

Berklee Graduate Student Exit Survey Report | Summer 2019

A summary of results from the 2019 Berklee Exit Survey distributed to graduate students graduating from Berklee College of Music, Boston Conservatory at Berklee, Berklee Online, and Berklee Valencia in May, June, and July 2019

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Introduction

Overview

The annual exit survey was distributed to graduate-level students graduating from Boston Conservatory at Berklee, Berklee Online, and Berklee College of Music's Boston and Valencia campuses in May, June, and July 2019. The survey is nearly identical to the undergraduate survey, collecting students' permanent contact information, post-graduation plans, and feedback on their experience at Berklee. Students were given the survey when they picked up their cap and gown for commencement or after completing their culminating experience presentation and reminder emails were sent to students who had not completed the survey.

Of the 342 graduate students graduating, 313 unique responses were collected, a 92 percent response rate across Berklee. Response rates varied across campuses and programs, with a 96 percent response rate for master's programs at Berklee College of Music's Boston campus, 98 percent at Boston Conservatory at Berklee, 90 percent at Berklee Valencia, and 68 percent from Berklee Online. A full table of response rates can be found in Figure 5 of Appendix A.

The report below is separated into five sections. The first section reports on findings from the combined Berklee institution. The following four sections break out the results for Berklee College of Music's campus in Boston (referred to as Berklee College of Music - Boston or BCM Boston), Berklee College of Music's campus in Valencia (referred to as Berklee College of Music - Valencia or BCM Valencia), Boston Conservatory at Berklee (referred to as Boston Conservatory or BCB), and Berklee Online (referred to as BOL). Results for each question by campus are available in Appendix A. When available, comparative data from previous years' exit surveys is provided. Reports of previous years' exit surveys are available on the Institutional Research and Assessment website:

<https://www.berklee.edu/institutional-assessment/student-exit-surveys>.

Key Insights

Key insights from the survey include:

- **New programs added.** Due to the addition of new programs across Berklee, there was an increase in collected responses this year, and increased response rates from Berklee Valencia and Boston Conservatory at Berklee. Therefore, we can compare the changes at a learning environment level, but direct comparisons may be difficult because the new Berklee overall number now includes Berklee Online graduates, who make up 6% of all respondents.
- **The survey is long.** On average it took students 17 minutes to complete the survey, with a median of 12 minutes, despite students being told it would take "a few minutes".
- **Increased levels of recommendation.** After a three year decrease, the rate at which respondents would recommend Berklee rose to 85 percent, up from 75 percent in 2018 and 83 percent in 2017. Eighty-five percent of respondents from Boston Conservatory would be likely to recommend Berklee, up from 75 percent in 2018 while 92 percent of respondents from Berklee College of Music - Boston and 84 percent Berklee College of Music - Valencia (up from 83 percent and down from 85 percent, respectively) would be likely to recommend Berklee. After a three year decrease, overall satisfaction rates rebounded to their 2016 levels.
- **Primary activity after graduation varies widely across Berklee.** Forty percent of BCM students are self-employed/freelancer. Valencia and Berklee Online have similar levels of self-employed/freelancer students (38 and 37 percent, respectively), but this number is much lower at Boston Conservatory where only 25 percent of respondents reported being self-employed or freelancing. When comparing those who are employed, Berklee Online had the most employed graduates (37 percent of respondents), and Valencia had the least (nine percent). Berklee Boston and

Boston Conservatory also had very different levels of employment (28 percent and 20 percent, respectively). Finally, Berklee Valencia and Boston Conservatory have number higher numbers of students seeking employment (32 percent and 26 percent, respectively) when compared to Berklee Boston and Berklee Online which both had 16 percent of respondents seeking employment.

- **A majority of students seeking employment wanted a career advisor to help with their job search.** In total, 75 percent of students seeking employment (27 students) requested follow-up from a career advisor. Students at Berklee Valencia, which had the highest level of students seeking employment, were not asked this question. Students who requested follow-up had their contact information forwarded to the Career Center shortly after they completed the survey.
- **Engagement with the Career Center varies across location and mostly differs from what was reported by undergraduate students who graduated in Spring 2019¹.** Among graduate students, 52 percent at Berklee Boston, 64 percent at Boston Conservatory, and 42 percent of Berklee Online students reported that they did not engage with the Career Center. Undergraduate students at Boston Conservatory reported not engaging at a similar rate (67 percent). At Berklee Boston, only 15 percent of undergraduate students did not engage, and at Berklee Online, 66 percent of respondents reported not engaging with the Career Center.
- **Students met with a career advisor or used the Berklee Career Manager were overall satisfied with their experience.** Eight-four percent of respondents were satisfied with advising sessions, up from 77 percent in 2018 and 64 percent were satisfied with opportunities on the Berklee Career Manager, up from 54 percent in 2018. Advising was rated highest at Berklee Boston (86 percent), and Career Manager was rated highest at Boston Conservatory (71 percent).
- **Satisfaction with overall experience at Berklee experienced a large increase from 2018.** Eighty-seven percent of respondents reported satisfaction with their overall experience at Berklee, an increase from 78 percent in 2018. Increases were seen across the board with an increase from 80 percent in 2018 to 84 percent in 2019 at Berklee Boston, 81 percent to 87 percent at Berklee Valencia, and 74 percent to 88 percent at Boston Conservatory. Berklee Online students were not surveyed last year, however the rate of satisfaction with overall experience in 2019 was 89 percent.
- **Graduate students were more likely than undergraduate students to have a primary activity after graduation that was related to the entertainment industry, except at Berklee Boston.** Overall 89 percent of graduate students reported having a position related to the entertainment industry, while only 87 percent of undergraduate students reported the same thing. Despite the increase, among Berklee Boston graduate students, only 68 percent had positions related to the entertainment industry, while 89 percent of undergraduates reported the same thing.

¹ Students at Berklee Valencia were not asked this question.

Berklee

The following section provides a summary of aggregated responses from graduate students who graduated from all of Berklee's campuses and graduate programs. On average it took students 17 minutes to complete the survey, with a median of 12 minutes². A full comparison of the duration of the survey is available in Figure 7 in Appendix A.

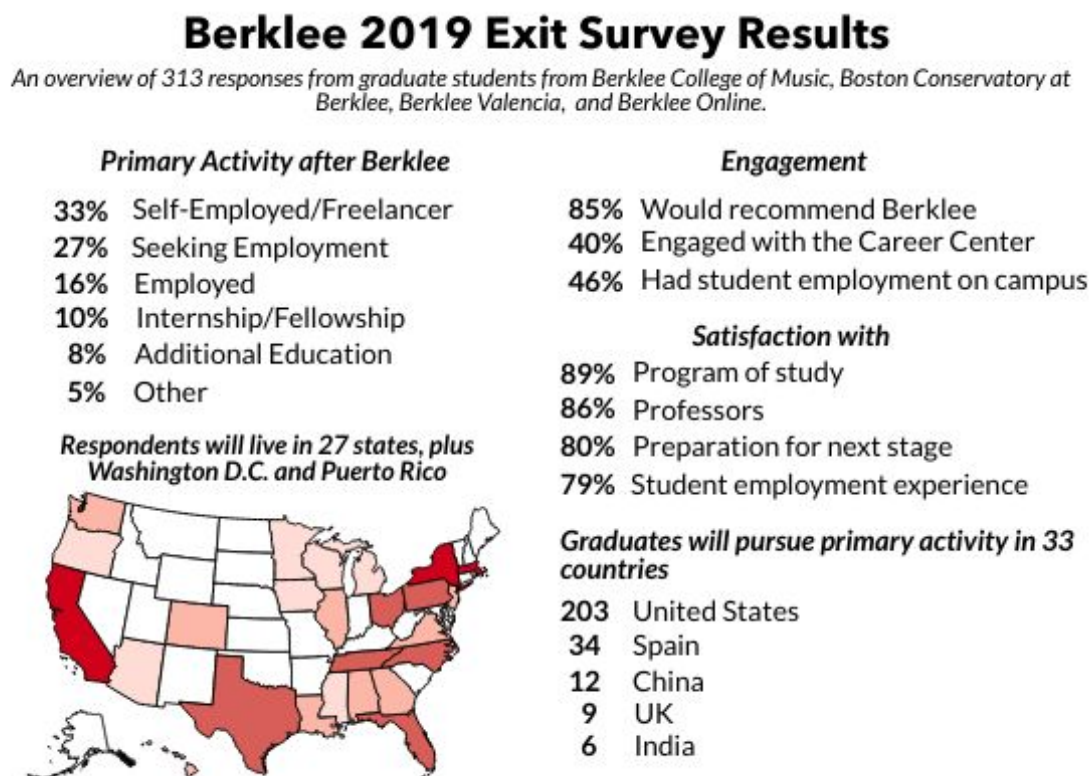


Figure 1. Highlights from graduate exit survey, Berklee

Primary Activity After Graduation

Sixty-seven percent of respondents are employed, self-employed, in an internship, in a fellowship, or are accepted or enrolled in graduate school or another program of continuing education. This rate is lower than 76 percent reported in 2018 but higher than the 63 percent reported in 2017. Twenty-seven percent of respondents are seeking employment, up from 20 percent in 2018 but down from 34 percent in 2017. The number of graduates that are self-employed/freelancer has increased over the last three years from 23 percent in 2017, 27 percent in 2018, and now 33 percent in 2019. Sixteen percent of respondents are employed, a return to the same rate as in 2017 after an increase to 20 percent in 2018. Five percent of respondents are in an internship and five percent are in a fellowship. In 2018, nine percent of respondents were in an internship and seven percent in 2017, however it is possible the decrease can be explained by the fact that a fellowship was a new option added this year. Eight percent are accepted or enrolled in a program of continuing education, a sharp decrease from nineteen percent in 2018 and 17 percent in 2017. Only five percent of respondents report having professional representation such as an agent or manager, an increase from three percent in 2018.

² Responses longer than one hour were removed.

New this year, students who indicated they were seeking employment³ were asked if they would like someone from Berklee Career Center to follow-up with them and assist in their job search. In total 27 students (75 percent) requested a follow-up. Contact information for students who requested a follow-up was sent to the Berklee Career Center on June 11, 2019 and July 25, 2019. The Career Center and Alumni Affairs have teamed up to reach out to these students in fall 2019.

Respondents who selected their primary activity as employed, self-employed, or in an internship were asked about the industry of their job. The top industries selected by respondents are live music (27 percent), education (18 percent), film, video, and television (10 percent), and recording industry (nine percent). This is a significant different from 2018 which found education (25 percent), followed by live music (22 percent), health and wellness (13 percent), and opera (10 percent) to be the top industries. Additionally, 89 percent of these respondents are in jobs or internships related to the entertainment industry, an increase from 2017 and 2018 which both had 82 percent of respondents in positions related to the entertainment industry.

All 50 respondents who selected employed as their primary activity responded to additional questions about their employment. Sixty-six percent of these respondents are employed in full-time positions and 48 percent are paid an annual salary, a decrease from 2018 in which 81 percent of graduates were employed full-time and 54 percent were paid an annual salary. Only 21 graduates shared specific compensation information. Twelve respondents reported an annual salary with an average salary of \$47,500 per year and nine respondents reported an hourly wage with an average wage of \$30.35 per hour. A full list of employers and job titles are available in Appendix B. A full list of internship employers are available in Appendix C.

Of the 27 percent of respondents who selected additional education as their primary activity after Berklee, 72 percent are pursuing a master's degree or doctoral degree. Fifty percent of respondents will continue their education at the Boston Conservatory at Berklee. A full list of schools and programs are available in Appendix D.

Sixty-five percent of respondents will be engaging in their primary activity in the United States, while the other 35 percent will be in one of 32 other countries. Other than the United States, the most common countries include Spain (11 percent), China (four percent), UK (three percent), and India (two percent). Of the respondents whose primary activity will be in the United States, 37 percent will be in Massachusetts, 19 percent will be in New York, and 14 percent will be in California. These are also the top three destinations for alumni in 2018. The remaining alumni will be in one of 22 other states, plus Puerto Rico. These ratios are similar to those reported in previous exit surveys. Sixty percent of respondents are authorized to work legally in the United States, down from 65 in 2018 and 63 percent in 2017.

Career Center

Students were asked about their engagement with the Berklee Career Center, as well as about their satisfaction with the various services offered. Forty percent of respondents reported at least one form of engagement while at Berklee, a sharp decrease from 64 percent in 2018. It should be noted that this decrease may partially be due to the fact that students at Berklee Valencia, who in 2018 had a 99 percent engagement rate, were not asked this question in 2019. However, decreases were reported at both Berklee Boston and Boston Conservatory at Berklee, which had engagement rates of 32 percent and 49 percent, respectively, in 2018. Most commonly used services include meeting with an advisor (29 percent), searching for jobs, gigs, or internships in the Berklee Career Manager (21 percent), and attending Career Jam (seven percent).

³ Students from Berklee Valencia were not asked this question, as requested by Valencia administrators.

Respondents reported moderate satisfaction with the services offered by the Berklee Career Center/International Career Center. Eighty-four percent of respondents were satisfied⁴ with advising sessions (up from 77 percent in 2018), 64 percent were satisfied with opportunities in the Berklee Career Manager (up from 54 percent in 2018), and 82 percent were satisfied with Career Jam. One hundred percent of students were satisfied with Internship Expo and industry trips, though only 4 and 6 students, respectively, answered that question. A breakdown by campus can be found in Figures 20 and 22 in Appendix A.

Students who did not engage with the Career Center were asked why they did not engage. Thirty-nine percent indicated that they did not have time, 21 percent felt they did not need to use the Career Center's services, 14 percent did not know what the Career Center had to offer, eight percent did not know how to engage with the Career Center, and five percent did not know about the Career Center.

Student Employment

New this year, students who attended Berklee College of Music in Boston or Boston Conservatory at Berklee were asked about their experience with student employment on campus. Forty-six percent of students reported having student employment on campus. Seventy-seven percent agreed that their student employment experience provided them with skills they can use in their future career and 79 percent agreed that they were satisfied with their student employment experience.

Social Media

Students were asked about which Berklee social media they follow. Seventy percent of respondents follow Berklee on Facebook, 61 percent follow Berklee on Instagram, 15 percent follow Berklee on YouTube and 8 percent follow Berklee on Twitter. This is a large increase from 48 percent Facebook, 28 percent Instagram, and 4 percent Twitter last year. A breakdown by campus can be found in Figure 23 in Appendix A.

Satisfaction

Graduates were asked to indicate their satisfaction with their overall experience, programs of study, professors, activities and events at Berklee, as well as with the preparation for the next stage of their career. Additionally, if applicable, students were asked about satisfaction with their online courses, faculty advisor and online learning platform. Eighty-seven percent of respondents reported being satisfied with their overall experience at Berklee, an increase from 78 percent in 2018. This is an improvement from the three-year decrease noted from 2016 (87 percent) to 2018 (78 percent). It should be noted that some of this improvement may be a result of the approximately 92 additional respondents this year.

Respondents were most satisfied with their professors (86 percent) and faculty advisors (85 percent) and least satisfied with activities and events (68 percent). Eighty percent of students were satisfied that Berklee prepared them for the next stage in their career. This is a small decrease from the last three years' rates and, interestingly, indicates that satisfaction with overall experience at Berklee is not correlated with feelings of preparedness for the next stage in their career. In 2018, the rate was 82 percent, 88 percent in 2017, and 85 percent in 2016. When asked if they would recommend Berklee to others, 85 percent were likely to recommend Berklee, with 54 percent extremely likely. This is an increase from the previous two years in which 75 percent were likely to recommend Berklee in 2018 and 83 percent in 2017.

Experience

All students received the following prompt and question "In an effort to make Berklee more inclusive, we'd like to gather information about the experiences of members of the LGBTQ+ community that attend

⁴ Satisfaction is calculated as the combination of both "Satisfied" and "Very Satisfied".

Berklee. Your response is optional, but we hope you'll choose to answer. Do you consider yourself part of the LGBTQ+ community? (Optional).” Sixty-four percent of students selected no, 19 percent selected yes, and the remaining 18 percent indicated that they did not know yet, did not understand the question, or preferred not to disclose. This represents a higher rate of students who consider themselves part of the LGBTQ+ community than undergraduate students (16 percent).

Students who selected yes were provided with an additional opportunity to share their thoughts on their experience at Berklee in case being asked about their sexual orientation and gender identity brought up additional thoughts they would like to share. Eleven students responded to this question and only one of which related to the student’s experience as a member of the LGBTQ+ community. Seven comments were negative, three were positive, and one was a mix of positive and negative.

All students were given the opportunity to provide their feedback on two additional open-ended questions. First, students were asked to provide what they viewed as the strength of their program and their campus based on their experience, and then they were asked “Is there anything else you would like to share about your experience and/or future career plans?”

Of the students who responded to the question about their experience and career plans, 31 percent of open-ended responses were positive, 30 percent were positive and 12 percent were a mix of positive and negative. The remaining 23 percent commented only on their future career plans⁵. Common themes and responses to the questions about the strengths of each individual campus can be found in those specific reports.

⁵ Comments are available upon request.

Berklee College of Music - Boston

This section provides a summary of all responses from graduate students who graduated from Berklee College of Music's campus in Boston with a Master of Arts in Music Therapy or Master of Music in Contemporary Performance - Global Jazz. A total of 25 responses were collected, resulting in a 96 percent response rate. On average it took students 24 minutes to complete the survey, with a median of 10 minutes.

Berklee College of Music 2019 Exit Survey Results

An overview of 25 responses from graduating students from Berklee College of Music.

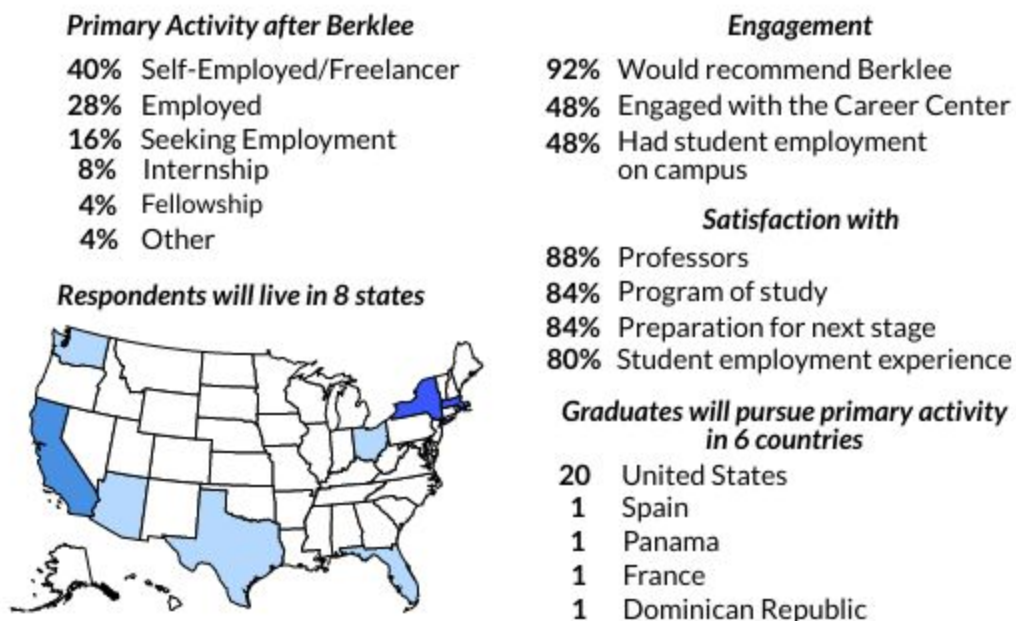


Figure 2. Highlights from graduate exit survey, Berklee College of Music's Campus in Boston

Primary Activity After Graduation

Eighty percent of graduates report that they are employed, self-employed, in an internship, fellowship, or are accepted or enrolled in graduate school or another program of continuing education. This rate is lower than 100 percent in 2018 and 87 percent reported in 2017. Twenty-eight percent of respondents are employed, down from 29 percent in 2018 and 32 percent in 2017. Forty percent of respondents are self-employed/freelancer, down from 44 percent in 2018 but up from 32 percent in 2017. None of the students reporting being accepted or enrolled in graduate school or another program of continuing education, down from 14 percent in 2018 and 13 percent in 2017. Eight percent are in an internship and four percent are in a fellowship. No respondents have professional representation such as an agent or manager.

New this year, students who indicated they were seeking employment were asked if they would like someone from Berklee Career Center to follow-up with them and assist in their job search. All four students who selected seeking employment requested Career Center follow-up. Contact information for students who requested a follow-up was sent to the Berklee Career Center on June 11, 2019 and July 25, 2019. The Career Center and Alumni Affairs have teamed up to reach out to these students in fall 2019.

Eighty percent of respondents will be engaging in their primary activity in the United States (down from 89 percent in 2018), while the other 20 percent will be in one of five other countries including the Dominican Republic, France, Panama, and Spain. Of the respondents whose primary activity will be in the United States, 35 percent will be in New York, 30 percent in Massachusetts, and 10 percent in California. This represents a large change from 2018 in which 17 percent would be in New York and 40 percent in Massachusetts. The remaining respondents will be in one of five other states. Fifty-six percent percent of respondents are authorized to work legally in the United States, lower than the 74 percent reported in 2017 and 81 percent in 2018.

Respondents who selected their primary activity as employed, self-employed, or in an internship were asked about the industry of their job. The industries were live music (47 percent), health and wellness (32 percent), and 11 percent each in education and music and audio tools. Additionally, 68 percent of respondents are in jobs or internships related to the entertainment industry.

Seven respondents who selected employed as their primary activity responded to additional questions about their employment. Seventy-one percent of these respondents are employed in full-time positions; fifty-seven percent are paid on an annual basis. Only five graduates shared specific compensation information, with four students reporting an average annual salary of \$49,475 per year and one student reporting an hourly rate of \$27.18. No students indicated that they are pursuing additional education. A full list of employers and job titles are available in Appendix B. A full list of internship employers are available in Appendix C.

Career Center

Students were asked about their engagement with the Berklee Career Center/International Career Center, as well as about their satisfaction with the various services offered. Forty-eight percent of respondents reported at least one form of engagement while at Berklee, this is a decrease from 58 percent in 2018. Most commonly used services overall include meeting with an advisor (32 percent) and searching for jobs, gigs, or internships in the Berklee Career Manager (32 percent). Respondents reported varying satisfaction with the services offered by the Berklee Career Center/International Career Center. Eighty-six percent (up from 75 percent in 2018) of respondents were satisfied with their advising sessions, 56 percent were with opportunities in the Berklee Career Manager (up from 58 percent in 2018), 100 percent were satisfied with Career Jam (four students), Internship Expo (two students) and industry trips (two students).

Students who reported that they did not engage with the Career Center were asked an additional question about why they did not engage. Six students (50 percent) indicated that they did not have time to engage with the Career Center, one reported they did not know about the Career Center, one did not know what the Career Center had to offer, and four students selected other.

Student Employment

New this year, students who attended Berklee College of Music in Boston or Boston Conservatory at Berklee were asked about their experience with student employment on campus. Forty-eight percent of students reported having student employment on campus. Seventy percent agreed that their student employment experience provided them with skills they can use in their future career and 80 percent agreed that they were satisfied with their student employment experience.

Social Media

Students were asked about which Berklee social media they follow. Seventy-six percent of respondents follow Berklee on Facebook, 60 percent follow Berklee on Instagram, 44 percent follow Berklee on YouTube and 8 percent follow Berklee on Twitter.

Satisfaction

Graduates were asked to indicate their satisfaction with their overall experience, programs of study, professors, activities and events at Berklee, their faculty advisor, and their online courses, as well as with the preparation for the next stage of their career. Eighty-four percent of respondents reported being satisfied with their overall experience at Berklee. Respondents are most satisfied with their professors (88 percent), and 84 percent each with how well Berklee prepared them for the next stage of their career, their faculty advisor, and their program of study. They are least satisfied with activities and events (76 percent satisfaction). One hundred percent of students were satisfied with their online courses and their online learning platform, though only three and four students, respectively, responded to those questions.

Graduates were also asked if they would recommend Berklee to others. Ninety-two percent of students would recommend Berklee to others, an increase from ninety-one percent of CPGJ and 71 percent of MTH graduates in 2018. Despite the increase, this still represents a small decrease from 2017, when 95 percent of CPGJ and 73 percent of MTH graduates were likely to recommend Berklee.

Experience

All students received the following prompt and question “In an effort to make Berklee more inclusive, we'd like to gather information about the experiences of members of the LGBTQ+ community that attend Berklee. Your response is optional, but we hope you'll choose to answer. Do you consider yourself part of the LGBTQ+ community? (Optional).” Seventy-eight percent of students selected no, 13 percent selected yes, and the remaining eight percent indicated that they did not understand the question, or preferred not to disclose.

Students who selected yes were provided with an additional opportunity to share their thoughts on their experience at Berklee in case being asked about their sexual orientation and gender identity brought up additional thoughts they would like to share. Only one student responded, and while it did not pertain to the question, it was a positive comment regarding the diversity and inclusion:

“Great experience in the multicultural competence class which broadened my understanding of different identities, including my own.”

All students were given the opportunity to provide their feedback on two additional open-ended questions. First, students were asked to provide what they viewed as the strength of their program and their campus based on their experience, and then they were asked “Is there anything else you would like to share about your experience and/or future career plans?”

In response to the question regarding strengths, 15 students left responses in which 47 percent of comments reflected satisfaction with faculty, 40 percent indicated satisfaction with diversity and inclusion and 33 percent each indicated satisfaction with their experience overall..

When asked about their experience and career plans, only one student commented and left the following response: *“I very much hope the Master of Arts in Music Therapy continues at Berklee.”*

This section provides a summary of all responses from graduate students who graduated from Berklee College of Music's campus in Valencia. A total of 154 responses were collected, resulting in a 90 percent response rate, significantly higher than the 64 percent response rate in 2018. On average, it took students 18 minutes to complete the survey with a median of 12 minutes.

An overview of 154 responses from graduate students from Berklee Valencia Campus

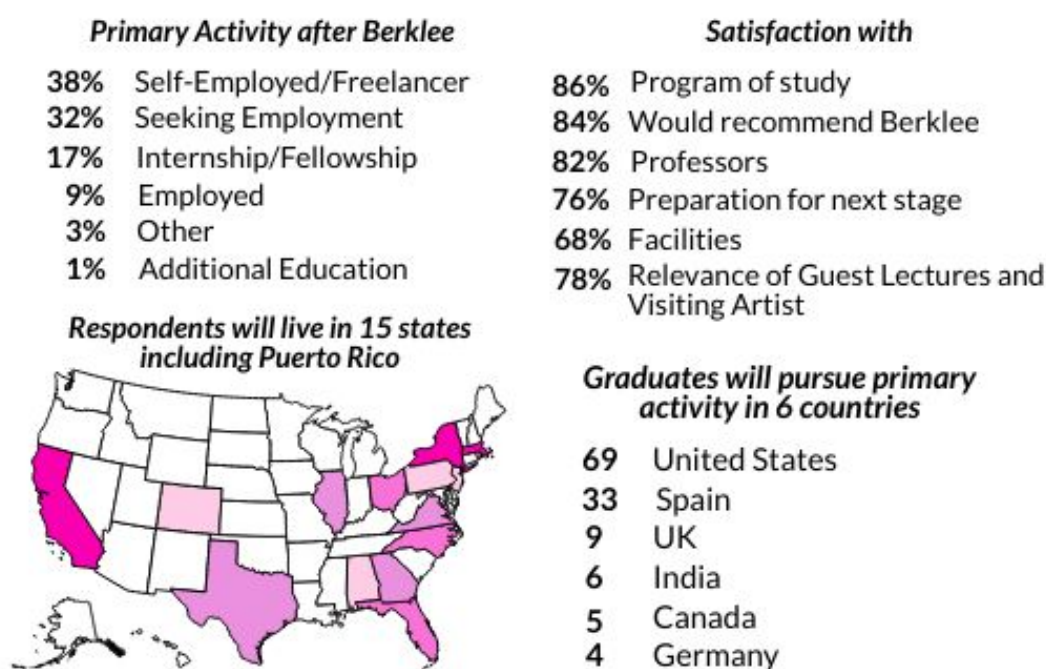


Figure 3. Highlights from graduate exit survey, Berklee College of Music's Campus in Valencia

Sixty-five percent of graduates report that they are employed, self-employed, in an internship, in a fellowship or are accepted or enrolled in graduate school or another program of continuing education. This rate is higher than the 57 percent reported in 2017, but lower than 75 percent in 2018. Nine percent of respondents are employed, a decrease from 10 percent in 2017 and 2018. Thirty-eight percent of respondents are self-employed/freelancer, up from 25 percent in 2017 and 18 percent in 2018. One percent are accepted or enrolled in graduate school or another program of continuing education, down from eight percent in 2017 and 21 percent in 2018. Nine percent are in a fellowship and eight percent in an internship. Eight percent of respondents have professional representation such as an agent or manager, up from five percent last year.

Forty-five percent of respondents will be engaging in their primary activity in the United States, up from 32 percent in 2018, and 21 percent will be in Spain, down from 22 percent in 2018. The other 34 percent will be in one of 26 other countries, including the United Kingdom (6 percent), India (4 percent), and Canada (3

percent). Of the respondents whose primary activity will be in the United States, 29 percent will be in California, 26 percent in New York, and 13 percent in Massachusetts. The remaining respondents will be in one of twelve other states. Forty-nine percent of respondents are authorized to work legally in the United States, up from 42 percent in 2018 but lower than the 53 percent reported in 2017.

Respondents who selected their primary activity as employed, self-employed, or in an internship were asked about the industry of their job. The top industries reported by students were live music (27 percent), film, video, and television (20 percent), and music and audio tools and recording (14 percent each). Additional industries included education, theater, orchestra, chorus, or band, artist services, church and worship, video games, technology, and radio and streaming. Ninety-three percent of Valencia graduates report working in entertainment-related roles, up from 74 percent in 2017 and 91 percent in 2018.

All 14 respondents who selected employed as their primary activity responded to additional questions about their employment. Seventy-nine percent of these respondents are employed in full-time positions; fifty-seven percent are paid on an annual salary. Only five graduates shared specific compensation information, three students reported an average salary of \$34,333, and 2 students reported an average hourly wage of \$15 per hour. One student is pursuing a doctoral degree and one is pursuing a master's degree. A full list of employers and job titles are available in Appendix B. A full list of internship employers are available in Appendix C.

Social Media

Students were asked about which Berklee social media they follow. Seventy-four percent of respondents follow Berklee on Facebook, 71 percent follow Berklee on Instagram, 16 percent follow Berklee on YouTube and 9 percent follow Berklee on Twitter. When asked if respondents felt Berklee Valencia's social media accounts accurately reflected the campus experience, 58 percent said yes, 13 percent said no, and 29 percent said they were not sure.

Satisfaction

Graduates were asked to indicate their satisfaction with their overall experience, programs of study, professors, campus facilities and equipment, guest lecturers and visiting artists, faculty advisor, activities and events at Berklee, as well as with the preparation for the next stage of their career. Eighty-seven percent of respondents reported being satisfied with their overall experience at Berklee, which is higher than 81 percent reported in 2018 and 85 percent in 2016, but lower than 89 percent in 2017.

Respondents are most satisfied with their program of study (86 percent), faculty advisor (84 percent), and their professors (82 percent). They are least satisfied with activities and events (68 percent). A decrease occurred this year in satisfaction with faculty advisors, professors, and activities and events, which were 85 percent, 87 percent, and 71 percent, respectively, in 2018. Seventy-six percent of students were satisfied that Berklee prepared them for the next stage in their career. This is a large decrease from 86 percent satisfaction with career preparation in 2018, 92 percent in 2017 and 87 percent in 2016. Sixty-eight percent of Valencia graduating students indicated they were satisfied with campus facilities and equipment, 78 percent felt guest lecturers and visiting artists were relevant to their program of study, and 65 percent were satisfied with the frequency of guest lecturers and visiting artists.

Graduates were also asked if they would recommend Berklee to others. Eighty-four percent of Valencia graduates indicated they were likely to recommend Berklee, an increase from 78 percent reported in 2018 and 73 percent in 2016, but a decrease from 85 percent in 2017.

Experience

Students graduating from Berklee Valencia were asked additional questions about diversity. Seventy-four percent of respondents felt their experiences at Berklee Valencia have increased their understanding and appreciation of diversity, equity, and inclusion, with 36 percent strongly agreeing. Seventy percent felt the Berklee Valencia initiatives around diversity, equity, and inclusion had a positive impact on their experiences there, with 25 percent strongly agreeing. Finally, 84 percent of respondents felt their social identities and backgrounds were supported and respected at Berklee Valencia, with 40 percent strongly agreeing. All students were given the opportunity to provide their feedback on two open-ended questions. First, students were asked to provide what they viewed as the strength of their program and their campus based on their experience, and then they were asked “Is there anything else you would like to share about your experience and/or future career plans?” Then students were asked about the strengths of their program and Berklee Valencia.

Sixty-four students responded to the question about their experience and career plans, 35 percent of open-ended responses were negative, 33 percent were positive and 15 percent were a mix of positive and negative. Seventeen percent commented only on their future career plans⁶ or suggestions for the school, and were neither positive nor negative. Common negative responses included issues relating to the program or courses, available resources, and the community and environment. Most positive responses were relating to satisfaction with the experience, and the faculty. It should be noted that there were four comments referencing one or more incidents of sexual harassment and assault at Berklee Valencia, and those comments were forwarded to the Berklee Title IX coordinator for follow-up.

In response to the question regarding strengths, 27 percent of comments reflected satisfaction with the community and environment. Diversity and inclusion was second highest with 22 percent satisfied, and faculty followed with 21 percent satisfied.

⁶ Comments are available upon request.

Boston Conservatory at Berklee

This section provides a summary of all responses from graduate students who graduated from Boston Conservatory at Berklee. A total of 115 responses were collected, resulting in a 98 percent response rate. On average, it took students 18 minutes to complete the survey, with a median response time of 13 minutes. Ninety-two percent of respondents were from the Music Division and eight percent were from Theater.

Boston Conservatory at Berklee 2019 Exit Survey Results

An overview of 115 responses from graduate students from Boston Conservatory at Berklee

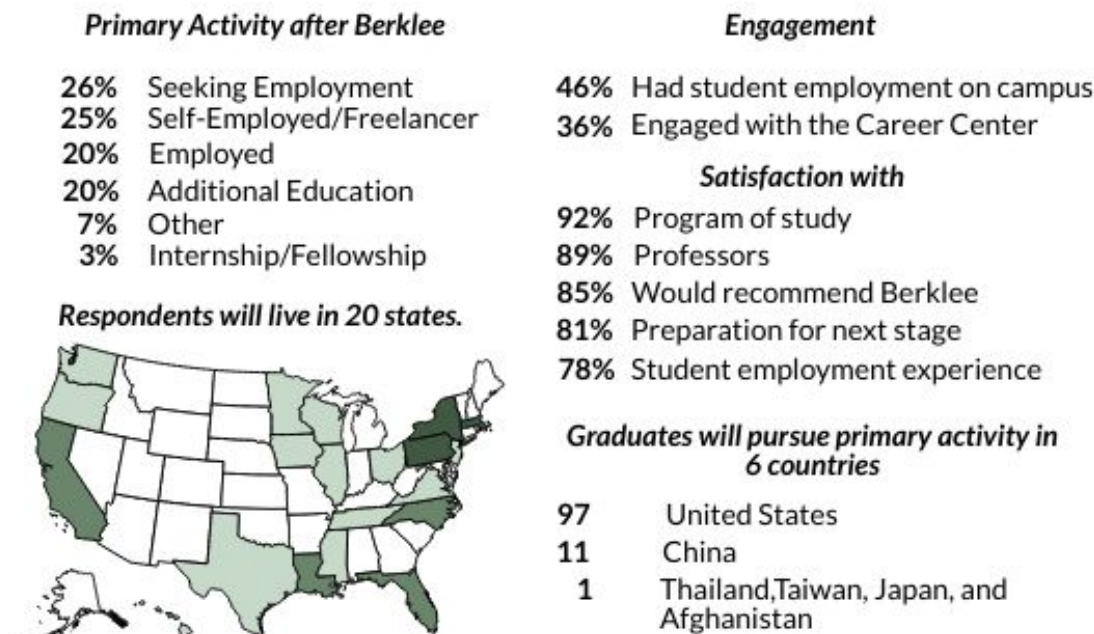


Figure 4. Highlights from graduate exit survey, Boston Conservatory at Berklee

Primary Activity After Graduation

Sixty-six percent of respondents are employed, self-employed, in an internship, in a fellowship, or are accepted or enrolled in graduate school or another program of continuing education. This rate is higher than the 61 percent reported in 2017 and lower than 69 percent in 2018. Twenty-six percent of respondents are seeking employment, down from 27 percent in 2018 and 32 percent in 2017. Twenty percent of respondents are employed, consistent with 2018 and up from 17 percent in 2017. Twenty-five percent of respondents are self-employed/freelancer, an increase from 17 percent in 2017 but a decrease from 27 in 2018. Twenty percent are accepted or enrolled in graduate school or another program of continuing education, the same as 2018 but down from 27 percent in 2017. Two percent are in an internship, and one percent are in a fellowship. In addition to immediate career plans, graduates were asked if they have professional representation. Only two percent of respondents have professional representation such as an agent or manager, the same as 2018 but less than the six percent reported in 2017.

New this year, students who indicated they were seeking employment were asked if they would like someone from Berklee Career Center to follow-up with them and assist in their job search. In total 21 students (72

percent) requested a follow-up. Contact information for students who requested a follow-up was sent to the Berklee Career Center on June 11, 2019 and July 25, 2019. The Career Center and Alumni Affairs have teamed up to reach out to these students in fall 2019.

Eighty-seven percent of respondents will be engaging in their primary activity in the United States, while the other 14 percent will be in one of five other countries. Of respondents whose primary activity will be in the United States, 62 percent will be in Massachusetts, 12 percent in New York, and three percent in Pennsylvania and California. The remaining respondents will be in 16 other states. Compared to results from previous years, there are a similar number of graduates expecting to remain in the United States (87 percent in 2017, 90 percent in 2018). Seventy-two percent of respondents are permanently authorized to work legally in the United States, higher than the 71 percent reported in 2017 but lower than the 77 percent reported in 2018.

Respondents who selected their primary activity as employed, self-employed, or in an internship were asked about the industry of their job. The top industries selected by respondents are education (38 percent), opera and live music (17 percent each), and theater (13 percent). Additionally, 90 percent of these respondents are in jobs related to the entertainment industry. This rate is higher than the 89 percent reported in 2017, but lower than the 95 percent reported in 2018.

All 22 respondents who selected employed as their primary activity responded to additional questions about their employment. Fifty-five percent of these respondents are employed in full-time positions and thirty-two percent of respondents earn an annual salary, a significant drop from 2018 in which 81 percent were employed full-time and 56 percent earned an annual salary. Only seven graduates reported their specific compensation information. Two reported an average annual salary of \$49,300 per year and five reported an average hourly wage of \$40.40 per hour. A full list of employers and job titles are available in Appendix B. A full list of internship employers are available in Appendix C.

Of the 20 percent of respondents who selected additional education as their primary activity after the Conservatory, 68 percent are pursuing a master's or doctoral degree. Thirteen of those graduates will return to Boston Conservatory at Berklee and the other eight will continue their education at one of eight other schools. A full list of schools and programs are available in Appendix D.

Career Center

Students were asked about their engagement with the Berklee Career Center/International Career Center, as well as about their satisfaction with the various services offered. Thirty-six percent of respondents reported at least one form of engagement while at the Conservatory, a decrease from 42 percent in 2018. Twenty-nine percent of respondents met with an advisor, 16 percent used Berklee Career Manager, and six percent attended Career Jam. Eighty-five percent of respondents were satisfied with advising sessions (an increase from 61 percent in 2018), 71 percent each were satisfied with Berklee Career Manager and Career Jam. Students reported 100 percent satisfaction with the internship expo (2 students) and industry trips (3 students).

Students who reported that they did not engage with the Berklee Career Center were asked an additional question about why. Thirty-nine percent indicated they did not have time, 22 percent felt they did not need to use the Career Center's services, 17 percent did not know what the Career Center had to offer, eight percent did not know how to engage with the Career Center, and four percent did not know about the Career Center.

Student Employment

New this year, students who attended Boston Conservatory at Berklee were asked about their experience with student employment on campus. Forty-six percent of students reported having student employment on campus. Seventy-eight percent agreed that their student employment experience provided them with skills they can use in their future career and 78 percent agreed that they were satisfied with their student employment experience.

Social Media

Students were asked about which Berklee social media they follow. Sixty-four percent of respondents follow Berklee on Facebook, 46 percent follow Berklee on Instagram, 5 percent follow Berklee on YouTube and 4 percent follow Berklee on Twitter.

Satisfaction

Graduates were asked to indicate their satisfaction with their overall experience, programs of study, professors, and activities and events, as well as with the preparation for the next stage of their career. Eighty-eight percent of respondents reported being satisfied with their overall experience at Berklee, an increase from 74 percent in 2018. Respondents are most satisfied with their program of study (92 percent, an increase from 78 percent last year), professors (89 percent satisfaction), and how well Berklee prepared them for the next stage in their career (81 percent). They are least satisfied with their activities and events (69 percent satisfaction). Eighty-five percent of graduates reported that they were likely to recommend Berklee to others, with 49 percent indicated they are extremely likely to recommend Berklee to others.

Experience

All students graduating from Boston Conservatory at Berklee received the following prompt and question “In an effort to make Berklee more inclusive, we'd like to gather information about the experiences of members of the LGBTQ+ community that attend Berklee. Your response is optional, but we hope you'll choose to answer. Do you consider yourself part of the LGBTQ+ community? (Optional).” Fifty-nine percent of students selected no, 19 percent selected yes, and the remaining 21 percent indicated that they did not know yet, did not understand the question, or preferred not to disclose. Among surveys undergraduate students the rate at Boston Conservatory (30 percent) was much higher than at Berklee College of Music Boston (15 percent) and Berklee Online (nine percent), however among graduate students, Berklee Online was highest with 22 percent.

Students who selected yes were provided with an additional opportunity to share their thoughts on their experience at Berklee, in case being asked about their sexual orientation and gender identity brought up additional thoughts they would like to share. Nine students responded to this question and only one of those comments related to the student's experience as a member of the LGBTQ+ community. The comment expressed satisfaction with the inclusion of LGBTQ+ students at the Conservatory, but wished there had been more events for Hispanic students. Among the remaining eight comments, seven were negative and one positive. Among the negative comments, most referenced dissatisfaction with the cost of Berklee and relations between Berklee and Boston Conservatory. The positive comment expressed overall enjoyment of their time at Berklee.

All students were given the opportunity to provide their feedback on two additional open-ended questions. First, students were asked to provide what they viewed as the strength of their program and their campus based on their experience, and then they were asked “Is there anything else you would like to share about your experience and/or future career plans?”

When asked about the strengths of Boston Conservatory and their program, 51 students left comments, 49 of which were positive. Forty-seven percent of comments referenced faculty, 33 percent referenced programs and courses, and 16 percent commented on the community and environment. The two negative comments were in regards to the merger.

Thirteen students responded to the question about their experience and career plans, 6 responses were positive, 5 were negative and 2 referenced their career plans. The most common themes among positive comments was the feeling that Boston Conservatory had provided them with sufficient opportunities, a good learning environment, and preparation for their future careers. Negative comments referenced unhappiness with the merger and a feeling of lack of financial aid.

Berklee Online

The following section provides a summary of aggregated responses from 19 graduate students who graduated from Berklee Online. On average, it took Berklee Online students eight minutes to complete the survey, with a median of six minutes. This was significantly lower than the other schools at Berklee that each averaged 24 or 18 minutes with a median of 10-13 minutes.

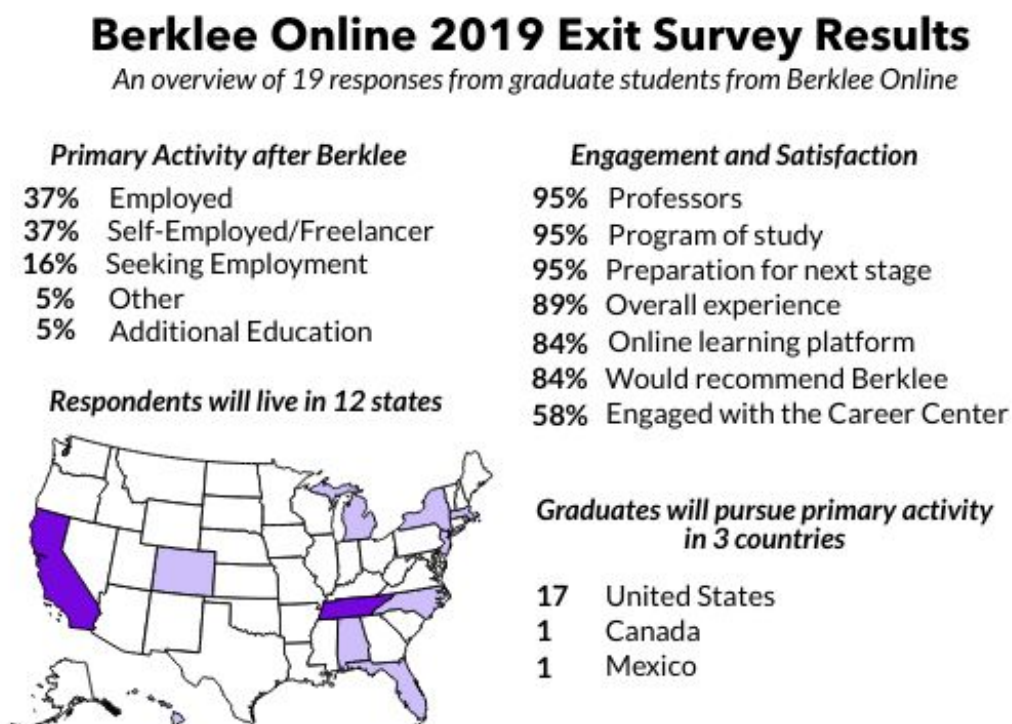


Figure 1. Highlights from graduate exit survey, Berklee

Primary Activity After Graduation

Seventy-nine percent of respondents are employed, self-employed, or are accepted or enrolled in graduate school or another program of continuing education. Sixteen percent of respondents are seeking employment and 37 percent are self-employed. In addition, 37 percent of respondents are employed, five percent are pursuing additional education, and none reported having an internship or fellowship. Sixteen percent of respondents report having professional representation such as an agent or manager, however this represents only 3 students.

New this year, students who indicated they were seeking employment were asked if they would like someone from Berklee Career Center to follow-up with them and assist in their job search. In total, two of the three students seeking employment requested a follow-up. Contact information for students who requested a follow-up was sent to the Berklee Career Center on June 11, 2019 and July 25, 2019. The Career Center and Alumni Affairs have teamed up to reach out to these students in fall 2019.

Eighty-nine percent of respondents (17 students) will be engaging in their primary activity in the United States, while the other two students will be in Canada or Mexico. Of the respondents whose primary activity

will be in the United States, four students will be in California, three in Tennessee, and one each will be in one of ten other states, including Massachusetts and New York. Eighty-nine percent of respondents are authorized to work legally in the United States.

Respondents who selected their primary activity as employed, self-employed, or in an internship were asked about the industry of their job. The top industries selected by respondents are education and live music (29 percent each), recording industry (21 percent), and artist services (14 percent). Additionally, 86 percent of these respondents are in jobs or internships related to the entertainment industry.

All seven respondents who selected employed as their primary activity responded to additional questions about their employment. Seventy-one percent of these respondents are employed in full-time positions and 71 percent are paid an annual salary. Only four graduates shared specific compensation information. Three respondents reported an annual salary with an average salary of \$56,833 per year and one respondents reported an hourly wage of \$14 per hour. A full list of employers and job titles are available in Appendix B. A full list of internship employers are available in Appendix C. The student who indicated they will be pursuing additional education is entering a Master's program at another institution.

Career Center

Students were asked about their engagement with the Berklee Career Center/International Career Center, as well as about their satisfaction with the various services offered. Fifty-eight percent of respondents reported at least one form of engagement while at Berklee. Most commonly used services searching for jobs, gigs, or internships in the Berklee Career Manager (37 percent) and meeting with a career advisor (26 percent). Respondents reported moderate satisfaction with the services offered by the Berklee Career Center/International Career Center. Eighty percent of respondents were satisfied with advising sessions, 57 percent were satisfied with opportunities in the Berklee Career Manager.

Students who indicated that they did not engage with the Career Center were asked an additional question about why. Two students each indicated they did not have time, did not know about the Career Center, and felt they did not need to use the Career Center. One student indicated that they did not know how to engage with the Career Center.

Social Media

Students were asked about which Berklee social media they follow. Sixty-eight percent of respondents follow Berklee on Facebook, 63 percent follow Berklee on Instagram, 26 percent follow Berklee on YouTube and 21 percent follow Berklee on Twitter.

Satisfaction

Graduates were asked to indicate their satisfaction with their overall experience, programs of study, professors, and activities and events at Berklee, as well as with the preparation for the next stage of their career. Eighty-nine percent of respondents reported being satisfied with their overall experience at Berklee. Respondents were most satisfied with their professors and program of study (95 percent each), faculty advisors (92 percent), and the online learning platform (84 percent). Students were least satisfied with activities and events (53 percent). Ninety-five percent of students were satisfied that Berklee prepared them for the next stage in their career. When asked if they would recommend Berklee to others, 84 percent indicated they were likely to recommend Berklee, with 79 percent being extremely likely to recommend Berklee.

Experience

Berklee Online students received the following prompt and question “In an effort to make Berklee more inclusive, we'd like to gather information about the experiences of members of the LGBTQ+ community that attend Berklee. Your response is optional, but we hope you'll choose to answer. Do you consider yourself part of the LGBTQ+ community? (Optional).” Seventy-two percent of students selected no, 22 percent selected yes, and the remaining 6 percent indicated that they did not understand the question. Overall, the rate at Berklee Online (22 percent) was higher than at Berklee College of Music Boston (19 percent) and Boston Conservatory at Berklee (19 percent), but due to the small number of respondents, this only represents four students.

Students who selected yes were provided with an additional opportunity to share their thoughts on their experience at Berklee in case being asked about their sexual orientation and gender identity brought up additional thoughts they would like to share. One student responded to this question that was unrelated to their experience as an LGBTQ+ student and instead commented that they would like access to a recording studio on campus.

All students were given the opportunity to provide their feedback on two additional open-ended questions. First, students were asked to provide what they viewed as the strength of their program and their campus based on their experience, and then they were asked “Is there anything else you would like to share about your experience and/or future career plans?”

In response to the question regarding strengths, 61 percent of comments reflected satisfaction with the program and courses. The faculty were second highest with 33 percent satisfied, and flexibility with the program followed with 28 percent satisfied.

Of the seven students who responded to the question about their experience and career plans, one response was positive, one was negative, two were a mix of negative and positive, and three commented only on their future career plans⁷ or suggestions for the school, and were neither positive nor negative. The negative responses related to the lack of resources and issues with the online platform. Positive responses were relating to satisfaction with the experience, the faculty, and the program and courses.

⁷ Comments are available upon request.

Conclusion and Next Steps

The continued high response rate to this survey provides a valid snapshot of the 2019 graduating class of graduate students, their immediate post-graduation plans, and their experiences at Berklee College of Music - Boston, Berklee College of Music - Valencia, Boston Conservatory at Berklee, and Berklee Online. When comparing the undergraduate respondents of the survey to the graduate respondents of the survey, some key differences were noticed. Among undergraduate students, the rate at which they would recommend Berklee to others has decreased over the last four years. The rate at which graduate students would recommend Berklee had also been decreasing over the previous three years, but this year experienced an increase. Graduate students were more satisfied with their overall experience (87 percent), than undergraduate students (83 percent), but similarly satisfied with their program of study. Overall, these differences highlight the differing perceptions between graduate and undergraduate students, and provide insight on where additional outreach can be focused in the future.

Appendix

Appendix A: Results from all questions by campus

Figure 5. Response rates by campus and program				
	Responses	Graduates	Rate	
Berklee College of Music, Boston	25	26	96%	
MA in Music Therapy	7	7	100%	
MM in Contemporary Performance, Global Jazz Concentration	18	19	95%	
Berklee College of Music, Valencia	154	171	90%	
MA in Global Entertainment and Music Business	37	39	95%	
MM in Contemporary Performance, Production Concentration	31	31	100%	
MM in Music Production, Technology, and Innovation	47	48	98%	
MM in Scoring for Film, Television, and Video Games	29	30	97%	
Graduate Fellowship	10	23	43%	
Boston Conservatory at Berklee	115	117	98%	
MFA in Musical Theater	10	12	83%	
Master of Music	95	101	94%	
Graduate Performance Diploma	7	8	88%	
Professional Studies Certificate	3	3	100%	
Berklee Online	19	28	68%	
MA in Music Business	12	17	71%	
MM in Music Production	7	11	64%	
Total	313	342	92%	
Responses to questions about degree and program				

Figure 6. Response rates by division		
	Responses	Rate
Theater	9	8%
Music	97	92%
Total	106	100%

Figure 7. Time for Completion						
	BCM Boston (n=12)		BCM Valencia (n=135)		BCB (n=100)	
Mean	24 minutes		18 minutes		18 minutes	
Median	10 minutes		12 minutes		13 minutes	
	n	%	n	%	n	%
Under 5 minutes	1	8%	13	10%	8	8%
5-10 minutes	5	42%	39	29%	29	29%
11-20 minutes	1	8%	38	28%	21	21%
21-30 minutes	-	-	25	19%	24	24%
31-40 minutes	-	-	10	7%	12	12%
More than 40 minutes	5	42%	10	7%	6	6%
Duration in minutes that it took for students to complete the survey. Responses over one hour were assumed to be computer errors and removed.						

Figure 8. Primary Activity After Graduation

	BCM Boston (n=25)		BCM Valencia (n=154)		BCB (n=112)		BOL (n=19)		Total (n=310)	
	n	%	n	%	n	%	n	%	n	%
Self-employed/freelancer	10	40%	58	38%	28	25%	7	37%	103	33%
Employed	7	28%	14	9%	22	20%	7	37%	50	16%
Seeking employment	4	16%	49	32%	29	26%	3	16%	85	27%
Additional education	-	-	2	1%	21	20%	1	5%	25	8%
Internship	2	8%	12	8%	2	2%	-	-	16	5%
Fellowship	1	4%	14	9%	1	1%	-	-	16	5%
Other	1	4%	5	3%	8	7%	1	5%	15	5%

Responses to the prompt "Please indicate which one of the following best describes your primary activity after graduation."

Figure 9. Advisor follow-ups

	BCM (n=4)		BCB (n=29)		BOL (n=3)		Total (n=36)	
	n	%	n	%	n	%	n	%
Yes	4	100%	21	72%	2	67%	27	75%
No	-	-	8	28%	1	33%	9	25%

Responses to the prompt "Would you like an advisor to follow-up with you to assist with seeking employment?" Berklee Valencia students did not receive this question.

Figure 10. Country of Primary Activity

BCM Boston (n=25)			BCM Valencia (n=154)			BCB (n=112)			BOL (n=19)		
	n	%		n	%		n	%		n	%
United States	20	80%	United States	69	45%	United States	97	87%	United States	17	89%
Dominican Republic	1	4%	Spain	33	21%	China	11	10%	Canada	1	5%
France	1	4%	UK	9	6%	Afghanistan	1	1%	Mexico	1	5%
Panama	1	4%	India	6	4%	Japan	1	1%			
Spain	1	4%	Canada	5	3%	Taiwan	1	1%			
Other/Not Listed	1	4%	Germany	4	3%	Thailand	1	1%			
			22 other countries	28	18%						

Responses to the prompt "Please identify the country where you will engage in this activity."

Figure 8. US State of Primary Activity

BCM Boston (n=20)			BCM Valencia (n=69)			BCB (n=97)			BOL (n=17)		
	n	%		n	%		n	%		n	%
New York	7	35%	California	20	29%	Massachusetts	60	62%	California	4	24%
Massachusetts	6	30%	New York	18	26%	New York	12	12%	Tennessee	3	18%
California	2	10%	Massachusetts	9	13%	Pennsylvania	3	3%	10 other states	10	59%
5 other states	5	25%	Ohio	3	4%	California	3	3%			
			11 other states	19	28%	16 other states	19	20%			

Responses to the prompt "Please identify the state where you will engage in this activity."

Figure 11. Authorization to Work in the United States

	BCM Boston (n=25)		BCM Valencia (n=154)		BCB (n=112)		BOL (n=19)		Total (n=310)	
	n	%	n	%	n	%	n	%	n	%
Yes	14	56%	75	49%	81	72%	17	89%	187	60%
No	11	44%	79	51%	31	28%	2	11%	123	40%

Responses to the prompt "Are you authorized to work permanently in the U.S.?"

Figure 12. Professional Representation

	BCM Boston (n=25)		BCM Valencia (n=154)		BCB (n=112)		BOL (n=19)		Total (n=310)	
	n	%	n	%	n	%	n	%	n	%
Yes	-	-	12	8%	2	2%	3	16%	17	5%
No	25	100%	142	92%	110	98%	16	84%	293	95%

Responses to the prompt "Do you have professional representation, like an agent or manager?"

Figure 13. Higher Education Pursued

	BCM Boston (n=0)		BCM Valencia (n=2)		BCB (n=22)		BOL (n=1)		Total (n=25)	
	n	%	n	%	n	%	n	%	n	%
Other degree/certificate	-	-	-	-	7	32%	-	-	7	28%
Master's degree	-	-	1	50%	11	50%	1	100%	13	52%
Doctoral degree	-	-	1	50%	4	18%	-	-	5	20%

Of those who selected additional education as their primary activity, responses to the prompt "Please select the degree or certificate you are pursuing."

Figure 14. Entertainment Industry Employment

	BCM Boston (n=19)		BCM Valencia (n=84)		BCB (n=52)		BOL (n=14)		Total (n=169)	
	n	%	n	%	n	%	n	%	n	%
Yes	13	68%	78	93%	47	90%	12	86%	150	89%
No	6	32%	6	7%	5	10%	2	14%	19	11%

Of those who selected employed, self-employed, or internship as their primary activity, responses to the prompt "Is your employment related to the entertainment industry, including performing arts?"

Figure 15. Industry Employment

	BCM Boston (n=19)		BCM Valencia (n=84)		BCB (n=52)		BOL (n=14)		Total (n=169)	
	n	%	n	%	n	%	n	%	n	%
Education	2	11%	5	6%	20	38%	4	29%	31	18%
Live music	9	47%	23	27%	9	17%	4	29%	45	27%
Health and wellness	6	32%	-	-	1	2%	-	-	7	4%
Opera	-	-	-	-	9	17%	-	-	9	5%
Music and audio tools	2	11%	12	14%	-	-	-	-	14	8%
Film, video, and television	-	-	17	20%	-	-	-	-	17	10%
Recording industry	-	-	12	14%	-	-	3	21%	15	9%
Theater	-	-	1	1%	7	13%	-	-	8	5%
Orchestra, chorus, and band	-	-	2	2%	2	4%	-	-	4	2%
Arts administration	-	-	-	-	2	4%	-	-	2	1%
Artist services	-	-	6	7%	-	-	2	14%	8	5%
Advertising	-	-	-	-	1	2%	-	-	1	1%
Church and worship	-	-	1	1%	1	2%	-	-	2	1%
Video games	-	-	1	1%	-	-	-	-	1	1%
Technology	-	-	3	4%	-	-	-	-	3	2%
Journalism	-	-	-	-	-	-	1	7%	1	1%
Radio and streaming	-	-	1	1%	-	-	-	-	1	1%

Of those who selected employed, self-employed, or internship as their primary activity, responses to the prompt "Which industry best describes your employment?"

Figure 16. Employment Type

	BCM Boston (n=7)		BCM Valencia (n=14)		BCB (n=22)		BOL (n=7)		Total (n=50)	
	n	%	n	%	n	%	n	%	n	%
Full-time	5	71%	11	79%	12	55%	5	71%	33	66%
Part-time	2	29%	3	21%	10	45%	2	29%	17	34%

Of those who selected employed as their primary activity, responses to the prompt "Please describe your employment"

Figure 17. Compensation Type

	BCM Boston (n=7)		BCM Valencia (n=14)		BCB (n=22)		BOL (n=7)		Total (n=50)	
	n	%	n	%	n	%	n	%	n	%
Annual Salary	4	57%	8	57%	7	32%	5	71%	24	48%
Hourly Wage	3	43%	6	43%	15	68%	2	29%	26	52%

Of those who selected employed as their primary activity, responses to the prompt "Please indicate how you are paid"

Figure 18. Compensation Amount – Annual Salary

	BCM Boston (n=4)	BCM Valencia (n=3)	BCB (n=2)	BOL (n=3)	Total (n=12)
Mean	\$49,475	\$34,333	\$49,300	\$56,833	\$47,500
Median	\$50,000	\$35,000	\$49,300	\$70,000	\$49,300
High	\$62,400	\$40,000	\$50,000	\$90,000	\$90,000
Low	\$35,500	\$28,000	\$48,600	\$10,500	\$10,500

Of those who selected employed as their primary activity, responses to the prompt "Please provide your annual salary (optional)"

Figure 19. Compensation Amount – Hourly Wage

	BCM Boston (n=1)	BCM Valencia (n=2)	BCB (n=5)	BOL (n=1)	Total (n=9)
Mean	\$27.18	\$15.00/hr	\$40.40/hr	\$14.00	\$30.35/hr
Median	\$27.18	\$15.00/hr	\$40.00/hr	\$14.00	\$27.18/hr
High	\$27.18	\$20.00/hr	\$65.00/hr	\$14.00	\$65.00/hr
Low	\$27.18	\$10.00/hr	\$17.00/hr	\$14.00	\$10.00/hr

Of those who selected employed as their primary activity, responses to the prompt "Please provide your hourly wage (optional)"

Figure 20. Engagement with the Career Center

	BCM Boston (n=25)		BCB (n=112)		BOL (n=19)		Total (n=156)	
	n	%	n	%	n	%	n	%
Met with an advisor	8	32%	33	29%	5	26%	46	29%
Utilized Berklee Career Manager	8	32%	18	16%	7	37%	33	21%
Attended Career Jam	4	16%	7	6%	-	-	11	7%
Attended Internship Expo	2	8%	2	2%	-	-	4	3%
Participated in an industry trip	2	8%	3	3%	1	5%	6	4%
Did not engage with the Career Center	13	52%	72	64%	8	42%	93	60%

Responses to the prompt "During your time at Berklee, in what ways did you engage with the Career Center?"

Figure 21. Reason for not engaging with the Career Center

	BCM (n=12)		BCB (n=72)		BOL (n=8)		Total (n=92)	
	n	%	n	%	n	%	n	%
Did not have time	6	50%	28	39%	2	25%	36	39%
Did not know about the Career Center	1	8%	3	4%	2	25%	5	5%
Did not know what the Career Center has to offer	1	8%	12	17%	-	-	13	14%
Did not know how to engage with the Career Center	-	-	6	8%	1	13%	7	8%
Felt you did not need to use the Career Center's services	-	-	16	22%	2	25%	19	21%
Other	4	33%	7	10%	1	13%	12	13%

Responses to the question "What was the biggest reason you did not engage with the Career Center?"

Figure 22. Satisfaction with Career Center or International Career Center Services

	n	Very Dissatisfied (1)	Dissatisfied (2)	Neutral (3)	Satisfied (4)	Very Satisfied (5)	% Satisfied	Average score out of 5
<i>Total</i>								
Advising sessions	44	2%	5%	9%	36%	48%	84%	4.2
Opportunities in the Berklee Career Manager	33	-	6%	30%	39%	24%	64%	3.8
Career Jam	11	-	-	18%	27%	55%	82%	4.4
Internship Expo	4	-	-	-	25%	75%	100%	4.8
Industry trips	6	-	-	-	33%	7%	100%	4.7
<i>BCM Boston</i>								
Advising sessions	7	-	-	14%	29%	57%	86%	4.4
Opportunities in the Berklee Career Manager	9	-	11%	33%	22%	33%	56%	3.8
Career Jam	4	-	-	-	-	100%	100%	5.0
Internship Expo	2	-	-	-	-	100%	100%	5.0
Industry trips	2	-	-	-	-	100%	100%	5.0
<i>BCB</i>								
Advising sessions	33	3%	6%	6%	39%	45%	85%	4.2
Opportunities in the Berklee Career Manager	18	-	-	28%	44%	28%	71%	4.0
Career Jam	7	-	-	29%	43%	29%	71%	4.0
Internship Expo	2	-	-	-	50%	50%	100%	4.5
Industry trips	3	-	-	-	67%	33%	100%	4.3
<i>BOL</i>								
Advising sessions	5	-	-	20%	20%	60%	80%	4.4
Opportunities in the Berklee Career Manager	7	-	14%	29%	43%	14%	57%	3.6
Career Jam	0	-	-	-	-	-	-	-
Internship Expo	0	-	-	-	-	-	-	-
Industry trips	1	-	-	-	-	100%	100%	5
Responses to the prompt "Please rate your satisfaction with these services provided by the Career Center or International Career Center." Responses vary by question.								

Figure 23. Social Media Following

	BCM Boston (n=25)		BCM Valencia (n=154)		BCB (n=112)		BOL (n=19)		Total (n=310)	
	n	%	n	%	n	%	n	%	n	%
Facebook	19	76%	114	74%	72	64%	13	68%	218	70%
Instagram	15	60%	110	71%	52	46%	12	63%	189	61%
Youtube	11	44%	25	16%	6	5%	5	26%	47	15%
Twitter	2	8%	14	9%	4	4%	4	21%	24	8%
Flickr	-	-	7	5%	-	-	-	-	7	2%
Soundcloud	-	-	4	3%	-	-	1	5%	5	2%
Other	-	-	1	1%	2	2%	-	-	3	1%
Blogs	1	4%	1	1%	1	1%	1	5%	4	1%
Don't Follow	3	12%	6	4%	21	19%	1	5%	31	10%

Responses to the prompt "Which Berklee social media do you follow?"

Figure 24. Accuracy of Valencia Social Media

	BCM Valencia (n=154)	
	n	%
Yes	90	58%
Not sure	44	29%
No	20	13%

Responses to the prompt "Do you feel our social media accounts accurately reflect the campus experience?"

Figure 25. Satisfaction with Valencia Facilities

	Very Dissatisfied (1)	Dissatisfied (2)	Neutral (3)	Satisfied (4)	Very Satisfied (5)	% Satisfied	Average score out of 5
<i>Total (n=154)</i>							
Campus facilities and equipment	5%	10%	17%	49%	19%	68%	3.7

Responses to the prompt "Please rate your satisfaction with the campus facilities and equipment."

Figure 26. Satisfaction with Valencia Guest Lecturers and Visiting Artists

	Very Dissatisfied (1)	Dissatisfied (2)	Neutral (3)	Satisfied (4)	Very Satisfied (5)	% Satisfied	Average score out of 5
<i>Total (n=154)</i>							
Relevance to your program of study	6%	3%	14%	36%	42%	78%	4.0
Frequency of guest lecturers/visiting artists	6%	5%	23%	31%	34%	65%	3.8

Responses to the prompt "Please rate your satisfaction with your program's guest lecturers or visiting artists."
Responses vary by question.

Figure 27. Increased Understanding of Diversity, Equity and Inclusion

	Strongly Disagree (1)	Disagree (2)	Neutral (3)	Agree (4)	Strongly Agree (5)	% Agree	Average score out of 5
<i>Total (n=153)</i>							
Berklee Valencia has increased my understanding and appreciation of diversity, equity, and inclusion	3%	3%	20%	38%	36%	74%	4.0
Responses to the prompt "My experiences at Berklee Valencia have increased my understanding and appreciation of diversity, equity, and inclusion."							

Figure 28. Positive Impact of Berklee Valencia Initiatives

	Strongly Disagree (1)	Disagree (2)	Neutral (3)	Agree (4)	Strongly Agree (5)	% Agree	Average score out of 5
<i>Total (n=154)</i>							
Berklee Valencia initiatives on diversity, equity, and inclusion have had a positive impact on my experiences here.	3%	4%	23%	45%	25%	70%	3.9
Responses to the prompt "Initiatives at Berklee Valencia related to diversity, equity, and inclusion (e.g., student run programs, concerts and events, guest speakers, scholarship/grant opportunities, social media, and communications) have had a positive impact on my experiences here."							

Figure 29. Support and Respect for Student Identities and Backgrounds

	Strongly Disagree (1)	Disagree (2)	Neutral (3)	Agree (4)	Strongly Agree (5)	% Agree	Average score out of 5
<i>Total (n=154)</i>							
At Berklee Valencia my identities and background has been supported and respected	3%	3%	10%	44%	40%	84%	4.2
Responses to the prompt "At Berklee Valencia I believe that I have been supported and respected in the social identifies and backgrounds that I hold (e.g., gender, race/ethnicity, nationality, sexuality, etc.)"							

Figure 30. Satisfaction with Berklee

	Very Dissatis- fied (1)	Dissatisfied (2)	Neutral (3)	Satisfied (4)	Very Satisfied (5)	% Satisfied	Average score out of 5
<i>Total (n=~310)</i>							
Your program of study	3%	3%	5%	40%	49%	89%	4.3
Your professors	4%	2%	8%	31%	55%	86%	4.3
Your online courses	-	-	-	67%	33%	100%	4.3
Your faculty advisor	5%	2%	9%	32%	52%	85%	4.3
Activities and events	4%	5%	23%	35%	33%	68%	3.9
Online learning platform	4%	4%	4%	26%	61%	87%	4.3
Your overall experience	3%	3%	7%	40%	48%	87%	4.3
How well Berklee prepared you for the next stage of your career	5%	4%	12%	41%	39%	80%	4.1
<i>BCM Boston (n=~25)</i>							
Your program of study	12%	4%	-	36%	48%	84%	4.0
Your professors	12%	-	-	40%	48%	88%	4.1
Your online courses	-	-	-	67%	33%	100%	4.3
Your faculty advisor	12%	4%	-	20%	64%	84%	4.2
Activities and events	12%	8%	4%	40%	36%	76%	3.8
Online learning platform	-	-	-	75%	25%	100%	4.3
Your overall experience	12%	-	4%	48%	36%	84%	4.0
How well Berklee prepared you for the next stage of your career	12%	4%	-	48%	36%	84%	3.9
<i>BCM Valencia (n=~154)</i>							
Your program of study	2%	5%	6%	47%	39%	86%	4.2
Your professors	3%	4%	12%	36%	46%	82%	4.2
Your faculty advisor	3%	1%	11%	37%	47%	84%	4.2
Activities and events	3%	5%	23%	39%	29%	68%	3.9
Your overall experience	3%	3%	7%	40%	47%	87%	4.3
How well Berklee prepared you for the next stage of your career	5%	4%	15%	43%	33%	76%	3.9
<i>BCB (n=~112)</i>							
Your program of study	2%	1%	5%	36%	56%	92%	4.4
Your professors	3%	1%	7%	25%	64%	89%	4.5
Your faculty advisor	25%	-	-	-	75%	75%	4.0
Activities and events	3%	4%	24%	33%	36%	69%	3.9
Your overall experience	1%	3%	8%	40%	48%	88%	4.3
How well Berklee prepared you for the next stage of your career	2%	4%	13%	41%	40%	81%	4.1
<i>BOL (n=~19)</i>							
Your program of study	5%	-	-	5%	89%	95%	4.7
Your professors	5%	-	-	16%	79%	95%	4.6
Your faculty advisor	-	-	8%	8%	83%	92%	4.8
Activities and events	11%	-	37%	11%	42%	53%	3.7
Online learning platform	5%	5%	5%	16%	68%	84%	4.4
Your overall experience	5%	-	5%	21%	68%	89%	4.5
How well Berklee prepared you for the next stage of your career	5%	-	-	16%	79%	95%	4.6
Responses to the prompt "Based on your experience at Berklee, please indicate your level of satisfaction with...". Responses vary by question.							

Figure 31. Student Employment

	BCM (n=21)		BCB (n=112)		Total (n=133)	
	n	%	n	%	n	%
Yes	10	48%	51	46%	61	46%
No	11	52%	61	54%	72	54%

Responses to the prompt "Did you have student employment on campus?" Asked only for BCM and BCB students.

Figure 32. Satisfaction with Student Employment

	Strongly Disagree (1)	Disagree (2)	Neither Agree nor Disagree (3)	Agree (4)	Strongly Agree (5)	% Agree	Average score out of 5
<i>Total (n=61)</i>							
I feel my student employment experience provided me with skills I can use in my future career	3%	3%	16%	38%	39%	77%	4.1
I am satisfied with my student employment experience	3%	5%	13%	39%	39%	79%	4.1
<i>BCM (n=13)</i>							
I feel my student employment experience provided me with skills I can use in my future career	10%	-	20%	60%	10%	70%	3.6
I am satisfied with my student employment experience	10%	-	10%	60%	20%	80%	3.8
<i>BCB (n=51)</i>							
I feel my student employment experience provided me with skills I can use in my future career	2%	4%	16%	33%	45%	78%	4.2
I am satisfied with my student employment experience	2%	6%	14%	35%	43%	78%	4.1

Responses to the prompt "Please rate your agreement with the following regarding your student employment on campus."

Figure 33. Recommend Berklee

	Extremely unlikely (1)	Somewhat unlikely (2)	Neither likely nor unlikely (3)	Somewhat likely (4)	Extremely likely (5)	% Likely	Average score out of 5
BCM Boston (n=25)	4%	4%	-	24%	68%	92%	4.5
BCM Valencia (n=154)	2%	6%	8%	32%	52%	84%	4.3
BCB (n=112)	3%	4%	8%	36%	49%	85%	4.2
BOL (n=19)	16%	-	-	5%	79%	84%	4.3
Total (n=313)	3%	5%	7%	31%	54%	85%	4.3

Responses to the prompt "How likely is it that you would recommend Berklee to others?"

Figure 34. LGBTQ+ Identification

	BCM (n=23)		BCB (n=98)		BOL (n=18)		Total (n=139)	
	n	%	n	%	n	%	n	%
Yes	3	13%	19	19%	4	22%	26	19%
No	18	78%	58	59%	13	72%	89	64%
I'm not sure yet	-	-	11	11%	-	-	11	8%
I am not sure what this means	1	4%	3	3%	1	6%	5	4%
I'd prefer not to disclose	1	4%	7	7%	-	-	8	6%

Responses to the prompt "Do you consider yourself part of the LGBTQ+ community? (optional)"
Students at Berklee Valencia did not receive this question.

Appendix B: List of Employers and Job Titles

Berklee College of Music - Boston	
Employer Name	Job Title
215 Army Band	Percussionist
AdventHealth	Music Therapy Program Manager
Baystate Health	Music Therapist
Nationwide Children's Hospital	NICU Music Therapist
Neurologic Music Therapy Services of AZ	Clinical Training Director, Neurologic Music Therapist
Therapy and Learning Center	Music Therapist
Walt Disney Company	Musician sideman
Warm Spring Rehabilitation Hospital	Music Therapist

Berklee College of Music - Valencia	
Employer Name	Job Title
Berklee College of Music	International Career Center
Ecole de musique danse et theatre Paul Le Flem	teacher
Fun Track Music Limited	Director
Iranian university	composer and teacher
JazzUrbane	Venue Manager
Mount Calvary Baptist Church	Music Director
mtheory LLC	Digital Marketing Associate
Roxi	Music Curator
Sony Music Entertainment	Associate Director, Partner Development Analytics
Universal Music	Campaign Manager
University of Virginia	Research specialist
Unspeakable records	CEO / Producer
Warner Music	Marketing Executive

Boston Conservatory at Berklee	
Employer Name	Job Title
Boston Conservatory	Accompanist
Catawba College	Adjunct Instructor of Music
Cub monaco	Manager
Dobyns-Bennett HS	Director of Percussion
Instacart	Full service shopper
Josiah Quincy Orchestra Program	Teaching Artist
Malden Chinese Culture Connection	Strings instructor
N/A	Teacher
New england center for children	Music teacher
Pensacola Opera	Artist in Residence
Ridley school district	Music teacher

Shreveport Opera	Resident Artist
Somerville Public Schools	Teacher
Steinway piano school	Teacher
Temple Bar	Server
Town of Needham	Teaching assistant
Trinity Church	Staff Singer
VSA	Teaching Artist

Berklee Online	
Employer Name	Job Title
APB Agency	Director of A&R
Community College of Aurora	Music and Entertainment Entrepreneurship Program Director
Jacksonville State University	Visiting Assistant Professor
NYC Parks and Recreation	Press Officer
Real Good Touring	Social Media Manager
Tecnologico de Monterrey	Studio Manager
The King's Academy	Teacher

Appendix C: List of Internship Employers⁸

Berklee College of Music	
Internship Employer Name	
Andrew Gross Berklee College of Music Create Music Group Fedujazz Jillian Lucas Vidal mtheory llc Nora Kroll-Rosenbaum Norman Ludwin Patricia Perez PKO studios redCola Trafalgar 13 Music House	

Appendix D: List of Additional Education Programs

Berklee College of Music ⁹		
Institution	Degree	Program
Ball State	Doctoral Degree	Doctor of Arts
Boco	Master's Degree	Psc
Boston Conservatory at berklee	Other Degree / Certificate	PSC
Boston Conservatory	Master's Degree	Master of music
Boston conservatory	Other Degree / Certificate	Contemp. Classical
Boston Conservatory	Other Degree / Certificate	PSC in Cello performance
Boston conservatory	Other Degree / Certificate	Graduate performance diploma
Boston Conservatory at Berklee	Master's Degree	Master of Music
Boston Conservatory at Berklee	Master's Degree	PSC
Boston Conservatory at Berklee	Master's Degree	Professional studies certificate
Boston Conservatory at Berklee	Master's Degree	Graduate Performance Diploma (violin)

⁸ Combined to protect student anonymity.

⁹ Combined to protect student anonymity.

Boston Conservatory at Berklee	Master's Degree	Collaborative Piano
Boston Conservatory at Berklee	Other Degree / Certificate	PSC in Bass Performance
Boston Conservatory at Berklee	Master's Degree	GPD
Boston Conservatory at Berklee	Other Degree / Certificate	PSC
DePaul University	Master's Degree	Music performance
LSU	Doctoral Degree	Experimental Music and Digital Media
MGHIHP	Master's Degree	CCC SLP
Michigan State University	Master's Degree	Law
New England Conservatory	Other Degree / Certificate	Graduate Diploma
Nyu	Master's Degree	Songwriting
UCLA	Doctoral Degree	Ethnomusicology
University of Miami	Master's Degree	DMA
University of Minnesota	Doctoral Degree	DMA in voice performance
UPV	Doctoral Degree	artistic Production