
- H. Develop training and leadership responsibilities in the coordination and leading of a secondary student handler.

### **IV. Qualifications Needed for This Position:**

- A. Ability to build a positive identity for the College’s athletics program.
- B. Ability to generate crowd excitement.
- C. Willingness to serve as an ambassador of school spirit around campus.
- D. Physical ability to dance, jump and keep up a high level of excitement under hot conditions.
- E. Be at least 5’6” tall to accommodate the size of the mascot costume.
- F. Timeliness and ability to get to scheduled events on time and prepared.
- G. Organizational skills and ability to plan and schedule effectively using Trello and Outlook calendar notifications.
- H. Good communication skills and ability to communicate effectively through email.