

Berea College's Labor Program: Learning, Service, and Work Well Done

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Berea's Beginnings:

➤ Learning, Labor, Service

- Founded in 1855 in Berea, Kentucky as an interracial and coeducational set of schools
- Utopian premise: "God had made of one blood all peoples of the earth."
- Students were freed slaves and "poor white mountaineers"

Berea's Beginnings (cont.)

➤ Practical outcomes of mission

- Stopped charging tuition in the 1890's
- Intermingled learning, labor, and service as "total education" (c.f. John Ruskin)
- By 1880's, all students and staff required to work on campus
- By early 1900's, "Labor Program" was structured around "labor departments"

Program Transitions & Tensions

- In 1914 Professor Marsh became Dean of the Labor Program
 - Segmentation of formal learning, labor, and service functions
 - Students' labor supervisors were not necessarily professors
 - Tensions between three functional areas of learning, labor, and service
- By 1990's compartmentalization isolated labor and learning; spirituality and service > silos

1994: Strategic Planning at Berea

- 1996 *Being and Becoming: Berea College in the 21st Century*

" The Berea College of the 21st Century can best be conceived as an integrated and continuous residential learning environment that is inclusive of all of its workers, offices, programs, and physical spaces"

- 1997-2000: Various initiatives in retention, technology, international study, service, and sustainability—Labor review postponed

2000: Program Overview

- Ubiquitous in Berea's continuous learning community
 - Labor required of all students for graduation
 - Labor contracts and labor probation
 - Student labor utilized in all divisions and in virtually all of the College's departments
 - Over 65% of the college staff (teaching & non-teaching) directly supervise student workers

2000: Program Overview (cont.)

- Diverse: Over 130 Labor Departments
 - Labor: Doing needed work
 - ~350 employed in admin and student services
 - ~300 serve the basic needs of the college
 - ~280 employed in a College business.
 - Learning: Academic Programs
 - ~470 employed within the academic programs
 - Service: On- and Off-Campus
 - ~100 employed in community service programs

2000: Program Overview (cont.)

- Labor Contract is 10 hours Per Week
- Average Hours Worked Per Week is:

Freshman	Sophomore	Junior	Senior
10.59	11.94	12.19	12.59

- Labor Grant applied to Cost of Education:
\$2,800 annually

2000-2004 Re-Vision and Re-Vitalization of Labor Program

- 2000-2002: Labor Review Team

- 2003: "Labor Program Revision and Revitalization" approved by General Faculty December 2003:
 - "Re-vision labor as learning, service, and work well done" –
 - Reintegration of learning, labor, and service
 - Seeking to overcome perennial tensions between "necessary work" and "academic work"

2000-2004 Re-Vision and Re-Vitalization (cont.)

➤ 2003 Labor Program Re-vitalization

- Applies unifying vision to labor positions, labor supervisors, and labor policies and practices
- Applies this unifying vision to workplace goals for students and supervisors
- Creates new labor Forum that will apply vision to practices

Current Attempts to Re-Vision and Re-Vitalize Labor Program

- Program Operations and Systems
- Better Training of Students and Supervisors
- Assessment of Labor Outcomes
- Career Development of Students
- Development of Integrated Goals and Experience of Labor as Learning, Service, and Work Well Done
- Doing necessary work

Re-Vision and Re-Vitalization: An Example in Operations

- Paperless Operations and Systems Project
 - Electronic Student File system
 - Paper to paperless system
 - Implementation of a user friendly Web based system to support

Labor Program Operations On the Web: For Students, Faculty & Labor Supervisors

- ◆ **Prospective Students**

- ◆ **About Berea**

- ◆ **News & Events**

- ◆ **Academics**

- ◆ **Alumni**

- ◆ **Labor Program**

- ◆ **BOND**

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#1 in the South



[U.S. News Ranks Berea
College #1 in the South](#)

Labor Program Operations on the Web

Information Access: Labor Students



BEREA COLLEGE

Berea's Online Neighborhood













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Career Development

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Departmental links

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- [Student Accounts](#)
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- [Labor Program Office](#)
- [Labor Program Departments](#)
- [Career Development](#)



Welcome to
Berea's On

Berea's Online Neighborhood = BOND

BOND is an online resource where students can access information and conduct business relating to Berea College academic, financial, labor program, and career development matters.

For a list of available transactions that can be accessed through BOND, click on Academic, Financial, Labor Program, and Career Development.

To learn more about the departments who provide these services; Student Accounts; and Student Financial Aid, click on any of the links at left. Links to important pages are provided below.

Thank you for using BOND!

Clock in for Work

View your Primary Position Payroll Summary Record

View your Secondary Position Payroll Summary Record

View your Work Schedule

View your Student Labor Contract and/or Work History

Create, Alter, and/or View Your Resume

Sign-up for a Training Workshop

View your Training Record

View your Job Evaluation(s)

Prepare and Submit a Supervisor Evaluation

Sign and/or view your Labor Status Form

Fillout and submit a Labor Overload for Approval

View a Department's Labor Allocations for an Academic Year

View a Department's Labor Supervision Roster

View a Department's Position Openings and/or apply for a position

View a Department's Active Job Descriptions

Abbreviated List of a Department's Learning Opportunities

Pertinent Information to Know for the Term, Break, or Summer

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Re-Vision and Re-Vitalization: An Example in Training

- Develop/implement a continuous learning plan for:
 - Labor Program Staff
 - Labor Supervisors
 - Labor Students
- Develop/Implement training that will address:
 - Orientation of new labor students and labor supervisors
 - Basic training required to do jobs and supervise students
 - Principles of Guided Learning and Workplace Expectations

Conclusion: Re-visioned Labor

- Reintegrates learning, service, & work well done
- Provides students
 - Excellent formal and experiential learning
 - Financial resources and sense of “earning” their education
- Provides Campus Community
 - Work that must to be done (e.g., custodian)
 - Work *enhancements* (e.g., faculty assistants)
 - Service to many offices on and off campus
 - Cost savings and enhancements to Berea’s learning environment

Conclusion: For Participants

- Current students and alumni agree work:
 - Teaches job-related skills
 - Teaches time management
 - Teaches responsibility
 - Teaches teamwork
 - Provides necessary income
- 80% agree their labor position was the most important of all college experiences

Berea College Labor Program

