

The Berea College Workplace Expectations

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Background:

The Workplace Expectations were adopted by the Administrative Committee in 1998 after the People Team worked with the campus community to develop a list of statements that translate the mission of Berea College into clear standards for the College workplace. In this way, The Workplace Expectations define how Berea's workforce should go about its business. By incorporating these expectations into their daily work, every Berea College worker brings Berea College's core values to life across campus and helps create a workplace today that connects with Berea's founding legacy.

Key Learning Points:

- The People Team, the committee that developed the Workplace Expectations, distilled these statements from an examination of Berea's history, its Great Commitments, and the Common Learning Goals.
- The Workplace Expectations help us to know that we are all connected to a set of fundamental, living principles that have guided our institution through its history.
- The Workplace Expectations are intended to provide all College workers succinct, clear guideposts for their behavior in the workplace.
- The Workplace Expectations are base statements that are broad in nature; each one is specifically defined by several "sample indicator" statements (links to these available on the People Services website)
- The Workplace Expectations were a primary resource for developing the "Performance Expectations" for the Student Labor Evaluation.
- The Workplace Expectations become meaningful and valuable to the extent that workers consider, discuss, and measure them. Otherwise, they are merely phrases on posters, banners, and other publicity media.

The Workplace Expectations

As a continuous learning environment built upon Berea's Great Commitments and Common Learning Goals, Berea College expects all workers "to be active learners, workers and servers," and seeks to be a place where the Christian values of human compassion, dignity, and equity are expressed and lived.

Therefore, workers are expected to:

- Exhibit enthusiasm for learning
- Act with integrity and caring
- Value all people
- Work as a team
- Serve others
- Encourage plain and sustainable living
- Celebrate work well done