

FIVE Fellow job descriptions are listed in this document

JOB TITLE: Student Life Fellow for Student Outreach and Success

JOB SUMMARY:

The Student Life Fellow for Student Outreach and Success (SOS) has a minimum 10-hour per week appointment with the SOS office along with live-in responsibilities for at least 5 hours per week with DU Apartments. The Fellow shares responsibility in supporting at-risk and high need students. The Fellow also assists in advising identified student groups and organizations creating an environment that promotes academic success, personal development, respect for human diversity, and a strong sense of community. The position requires mature, ethical decision-making and communication skills as well as the ability to work independently and as a member of a team. The Fellow reports to the Director of Student Outreach and Support. This position is a year to year appointment and runs August to June each year.

REQUIRED QUALIFICATIONS:

- Enrollment in the Student Development track of the Higher Education Master's Degree Program.
- Candidates must have an earned Bachelor's degree and admission/enrollment in the University of Denver Higher Education program
- A demonstrated commitment to diversity and multiculturalism
- Excellent organizational, planning, interpersonal and communications skills
- Ability to work independently and as a team member
- A genuine interest and satisfaction in working with students, faculty and staff.

Preferred Qualifications

- Preference will be given to first year students, but all students enrolled in the College Student Development track are welcome and encouraged to apply.
- Interest, desire and/or experience in the field of student affairs.
- An ability and willingness to apply student development theory and concepts in a program setting.

ESSENTIAL DUTIES AND REQUIREMENTS (*Include but are not limited to*):

1. Administrative

- Assist in supervising paraprofessional staff (Student Outreach Specialists)
- Conduct weekly one-on-one appointments to check-in with the work-study students to determine how they are handling the position, their school work, and their personal life
- Conduct bi-weekly staff meeting to gather group insight
- Monitor the office space
- Attend all required meeting by the office, department, and division

- Exhibit strong written and verbal communication skills, and involves reading and writing correspondence and dealing effectively with a broad range of students, as well as staff, faculty, parents, and the public.
- A basic understanding of computerized databases and information systems is highly desirable. Familiarity with Microsoft Office products (Word, Access, Excel, and Publisher) is essential.

2. *Programming/Advising*

- Assist in advising and supporting the Pioneer Transfer Alliance (PTA). Work to develop an executive board. Program to promote inclusive learning/living environments, relationships among transfer students, and relationships between transfer students and the larger campus body. Programming will be heavy at the beginning of the year with an intentional decline through the winter and spring. Follow up with any transfer students who appear to be having a difficult time adjusting.
 - Transfer student Picnic during Orientation
 - Transfer student fall outing (bowling, hiking, etc.)
 - Transfer student exam study break (snacks, movie, etc.)
 - Transfer student social in conjunction with Winter Carnival
 - Transfer student social prior to hockey game
 - Transfer student spring outing (hiking, mini golf, etc.)
- Assist in advising and supporting the Commuter Connection Advisory Board. Work to develop an executive board. Program to promote inclusive learning environments, relationships among commuter students, and relationships between commuter students and the larger student body. Follow up with any commuter students who appear to be having a difficult time adjusting.
 - Commuter student baseball game during orientation
 - Commuter student picnic
 - Commuter student dinner before hockey/basketball game
 - Commuter Connection Lunch Hour (once per month)
- Develop and distribute a newsletter to the above target groups publicizing programming and support services on campus to assist in helping the students to feel connected.

3. *Outreach Services*

- Provide student support as a member of the C.A.R.E. Team. Work with students who are having a difficult time navigating the system and achieving their desired results. Work to help get them the answers they need, work through the correct channels, follow-up, and support the student by educating them on the University's policies and procedures.
- Work in collaboration with Academic Advising for tracking medical, suspension or regular re-entry/re-admitted students.
- Provide outreach support as assigned by the Director in accordance with office policies and protocol.

4. *Departmental Duties*

- Attend departmental meetings, assists in developing departmental goals and objectives; participate in work groups within the department.
- Collaborate with other departments and offices on campus.
- Demonstrate an on-going commitment to the principles of multiculturalism and diversity through hiring practices, training and development programming, campus collaborations, and/or involvement and participation in university/divisional multiculturalism and diversity projects or initiatives.
- Contribute to Student Life initiatives as applicable.

5. *Professional Development*

- Participate in various trainings, retreats and professional development discussions that occur throughout the academic year.

6. *Apartment Duties*

Training

- Participate in staff training in August, September, January, April
- Participate in various retreats and professional development discussions throughout the academic year

Administration

- Help with coordination of check-in and check-out procedures during opening and closing periods each quarter
- Coordinate visual checks process at the beginning of each quarter
- Audit and update floor charts, room changes, and all paperwork associated with assignments
- Hold a minimum of 5 office hours per week

Department wide duties

- Serve on weekly duty rotation for DU students living in the apartments. The staff member on duty must remain close to campus and can be reached 24 hours a day in order to respond to emergencies and/or requests for assistance. Follow designated procedures when consulting with Administrator-on-Call.

Evaluation

- The Fellow will receive feedback from the Graduate Resident Director for the apartments throughout the academic year. Formal evaluations will take place twice a year.
- Assistance in the administration of DU apartments, including coordination of check-in and check-out procedures for apartment residents during opening and closing periods each quarter and participate in week-long on-call duty assignments multiple times throughout the year (including winter and spring breaks).
- Plan, publicize, and attend programs/events for your residents and the DU Apartments residents every quarter. One event must focus on career development themes.
- For the responsibilities related to apartment duties, the Fellow reports to Housing and Residential Education.

COMPENSATION:

1. Furnished one-bedroom apartment in the residence hall with all utilities, cable, internet, and local phone service paid. The apartment is free of charge during the appointment period.
2. Meal plan cash while school is in session of \$215 per quarter (does not include break periods).
3. Opportunity to apply for professional development of \$250 (conference attendance, travel, etc.).

SCHOLARSHIP:

In addition, you will be awarded a meritorious scholarship which will cover a total of 25 credits of tuition split between the 2012-13 and 2013-14 academic years. The scholarship is designed to aid you in the pursuit of study in the Higher Education Program in the Morgridge College of Education. As such, to remain eligible you must be a graduate student in the Higher Education Program, pursuing a MA degree with a concentration of either Diversity and Higher Learning or College Student Development, and participate in HED 4290, Professional Development Seminar as a cohort. While you are not required to keep your Fellow position to retain this scholarship, your capstone project will be based on your Higher Education Fellow placement. The scholarship portion of this award is based on your merit as a student and is not considered compensation.



STUDENT LIFE DIVISION

JOB TITLE: Student Life Fellow for Academic Resources (Academic Advising & Discoveries Orientation, Learning Effectiveness Program, and Disability Services Program)

JOB SUMMARY:

The Student Life Fellow for Academic Resources (AR) has a minimum 10-hour per week appointment with the AR office along with live-in responsibilities for at least 5 hours per week with DU Apartments. The Fellow in AR shares in the responsibility for advising and orienting undergraduate students, working with students with Learning Disabilities, and students in the University Disability Services program. The Fellow also assists in creating an environment that promotes academic success, personal development, respect for human diversity, and a strong sense of community. The position requires mature, ethical decision-making and communication skills as well as the ability to work independently and as a member of a team. The Fellow reports to Academic Advising & Orientation. This position is a year to year appointment and runs August – July each year.

REQUIRED QUALIFICATIONS:

- Enrollment in the Student Development track of the Higher Education Master's Degree Program.
- Candidates must have an earned Bachelor's degree and admission/enrollment in the University of Denver Higher Education program

- A demonstrated commitment to diversity and multiculturalism
- Excellent organizational, planning, interpersonal and communications skills
- Ability to work independently and as a team member
- A genuine interest and satisfaction in working with students, faculty and staff.

Preferred Qualifications

- Preference will be given to first year students, but all students enrolled in the College Student Development track are welcome and encouraged to apply.
- Interest, desire and/or experience in the field of student affairs.
- An ability and willingness to apply student development theory and concepts in a program setting.

ESSENTIAL DUTIES AND REQUIREMENTS (*Include but are not limited to*):

1. *Administrative*

- The AR Student Life Fellow will work with all undergraduate students and make intentional outreach to selected groups such as students with learning disabilities, in disability services, multicultural, at-risk, transfer, or academic probation to insure their success and persistence at the University of Denver. In addition, the Fellow will work with students on Academic Probation or Warning to create an academic development plan and provide recourses where the student can improve their academic standing.
- Must be a Graduate Student and demonstrate a commitment to working to bring diversity and excellence together through creating an inclusive environment for all identities. Attend professional development sessions to enhance knowledge and skills.
- Strong written and verbal communication skills, and involves reading and writing correspondence and dealing effectively with a broad range of students, as well as staff, faculty, parents, and the public.
- A basic understanding of computerized databases and information systems is highly desirable. Familiarity with Microsoft Office products (Word, Access, Excel, and Publisher) is essential.

2. *Programming*

- The AR Fellow will design and implement programs to provide timely and effective services in the AR cluster in order to create an inclusive learning environment for all students.

3. *Student Outreach*

- One-on-one advising with undergraduate students regarding undergraduate common curriculum requirements, resources and other issues.
- Opportunities to develop and participate in new student orientation programs, training and activities.
- Respect and maintain student and staff confidentiality, except in cases that may be dangerous to individuals and/or the greater community.
- Collaborate with supervisor on all student concerns.

4. *Departmental Duties*

- Attend departmental and cluster meetings, assists in developing departmental and Cluster goals and objectives, participate in work groups within the department.
- Collaborate with other departments and offices on campus.
- Demonstrate an on-going commitment to the principles of multiculturalism and diversity through hiring practices, training and development programming, campus collaborations, and/or involvement and participation in university/divisional multiculturalism and diversity projects or initiatives.
- Contribute to Student Life initiatives as applicable.

5. *Professional Development*

- Participate in various trainings, retreats and professional development discussions that occur throughout the academic year.

6. *Apartment Duties*

Training

- Participate in staff training in August, September, January, April
- Participate in various retreats and professional development discussions throughout the academic year

Administration

- Help with coordination of check-in and check-out procedures during opening and closing periods each quarter
- Coordinate visual checks process at the beginning of each quarter
- Audit and update floor charts, room changes, and all paperwork associated with assignments
- Hold a minimum of 5 office hours per week

Department wide duties

- Serve on weekly duty rotation for DU students living in the apartments. The staff member on duty must remain close to campus and can be reached 24 hours a day in order to respond to emergencies and/or requests for assistance. Follow designated procedures when consulting with Administrator-on-Call.

Evaluation

- The Fellow will receive feedback from the Graduate Resident Director for the apartments throughout the academic year. Formal evaluations will take place twice a year.
- Assistance in the administration of DU apartments, including coordination of check-in and check-out procedures for apartment residents during opening and closing periods each quarter and participate in week-long on-call duty assignments multiple times throughout the year (including winter and spring breaks).
- Plan, publicize, and attend programs/events for your residents and the DU Apartments residents every quarter. One event must focus on career development themes.
- For the responsibilities related to apartment duties, the Fellow reports to Housing and Residential Education.

COMPENSATION:

4. Furnished one-bedroom apartment in the residence hall with all utilities, cable, internet, and local phone service paid. The apartment is free of charge during the appointment period.
5. Meal plan cash while school is in session of \$215 per quarter (does not include break periods).
6. Opportunity to apply for professional development of \$250 (conference attendance, travel, etc.).

SCHOLARSHIP:

In addition, you will be awarded a meritorious scholarship which will cover a total of 25 credits of tuition split between the 2012-13 and 2013-14 academic years. The scholarship is designed to aid you in the pursuit of study in the Higher Education Program in the Morgridge College of Education. As such, to remain eligible you must be a graduate student in the Higher Education Program, pursuing a MA degree with a concentration of either Diversity and Higher Learning or College Student Development, and participate in HED 4290, Professional Development Seminar as a cohort. While you are not required to keep your Fellow position to retain this scholarship, your capstone project will be based on your Higher Education Fellow placement. The scholarship portion of this award is based on your merit as a student and is not considered compensation.



STUDENT LIFE DIVISION

JOB TITLE: Student Life Fellow for Health Promotions (HCC)

JOB SUMMARY:

The Student Life Fellow for the Health and Counseling Center has a minimum 15-20 hours per week appointment with the Health Promotion (HP) office along with live-in responsibilities for the DU Apartments. The Fellow in HP assists in assessment, program development and evaluation of health promotion programs and activities. The Fellow in HP also assists in the healthy development of the University of Denver student population by developing programs regarding safe alcohol use, sexual health, stress management, and fitness and nutrition, among other health and wellness issues. The position requires program development, assessment, evaluation, events management, and communication skills as well as the ability to work independently and as a member of a team, and will collaborate with Medical Services, Counseling Services and Gender Violence Education Support Services. The Fellow reports to the Program Director for Health Promotion. This position is a year to year appointment and runs August – June each year.

REQUIRED QUALIFICATIONS:

- Enrollment in the Student Development track of the Higher Education Master's Degree Program.
- A demonstrated commitment to diversity and multiculturalism.
- Excellent organizational, planning, interpersonal and communications skills.

- Program development skills.
- Ability to work independently and as a team member.
- A genuine interest and satisfaction in working with students, employers, faculty and staff.

Preferred Qualifications

- Preference will be given to first year students, but all students enrolled in the College Student Development track are welcome and encouraged to apply.
- Interest, desire and/or experience in the field of student affairs, specifically, health promotion or wellness.
- An ability and willingness to apply student development theory and concepts in a health and counseling setting.

ESSENTIAL DUTIES AND REQUIREMENTS (*Include but are not limited to*):

1. *Administrative*

- Strong written, verbal and digital communication skills, and involves reading and writing correspondence, and dealing effectively with a broad range of students, as well as staff, faculty, parents, employers and the public.

2. *Programming and Advising*

- Fellows will develop programs utilizing student development and health promotion theory. Programs will encourage healthy lifestyle choices among the University of Denver student body.
- Fellows will assess and evaluate health promotion programs that they develop.

3. *Departmental Duties*

- Attend departmental events and meetings, assist in developing departmental goals and objectives, and serve on one departmental committee.
- Collaborate with other departments and offices on campus.
- Demonstrate an on-going commitment to the principles of multiculturalism and diversity through hiring practices, training and development programming, campus collaborations, and/or involvement and participation in university/divisional multiculturalism and diversity projects or initiatives.
- Contribute to departmental environmental sustainability efforts.

4. *Professional Development*

- Participate in various trainings, retreats and professional development discussions that occur throughout the academic year.
- Meet weekly with supervisor.

COMPENSATION:

1. Stipend – You have the opportunity to earn \$8,000 for the academic year
2. Opportunity to apply for professional development of \$250 (conference attendance, travel, etc.).

SCHOLARSHIP:

In addition, you will be awarded a meritorious scholarship which will cover a total of 25 credits of tuition split between the 2012-13 and 2013-14 academic years. The scholarship is designed to aid you in the pursuit of study in the Higher Education Program in the Morgridge College of Education. As such, to remain eligible you must be a graduate student in the Higher Education Program, pursuing a MA degree with a concentration of either Diversity and Higher Learning or College Student Development, and participate in HED 4290, Professional Development Seminar as a cohort. While you are not required to keep your Fellow position to retain this scholarship, your capstone project will be based on your Higher Education Fellow placement. The scholarship portion of this award is based on your merit as a student and is not considered compensation.

**STUDENT LIFE DIVISION****JOB TITLE:** Student Life Fellow for Career Services**JOB SUMMARY:**

The Student Life Fellow for Career Services has a minimum 10-hour per week appointment with the Career Services (CS) office along with live-in responsibilities for at least 5 hours per week with the DU Apartments. The Fellow in CS assists in advising students, presenting Career Services programming, collecting data for assessment of employment outcomes and social networking functions. The Fellow in CS also assists in creating an environment that promotes academic success, personal development, respect for human diversity, and a strong sense of community. The position requires advising, program development, digital, events management and communication skills as well as the ability to work independently and as a member of a team. The Fellow reports to the Executive Director of Career Services and the Director of the Career Center. This position is a year to year appointment and runs August – July each year.

REQUIRED QUALIFICATIONS:

- Enrollment in the Student Development track of the Higher Education Master's Degree Program.
- A demonstrated commitment to diversity and multiculturalism.
- Excellent organizational, planning, interpersonal and communications skills.
- Web and social networking skills.
- Ability to work independently and as a team member.
- A genuine interest and satisfaction in working with students, employers, faculty and staff.

Preferred Qualifications

- Preference will be given to first year students, but all students enrolled in the College Student Development track are welcome and encouraged to apply.

- Interest, desire and/or experience in the field of student affairs, specifically, career development.
- An ability and willingness to apply student development theory and concepts in a career services program setting.

ESSENTIAL DUTIES AND REQUIREMENTS (*Include but are not limited to*):

1. Administrative

- Strong written, verbal and digital communication skills, and involves reading and writing correspondence (includes blogging), and dealing effectively with a broad range of students, as well as staff, faculty, parents, employers and the public.
- A basic understanding of computerized databases and information systems is highly desirable. Familiarity with Microsoft Office products (Word, Access, Excel, and Publisher) is essential.
Strong social networking skills—Facebook, LinkedIn, Twitter.

2. Programming and Advising

- Work with students on meeting the developmental benchmarks to prepare for a successful career. Topics will include choosing a major, landing an internship or other form of work integrated learning, writing resumes and cover letters, interviewing, career research strategies and interpretation of various career assessments.
- Opportunities exist to assist with the implementation of various CS programs including career fairs, office-wide assessment and facilitation of career development workshops for students throughout the year.

3. Departmental Duties

- Attend departmental events and meetings, assist in developing departmental goals and objectives, and serve on one departmental committee.
- Collaborate with other departments and offices on campus.
- Demonstrate an on-going commitment to the principles of multiculturalism and diversity through hiring practices, training and development programming, campus collaborations, and/or involvement and participation in university/divisional multiculturalism and diversity projects or initiatives.
- Contribute to departmental environmental sustainability efforts.
Coordinate and oversee departmental social networking initiatives including writing a Career Services blog and keeping Facebook and LinkedIn pages updated.

4. Professional Development

- Participate in various trainings, retreats and professional development discussions that occur throughout the academic year.
Meet weekly with supervisor.

5. Apartment Duties

Training

- Participate in staff training in August, September, January, April
- Participate in various retreats and professional development discussions throughout the academic year

Administration

- Help with coordination of check-in and check-out procedures during opening and closing periods each quarter
- Coordinate visual checks process at the beginning of each quarter
- Audit and update floor charts, room changes, and all paperwork associated with assignments
- Hold a minimum of 5 office hours per week

Department wide duties

- Serve on weekly duty rotation for DU students living in the apartments. The staff member on duty must remain close to campus and can be reached 24 hours a day in order to respond to emergencies and/or requests for assistance. Follow designated procedures when consulting with Administrator-on-Call.

Evaluation

- The Fellow will receive feedback from the Graduate Resident Director for the apartments throughout the academic year. Formal evaluations will take place twice a year.
- Assistance in the administration of DU apartments, including coordination of check-in and check-out procedures for apartment residents during opening and closing periods each quarter and participate in week-long on-call duty assignments multiple times throughout the year (including winter and spring breaks).
- Plan, publicize, and attend programs/events for your residents and the DU Apartments residents every quarter. One event must focus on career development themes.
- For the responsibilities related to apartment duties, the Fellow reports to Housing and Residential Education.

COMPENSATION:

7. Furnished one-bedroom apartment in the residence hall with all utilities, cable, internet, and local phone service paid. The apartment is free of charge during the appointment period.
8. Meal plan cash while school is in session of \$215 per quarter (does not include break periods).
9. Opportunity to apply for professional development of \$250 (conference attendance, travel, etc.).

SCHOLARSHIP:

In addition, you will be awarded a meritorious scholarship which will cover a total of 25 credits of tuition split between the 2012-13 and 2013-14 academic years. The scholarship is designed to aid you in the pursuit of study in the Higher Education Program in the Morgridge College of Education. As such, to remain eligible you must be a graduate student in the Higher Education Program, pursuing a MA degree with a concentration of either Diversity and Higher Learning or College Student Development, and participate in HED 4290, Professional Development Seminar as a cohort. While you are not required to keep your Fellow position to retain this scholarship, your capstone project will be based on your Higher Education Fellow placement. The scholarship portion of this award is based on your merit as a student and is not considered compensation.

JOB TITLE: Student Life Fellow for Campus Activities.

JOB SUMMARY:

The Student Life Fellow for Campus Activities holds a minimum 10-hour per week appointment with the Campus Activities Office along with live-in responsibilities of approximately 5-hours per week with a Greek House. The Fellow reports directly to an Assistant Director of Campus Activities and will assist in one or more functional area which include but are not limited to: 1.) the University of Denver Programming Board (DUPB); 2.) Late Night at DU; 3.) Greek Council (IFC/PHC/MGC); and 4.) Student Media Board (newspaper, radio station and literary magazine).

The position provides multiple opportunities for the development of the following: educational philosophies; leadership and administrative skills; traditional student advising and consulting; research, writing and presentation opportunities; networking with Student Affairs regional and national professional organizations; and comprehensive professional experience.

REQUIRED QUALIFICATIONS:

1. Candidates must have an earned Bachelor's degree and admission/enrollment in the University of Denver Higher Education program, College Student Development track
2. A demonstrated commitment to diversity and multiculturalism
3. Excellent organizational, planning, interpersonal and communications skills
4. Ability to work independently and as a team member
5. A genuine interest and satisfaction in working with students, faculty and staff

Preferred Qualifications

1. Preference will be given to first year students, but all students enrolled in the College Student Development track are welcome and encouraged to apply.
2. Interest, desire and/or experience in the field of housing and residential education or student affairs.
3. An ability and willingness to apply student development theory and concepts in an advising role.

ESSENTIAL DUTIES AND REQUIREMENTS *(Include but are not limited to):*

1. Administrative

- Strong written and verbal communication skills, and involves reading and writing correspondence and dealing effectively with a broad range of students, as well as staff, faculty, parents, and the public.
- A basic understanding of computerized databases and information systems is highly desirable. Familiarity with Microsoft Office products (Word, Access, Excel, and Publisher) is essential.

2. Supervision

- Facilitate various meetings with student leaders.

3. *Programming and Advising*

- Ability to implement various programs/activities for the Office of Campus Activities
- Coordinate evaluations of programs, and maintain program budgets.

4. *Student Conduct*

- Ability to work with students at a wide range of developmental levels is essential. Sensitivity and tact are vital to this position.
- Collaborate with supervisor on all student and staff concerns.
- Respect and maintain student and staff confidentiality, except in cases that may be dangerous to individuals and/or the greater community.
- Collaborate with supervisor on all student concerns.
- Work with students to develop intentional, positive behavior, cognitive, and affective growth in the areas of diversity, multiculturalism, and social justice.

5. *Departmental Duties*

- Attend staff meetings and assist in developing departmental goals and objectives.
- Collaborate with other departments and offices on campus.
- Demonstrate an on-going commitment to the principles of multiculturalism and diversity through programming, campus collaborations, and/or involvement and participation in university/divisional multiculturalism and diversity projects or initiatives.
- Contribute to departmental environmental sustainability efforts.

6. *Professional Development*

- Participate in professional staff training in late August before students arrive for fall quarter.
- Participate in various retreats and professional development discussions that occur throughout the academic year.

7. *House Director Duties*

- Assist the Greek chapter living in the apartments with the check-in and check-out process, programming, and general oversight of the property and the chapter. This responsibility typically requires an August 15 arrival date (tba).

Requirements

- Be enrolled and maintain good academic standing in College Student Development Higher Education program throughout the course of employment.
- No other employment may be held during duration of the GA contract without prior permission from supervisor.
- Breaks (winter & spring) will require GA presence on campus and/or involvement with committee tasks and other responsibilities. Time off during these breaks is at the discretion of your supervisor.
- Follow all University of Denver policies and procedures appropriately.

- Work an average of 1--15 hours/week; Contract length is 10 months, which start and end dates variable due to the University calendar.

COMPENSATION:

10. One-bedroom apartment in a Greek House. The apartment is free of charge during the appointment period.
11. Meal plan cash while school is in session of \$215 per quarter (does not include break periods).
12. Opportunity to apply for professional development of \$250 (conference attendance, travel, etc.).

SCHOLARSHIP:

In addition, you will be awarded a meritorious scholarship which will cover a total of 25 credits of tuition split between the 2012-13 and 2013-14 academic years. The scholarship is designed to aid you in the pursuit of study in the Higher Education Program in the Morgridge College of Education. As such, to remain eligible you must be a graduate student in the Higher Education Program, pursuing a MA degree with a concentration of either Diversity and Higher Learning or College Student Development, and participate in HED 4290, Professional Development Seminar as a cohort. While you are not required to keep your Fellow position to retain this scholarship, your capstone project will be based on your Higher Education Fellow placement. The scholarship portion of this award is based on your merit as a student and is not considered compensation.