director of counseling services
BERKLEE COLLEGE OF MUSIC

Berklee
Boston, Ma
Berklee is the preeminent institute of contemporary music and the performing arts, offering undergraduate and graduate degree programs at its campuses in Boston, Massachusetts and Valencia, Spain, and through its award-winning distance learning program, Berklee Online. As of 2016, the College through an innovative merger brought together two distinguished institutions—Berklee College of Music and the Boston Conservatory at Berklee—that are dedicated to nurturing the creative and career potential of the world’s most inspired musicians and artists. Berklee’s commitment to arts education is reflected in the work of its students, faculty, and alumni—hundreds of whom have been recognized with Grammy, Tony, Oscar, and Emmy awards. At Berklee, students explore interdisciplinary approaches to music, dance, theater, film, including performance, music/business management, music therapy, music education, production and technology, and more. With students and alumni from more than 100 nations and with educational partners across the world, Berklee is forging new connections among art forms, musical traditions, and technologies to build a dynamic, diverse, and collaborative global arts community.
The Position
Responsibilities of the Position

Reporting to the Associate Dean of Student Health and Wellness, the Director of Counseling Services (Director) provides the administrative leadership, vision, and strategic direction for student mental health counseling services for the College. The Director is responsible for creating inclusive, equitable services and programs and promoting a welcoming and safe atmosphere in which unique identities and perspectives are expected, respected, and supported at all levels. Supporting the ongoing professional development, managing students’ need for rapid access to care, and recruiting and
supervising a full-time staff of seven licensed mental health professionals, as well as overseeing and assessing the existing and evolving graduate/doctoral internship program, are key responsibilities of the Director. As part of the Health & Wellness unit within Student Affairs, Diversity, and Inclusion (SADI), the Director works in a connected, coordinated, and collaborative manner with immediate colleagues, particularly with the Office of Student Wellness, dedicated case manager, and other partners throughout the College to promote student engagement and learning with an emphasis on openness, inclusivity, prevention, and respect for the human experience. The Director will create and champion an innovative student-centered model of care designed to meet the unique needs of musicians and performing artists that taps into existing formal and informal networks, as well as community-based resources. This model of care will align with SADI priorities, Student Enrollment and Engagement (SEE) principles, and strategic engagement and learning outcomes. Counseling staff presence within the campus community is a priority. Approximately 30 percent of the Director’s time will be dedicated to managing a clinical caseload adhering to a short-term model of care. The Director is also responsible for data collection and reporting, and assuring compliance with all legal mandates and ethical codes that govern mental health counseling.

Additional responsibilities of the position as outlined by the institutional job description are listed below.

- Collaborate with Valencia medical team to provide for continuity of care for students going or returning from abroad.
- Develop a robust menu of counseling services (e.g., groups, psychoeducational classes, online self-help assessment and referral platforms) that are relevant to musicians and performing artists, international students and marginalized students.
- Respond to psychiatric emergencies and facilitate psychiatric hospitalizations as needed. Assist clinical staff in evaluating and managing high-risk cases.
- Oversee vendor contracts and daily coordination with after-hours on-call counselor.
- Oversee and implement all policies and procedures related to mental health counseling services.
- Oversee annual operating budget. Reconcile all budgetary transactions. Forecast needs as part of annual budget cycle based on strategic priorities of Health & Wellness, SADI and SEE.
- Serve as member of CARES Team, which coordinates college-wide response and
support plans for concerning/at risk students.

- Assist in readmittance process and provide clinical expertise the Associate Dean, Health & Wellness regarding students’ readiness to return to the college following psychiatric hospitalization or psychological medical withdrawal.
- Oversee all printed and web content regarding the mental health and counseling services.
- Serve as system administrator for electronic medical records, schedule system and related processes; lead the preparation of monthly and annual report that highlights significant changes in demographics, volumes, needs, and trends to inform strategic priorities.
- Implement student learning assessment outcomes for students who utilize counseling services.
- Educate faculty and staff on mental health services through a comprehensive outreach strategy and printed materials in order to encourage appropriate and smooth referrals.
- Direct, or serve on, campus-wide or divisional committees.
- Collaborate on high-risk situations with the Associate Dean, Health & Wellness, the Senior Director of Public Safety Services, Chief of Police (or designee), Housing and Residential Life staff; and the after-hours On Call counselor.
- Respond to crises that affect the community through specialized programming, memorial services, formulation of support groups, or other outreach efforts.
Minimum qualifications include a master’s degree in social work, psychology, or counseling with a progressive history of increased administrative responsibility, supervision of professional clinical staff, and demonstrated successful leadership. Must hold a current license in social work, psychology, or counseling in the Commonwealth of Massachusetts or be license-eligible prior to start date. Prior experience working in a higher education setting and/or with a college-age population preferred. The ability and qualifications to apply for
authorization of temporary involuntary hospitalization in Massachusetts is strongly preferred. Other important considerations in the selection of the Director of Counseling Services include: ability to plan and assess a complex operation using staff, time, budgets, and other resources for the accomplishment of student engagement goals and objectives; demonstrated evidence of culturally inclusive and equitable practices that value students’ lived experiences in all aspects of their social and cultural identities; expertise in the provision of consultation services for faculty, staff, and other constituents of the College; ability to conceptualize and prioritize objectives, and exercise independent judgment based on an understanding of organizational policies and activities; ability to integrate resources, policies, and information for the determination of procedures, solutions, and other outcomes; experience in the use of new technologies for improving service delivery and evaluations; evidence of strong interpersonal as well as excellent communication ability—oral, written, and presentation skills; and facility to respond to emergency situations in a timely and highly professional manner.

In addition to the qualifications stated above, key stakeholders identified the capabilities and attributes of a successful candidate listed below.

Be aware of national issues affecting campuses and proactive in collaborating with faculty, staff, and students to work through such issues.

- Demonstrate a commitment to a strong collaborative style and capacity to build bridges to departments, faculty, students, and the community to facilitate open discussions and joint ventures.
- Possess a high degree of emotional intelligence, cultural competency, and facility to relate to individuals of all identities.
- Enthusiastic supporter of innovation and creativity to both enhance and grow services.
- Adept at training faculty and staff on mental health concerns of distressed students, and how and when to properly refer a student to the center.
- Experience with Title IX and sexual assaults.
- Be an unwavering advocate of diversity, equity, and inclusion.
- Possess an appreciation for the distinctive experience of musicians and performing artists, including the degree of focus they bring to their craft and the stress that can be produced through a continuous process of critique.
- Promote professional development for self and entire staff.
- Possess a vision for, and understanding of, the role of wellness education within a higher
education campus community; appreciate the importance of proactive educational outreach and possess the teaching, presentation, and programming skills to deliver content adapted to the needs and interests of varied audiences.

- Demonstrate strong managerial skills related to systems thinking, staffing patterns and needs, budget management, student services, and program development.
- Maintain a commitment to continuous improvement and professional development by being actively engaged in professional associations and alert to evolving trends and emerging best practices.
- Be familiar with state licensing requirements, regulations, and compliance issues governing professional ethics and standards of care in the area of counseling/mental health services.
Prior to the merger of Berklee College of Music and the Boston Conservatory, both institutions had their own counseling center directors. In 2016 as the integrated institution moved forward to centralize most student services, the long-time director of counseling with Berklee College of Music retired and the individual who previously led counseling services for the Boston Conservatory was named director of the new Berklee Office of Counseling Services.
A significant transformation of Counseling Services began in early Fall 2018 with the arrival of Elisabeth Tomlin who joined Berklee in the key leadership role of director. Tomlin is credited with expanding the staffing model, building a strong team, and increasing educational outreach and support to the campus community. Due to unforeseen circumstances requiring a relocation outside the Boston area, Tomlin has announced her resignation effective early July 2019. SADI senior administrators are actively creating an interim plan to provide ongoing leadership and continuity of care to students as the search for a successor advances.
The Office of Counseling Services is an integral part of the Health and Wellness team. Professionally trained and licensed clinicians offer free, confidential service to all Berklee students. Counselors provide short-term counseling or a referral to a community practitioner, giving students an opportunity to receive help with depression and anxiety, stress management, relationship and family concerns, sexual assault or harassment, substance abuse, wellness, crisis intervention, and any other concern impacting their
mental health.

During the 2018-2019 academic year, the Office of Counseling Services expanded staffing to include a survivor advocate specialist who works with students who have experienced sexual violence, relationship violence, and other forms of trauma; two multicultural specialists; and a rapid access specialist.

In addition to the full-time director, the Office of Counseling Services currently consists of seven full-time clinicians, one after hours on-call counselor (contracted position), and one administrative assistant:

- Associate Director (Megan Hughes, LMHC)
- Counselor/Survivor Advocate Specialist (Kate Richey, LMHC)
- Counselor/Multicultural Specialist (Keyse Angelo, LCSW)
- Counselor/Multicultural Specialist (Folake Afolayan, LCSW)
- Counselor/Rapid Access Specialist (Kathleen Irving, LICSW)
- Counselor (Daniel Goldberg, LICSW)
- Counselor (Ruby Stardrum, LMHC)
- After Hours On-Call Counselor (Kenna Sullivan, LICSW)
- Administrative Assistant (Barbara Chitouras)

Bios of all full-time staff are available here:

https://www.berklee.edu/counseling-and-advising-center/about-us
The most immediate priority awaiting the next director of counseling services is to maintain the vibrant and positive moral that was fostered under the previous director. Largely a new staff organization under the previous director's leadership, the team that has developed is cohesive, positive, engaging, friendly, and innovative. Staff are eager to capitalize on the momentum built within the last year with a supportive and forward-looking leader. The director will need to be strategic and also highly relational in their approach to sustaining
the team and achieving continued buy-in for change, community involvement, and innovation. Establishing clinical supervision, training opportunities, and regularly scheduled meetings with individual staff members and the entire department as appropriate, to continue a positive culture conducive to innovation and continuous improvement, will be important. Additionally, a commitment to inclusive excellence and active promotion of diversity and equity throughout policy development, operational initiatives, and departmental interactions must underscore all of the director’s work.

It is important to advance an innovative and comprehensive model of services. While there will always be a need for short-term, individualized mental health counseling, the director must consider other approaches and delivery models to augment one-to-one counseling appointments. Forging a close, collaborative working relationship with colleagues in The Office of Student Wellness, as well as other Student Affairs professionals, will help to multiply the resources and talents of counseling staff and afford more timely and efficient response to emerging student needs through co-sponsored and jointly marketed services. Encouraging innovation regarding the use of technology, group programming, educational outreach, and prevention efforts among staff will help reach broader and more diverse student audiences. Expanding the reach and visibility of the office, while simultaneously better positioning counseling services to address rising demands for service, is a key priority for the director.

Outreach and training of faculty and staff to support a culture of health and wellness is another area of responsibility that will require the thoughtful attention of the director. In consultation with the associate dean of health and wellness and campus colleagues, the director of counseling services and their staff will need to consider specific trainings and outreach initiatives that will build a strong community of care ready to support individual success, including the emotional and behavioral health and wellbeing, as well as intersectionality of identities among a diverse population of undergraduate and graduate students. Building awareness and understanding of behavioral health issues among faculty and staff and educating them on how best to support and/or refer students for counseling when appropriate is an ongoing responsibility.

Additional challenges and opportunities for the director of counseling services as articulated by stakeholders are listed below.

- Through a participatory process, continue to shape and socialize the mission, vision, values, practice, and procedures that define counseling services at Berklee.
- Develop policies and protocols for referring individuals for case management to ensure they receive access to appropriate networks/resources for follow-up care and support to meet their unique needs—work collaboratively with the case manager in Health and Wellness.

- Respecting the boundaries of confidentiality, support the early alert system in place that is designed to ensure individual students receive and access services to help them thrive.

- Consistently uphold and subscribe to all obligations and regulations informing the ethical practice of professional counselors and counselors-in-training—set the standard and provide training and modelling for staff and interns.

- Evaluate the current graduate/doctoral internship program—establish relationships with academic program leaders and assess the capacity for incorporating interns into Berklee’s counseling service.

- Assess and streamline the current model for scheduling student appointments and triaging immediate requests for consultation.

- Seek regular opportunities to convey engagement and learning outcomes and educate senior administrators on counseling programs, services, student utilization, and trends.

- Maintain and model to staff visibility throughout the College—ensure an active presence and engagement in campus-wide celebrations, new student and family programs, and smaller events that afford students and other campus members access to the director of counseling services in circumstances other than therapeutic and/or crisis situations.

- Support enhanced use of technology to improve data management, access to services and educational information, outcomes assessment, and overall operational efficiency.

- Evaluate needs of specific populations—such as LGBTQIA, first generation, students of color, survivors of sexual violence, individuals dealing with alcohol, marijuana, and other drug dependency, and international students—and support educational campaigns/direct outreach, group programs, and other services to connect with and support these students.

- Balance clinical demands with administrative duties of the director, recognizing there will be times when one must outweigh the other.
Measures of Success for the Position

At appropriate intervals after joining Berklee, the following items will define success for the new director of counseling services. The new director will have:

- developed a positive rapport with all counseling services staff—established common purpose, mission, and values across the department;
- built strategic partnerships with key campus partners (e.g., The Office of Student Wellness, Residential Life, Academic Affairs, Diversity and Inclusion, and other Student
Affairs colleagues);

- established and communicated clear parameters defining the short-term counseling model;
- streamlined initial points of contact with students—ensured consistent communication and messaging with students so they understand the goals and potential outcomes of an initial walk-in appointment which is critical for establishing trust and credibility;
- conducted an assessment of current services, policies, protocols, and practice—including graduate trainee program—and through a participatory and collaborative process with staff, developed a strategic plan to guide the office forward;
- implemented strategies designed to maximize available technology and enhance efficiency of operations—including better use of the Titanium software system;
- evaluated the new rapid access to care process;
- designed and implemented innovative approaches to extend the talents of counseling services staff beyond the traditional one-to-one therapy model—new outreach initiatives and group programming have been introduced that are specifically engaging previously underserved students such as international students, first-generation students, students of color, and students who identify with the LGBTQIA community;
- analyzed assessment data to determine student learning outcomes, as well as to identify who may not be utilizing counseling services and perceived impediments to accessing counseling services;
- introduced targeted programming to address rising issues of concern (e.g., anxiety, stress, sleep, grief, etc.) based on Berklee, local, and national data/trends.
An Overview of Student Enrollment and Engagement and Student Affairs, Diversity and Inclusion

Student Affairs, Diversity and Inclusion (SADI) is made up of departments and services that work together to provide support across areas of student life that augment academic learning and engage students in Berklee’s vibrant musical community. SADI is part of the larger organization of Student Enrollment and Engagement (SEE) that is led by Dr. Betsy Newman and encompasses student services, programs, experiences, and supports across a student’s entire life cycle at Berklee.
Dr. Christopher Kandus-Fisher joined Berklee College of Music in March 2015 as the vice president of student affairs, diversity, and inclusion. He earned his undergraduate degree at Ashland University in Ohio, his master’s degree in higher education with a concentration in administration from the University of Akron, and his doctorate in higher education leadership at Nova Southeastern University. He has conducted research on how to best educate students who identify as members of Generation Z through an evaluation of instructional environments and techniques within post-secondary classrooms. Additionally, he has been published regarding the topics of student mental health, campus safety, organizational development, and strategic planning.
The Office of Counseling Services is a vital member of the Health and Wellness organization, which is led by Jeff Klug who serves as the associate dean of student health and wellness. Klug has been at Berklee since June 2016. Prior to Berklee, he was the director of counseling services at Wheaton College in Massachusetts from 2013 until 2016. Before that, he had a private counseling practice and worked in counseling services at the Maryland Institute College of Art in Baltimore, Maryland. Klug earned a bachelor of arts in psychology from Wheeling Jesuit University, a master of arts in clinical psychology from Loyola University Maryland, and a certificate of advanced studies in counseling psychology from Towson University. He is currently a doctoral student in higher education administration and leadership at Colorado State University. His research interests include how systems of power and privilege impact counseling help seeking. His role is to fulfill the Health and Wellness Department’s mission: to foster a lifelong ethic of care so that students may thrive during and after their time at Berklee; to affirm students’ personal and social identities and experiences; and to create safe, compassionate, healing, inclusive spaces that inspire learning, positive growth, and global citizenship.

Staff of the Office of Student Wellness include:

- Director of Student Wellness Programs (Leah Driscoll, Masters of Social Work; Bachelor of Music)
- Assistant Director of Student Wellness (María Cabané, Masters of Education, counseling; Bachelor of Science, psychology)
- Case Manager and Student Health Liaison (Leona Chau, Bachelor of Science, health studies/health promotion)

The Office of Counseling Services also reports up to the associate dean of student health and wellness.
Berklee was founded by Lawrence Berk, a veteran arranger and MIT-trained engineer, who wanted to teach contemporary music and provide practical career preparation for the working musician. His idea caught fire, and the small teaching studio grew into a sizable school, then college, in just over two decades.

Berklee is the preeminent institute of contemporary music and the performing arts, offering undergraduate and graduate degree programs at its campuses in Boston, Massachusetts and Valencia, Spain, and through its award-winning distance learning program, Berklee Online. Dedicated to nurturing the creative and career potential of the world’s most inspired artists, Berklee’s commitment to arts education is reflected in the work of its students, faculty, and alumni—hundreds of whom have been recognized with Grammy, Tony, Oscar, and Emmy awards.
At Berklee College of Music and Boston Conservatory at Berklee, students explore interdisciplinary approaches to music, dance, theater, film, business, healthcare, education, technology, and more. Our pioneering youth programs reach underserved classrooms throughout the U.S. and beyond. With students and alumni from more than 100 nations and educational partners across the world, we are forging new connections among art forms, musical traditions, and technologies to build a dynamic, diverse, and collaborative global arts community.
Boston is the capital and largest city of the Commonwealth of Massachusetts. The city proper covers 48 square miles, with an estimated population of 655,884 in 2014, making it the largest city in New England and the 24th largest city in the United States. The city is the anchor of a substantially larger metropolitan area called Greater Boston, home to 4.5 million people and the tenth-largest metropolitan area in the country.

Boston’s rich history helps attract many tourists, with Faneuil Hall alone attracting over 20
million visitors per year. Boston’s many firsts include the United States’ first public school, Boston Latin School (1635), and first subway system (1897).

The area’s many colleges and universities make Boston an international center of higher education and medicine, and the city is considered to be a world leader in innovation for a variety of reasons. Boston’s economic base also includes finance, professional and business services, and government activities.

Visit the Boston Chamber of Commerce website at http://bostonchamber.com/
Berklee’s mission is to educate, train, and develop students to excel in music as a career.

Developing the musicianship of all our students is the foundation of our curriculum. We believe that the lessons and qualities derived from that work—the self-discipline needed for excellence, the empathy required of music making and the openness and curiosity essential to creativity—are critical to achievement in any pursuit, musical or otherwise. We also believe that music is a powerful catalyst for the kind of personal growth central to any
collegiate experience.

Founded on jazz and popular music rooted in the African cultural diaspora, Berklee’s comprehensive curriculum is distinctly contemporary in its content and approach, and embraces the principal musical movements of our time. Through a course of scholarly and practical learning experiences integrating performance and writing, the Berklee curriculum covers the variety of influential styles, relevant technologies, and career opportunities open to today’s music professional.
Objectives

- To define and refine the individual talents of our students by providing a broad range of major programs offered by a distinguished faculty, and to prepare them for careers in music that reflect the diversity of expression and opportunities that define music today.
- To enable our students to employ their musical education in a global society by providing a coherent liberal arts curriculum that informs their thinking about issues that have shaped our time.
To encourage our students to appreciate and apply music’s enormous force for the enrichment of society and intercultural understanding.

To cultivate a supportive learning environment by actively promoting a climate of respect for personal and cultural differences, and by offering a range of services and activities to support the needs of the student musicians who come to us from around the world.

To maintain the vitality of our college community by encouraging and supporting continuing professional development for all of its members.

To provide an environment in which all know that they are full and valued members of the community.

To value ethical behavior in all aspects of personal and professional life by establishing a community that values integrity in all relationships.

To retain our leadership position in music education and to ensure that our curriculum remains relevant by pledging to value academic freedom and innovation.
Berklee was founded on two revolutionary ideas: that musicianship could be taught through the music of the time; and that our students need practical, professional skills for successful, sustainable music careers. While our bedrock philosophy has not changed, the music around us has and requires that we evolve with it.

For over half a century, we’ve demonstrated our commitment to this approach by wholeheartedly embracing change. We update our curriculum and technology to make them
more relevant, and attract diverse students who reflect the multiplicity of influences in today’s music. We prepare our students for a lifetime of professional and personal growth through the study of the arts, sciences, and humanities. And we are developing new initiatives to reach and influence an ever-widening audience.

More than a college, Berklee has become the world’s singular learning lab for the music of today—and tomorrow. We are a microcosm of the music world, reflecting the interplay between music and culture; an environment where aspiring music professionals learn how to integrate new ideas, adapt to changing musical genres, and showcase their distinctive skills in an evolving community. We are at the center of a widening network of industry professionals who use their openness, virtuosity, and versatility to take music in surprising new directions.
Vision for 2025

As the preeminent institute of contemporary music and the performing arts, Berklee will transform arts education and empower artists to better our world. Building an inclusive culture that promotes diversity

in all its forms, we will nurture the growth of the world’s most inspired artists in music, theater, and dance so they may fully realize their creative and career potential. Berklee will forge new connections among art forms, musical traditions, technologies, and institutions,
creating a dynamic global network that fosters innovation, collaboration, and community.
Strategic Direction for Berklee 2017 to 2020
Educating and empowering artists to better our world.

Guiding Principles

- Focus on increasing global access to Berklee educational programs.
- Commit to providing a high-quality student experience in everything we do.
- Realize the artistic, creative, and career potential of our community members.
- Evaluate new initiatives from business process, governance, capacity, demand, sustainability, and resource perspectives.
• Make affordability, access, retention, and graduation a key focus in all planning and operational decisions.
• Be proactive in exploring and, where appropriate, integrating new technologies.

**Infrastructure**

• Implement an improved technological ecosystem.
• Initiate a study for the development of a 21st-century, state-of-the-art, live performance venue.
• Provide a world-class environment for learning, working, and living.
• Provide enhanced opportunity for faculty and staff retention, growth, and development.
• Inspire donors and increase fundraising capacity.

**Inclusion**

• Prioritize student success, retention, and graduation rates.
• Infuse our diversity and inclusion principles throughout the hiring and admission processes.
• Strive to create a safe and inclusive campus community.

**Innovation—Student-Centered**

• Develop a model for the creation of learning pathways.
• Enhance student advising and success programs.
• Design an enhanced residential and campus life experience.
• Align career services with progressive trends in higher education and industry.
• Create new partnerships for articulation and affordability.

**Fully Funded with External Support**

• Develop a campus-wide intellectual property policy.
• Expand philanthropic support for research and development initiatives and facilities.
• Expand our physical presence in cultural and innovation capitals.
• Widen the reach and impact of the Open Music Initiative.
• Explore new product, program, and platform development using emerging technologies.
Integration

- Launch a unified enrollment strategy.
- Build the global reputation of Boston Conservatory at Berklee and the brand value of Berklee.
- Enrich the offerings for current College and Conservatory students.
- Explore programs that build on shared strengths of the College and Conservatory.
- Integrate current College and Conservatory summer programs.
Leadership
Berklee President Roger H. Brown brings a rich array of professional and life experiences to his job. Skills accrued playing recording sessions as a drummer in New York, administering United Nations humanitarian operations in Southeast Asia and Africa, and founding a company with his wife that now employs more than 28,000 people and serves more than 80,000 families have contributed to his effective leadership at the world’s largest college of contemporary music.
Immediately after earning his bachelor’s degree in physics from Davidson College (Phi Beta Kappa), Brown spent a year in Kenya teaching math and moonlighted by playing drums with an award-winning Kenyan gospel choir. Upon returning home, he enrolled in an M.B.A. program at Yale University, but interrupted his studies to help alleviate a humanitarian crisis on the Thai-Cambodian border. Brown administered the Land Bridge food distribution operation under the auspices of CARE and UNICEF. The effort that Brown, his future wife Linda Mason, and others staged fed 25,000 people per day and within six months had averted starvation for countless Cambodians. Subsequently, Brown and Mason co-authored a book about the operation titled Rice, Rivalry and Politics: Managing Cambodian Relief.

While in Southeast Asia, Brown made recordings with musicians in refugee camps to preserve their traditional Cambodian music that Khmer Rouge rulers had suppressed.

After returning to the U.S. and finishing his studies at Yale, Brown and Mason served as co-directors of a Save the Children Federation initiative for famine relief in Sudan. The innovative program served more than 400,000 people, is estimated to have saved more than 20,000 lives, and became the blueprint for future large-scale U.N. relief efforts.

After several years abroad, Brown returned home in 1986 with a desire to serve American families. To that end, Brown and Mason launched Bright Horizons, now the largest worldwide provider of worksite childcare and early education. After 16 years of successfully leading Bright Horizons, Brown decided to turn his sights to higher education and accepted the position as Berklee’s third chief executive in 2004.

During Brown’s tenure, the college has created the world’s largest online music education system (including MOOCs that have reached more than 1.7 million students and the launch of online degree and certificate programs that serve a global base of musicians from more than 150 countries), expanded its global reach to attract students from over 100 countries, and created Berklee’s Presidential Scholars and Africa Scholars programs that provide full scholarships to top musicians from around the world. He has overseen the expansion of the City Music Program beyond Boston in an effort to provide educational opportunities for talented but economically disadvantaged urban youth. The program now has partners in cities across America and abroad, reaching more than 29,000 students. As well, Brown has led Berklee to adopt a more selective admissions policy that requires an interview and audition for all applicants to the college. Along with that effort, Brown oversaw the creation
of a new advising program to support all entering students. Under Brown’s leadership, the amount of scholarship and financial aid available to Berklee students has increased by 400 percent, growing from $9 million to $44 million.

Brown has helped the college enhance the student experience by establishing semester-abroad programs and by expanding the Boston campus through real estate acquisitions and the construction of a 16-story facility at 160 Massachusetts Avenue that boasts 173 residence hall rooms, 23 practice rooms, six two-story common areas, a fitness center, a 400-seat dining hall, and a state-of-the-art 10-studio music production complex. Brown worked with the city of Valencia, Spain, and the Generalitat Valenciana to create a Berklee campus in Valencia that now offers both study abroad and graduate programs. Under his leadership, the college has launched a suite of educational institutes that offer focused areas of study including the Berklee Global Jazz Institute, Berklee Institute for Creative Entrepreneurship, Effortless Mastery Institute, American Roots Music, Popular Music Institute, and Mediterranean Music Institute. After completing Berklee’s first capital campaign, Giant Steps in 2011, which raised $54.5 million, Brown launched the institution’s second campaign, Soundbreaking in 2014, which aims to raise $100 million for the college. In 2016, he oversaw Berklee’s merger with the Boston Conservatory to create the world’s most comprehensive and dynamic training ground for music, dance, theater, and related professions. Brown has been recognized for his accomplishments at Berklee with the Cruz de Honor from the provincial government of Valencia, Spain, and with the March of Dimes Franklin Delano Roosevelt Humanitarian Award.

About his aspirations, Brown says, “Berklee has produced artists who have won a collective 275 Grammy Awards, composed some of the great film scores of our time, written jazz and rock standards, used music as a healing force as pioneers of music therapy, and transformed the way people play their instruments and teach contemporary music. We have the opportunity to be a powerful force in the world to help train the next generation of leading music entrepreneurs, teachers, and artists.”
Berklee College of Music offers undergraduate and graduate degree programs, summer and international college and pre-college programs; and online degrees, certificates, and individual online courses. Berklee College of Music has three Academic Departments:

**Professional Education**

- Liberal Arts
- Music Business/Management
- Music Education
- Music Therapy
- Professional Music

Professional Performance

- Bass
- Brass
- Ear Training o Ensembles
- Guitar
- Percussion
- Piano
- Strings
- Voice
- Woodwinds

Professional Writing and Music Technology Division

- Composition
- Contemporary Writing and Production
- Electronic Production and Design
- Film Scoring o Harmony
- Jazz Composition
- Music Production and Engineering
- Songwriting

The Boston Conservatory at Berklee offers distinctive bachelor's programs in the following disciplines:

- Dance (BFA)
  - Contemporary Dance Performance

- Music (BM)
  - Composition
  - Instrumental Performance (18 options)
• Voice Performance (optional emphasis on opera)

• Theater
  • Musical Theater Performance
  • Contemporary Theater
Total enrollment for 2018-2019 academic year at Berklee is 6,963 students.

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<td>Berklee Online</td>
<td>1,195</td>
<td>89</td>
<td>1,284</td>
<td>93%</td>
<td>7%</td>
</tr>
<tr>
<td>Berklee (total)</td>
<td>6,400</td>
<td>563</td>
<td>6,963</td>
<td>92%</td>
<td>8%</td>
</tr>
</tbody>
</table>

- Full-time students: 78 percent
- Female: 38 percent
- Male: 62 percent
- International: 35 percent
- Domestic students of color:
  - Berklee College of Music – Boston: ~38 percent
  - Berklee’s Campus in Valencia, Spain: 44 percent
  - Boston Conservatory: 27 percent
  - Berklee Online: 36 percent

Music education is what brings students to Berklee, but most Berklee students are interested in engaging in music and other activities outside of the classroom. From clubs and student-run enterprises to student government and a wealth of opportunities throughout Boston, students can get involved in extracurricular activities such as Berklee’s internet radio station, the college’s business startup initiative, NCAA Division III sports, and an array of cultural organizations.

View the 2018-19 Berklee Factbook:

https://www.berklee.edu/sites/default/files/2017%E2%80%9318%20Factbook.pdf
Berklee is proud to offer a comprehensive benefits program to help you achieve your personal, professional, and financial goals. Benefits include, but are not limited to the following:

- Medical Insurance
- Dental Insurance
- Flexible spending accounts (both Health Care and Dependent Care)
- Health Savings Accounts
- Life Insurance
- Disability Insurance
- Parental Leave
- Employee Assistance Program
- Tuition benefits
- Retirement Plans

For more information about benefits at Berklee, visit the website at
https://www.berklee.edu/human-resources/benefits
Review of applications will begin immediately and will continue until the position is filled. For full consideration, please apply on, or before, July 23, 2019. To apply for this position please click on the Apply button, complete the brief application process, and upload your resume and position-specific cover letter. Nominations for this position may be emailed to Valerie B. Szymkowicz at vbs@spelmanjohnson.com. Applicants needing reasonable accommodation to participate in the application process should contact Spelman Johnson at 413-529-2895.

Visit the Berklee website at www.berklee.edu

Employment selection and related decisions are made without regard to sex, race, age, disability, religion, national origin, color or any other protected class. It is the policy of Berklee College of Music to administer all of its employment practices in a non-
discriminatory manner. Berklee College of Music does not discriminate on the basis of disability as prohibited by section 504 of the Rehabilitation Act of 1973 or the American with Disabilities Act (ADA) of 1990, or any other basis prohibited by federal, state, or local fair employment laws or regulations.