

Then there's the music. An audio CD accompanying the book contains 16 tracks newly recorded for this project by the Boston-based vocal ensemble Blue Heron, directed by Scott Metcalfe. These renditions bring to life the sounds Kelly's prose evokes. The beautiful tracks hammer home a point Kelly makes repeatedly: were it not for notation, this centuries-old music would never have reached us. Listening to the sparkling and energetic renditions on the CD, we are glad that it did. What's at stake, after all, is not just technicalities about where stems do or don't go, but *music*—beautiful, challenging, ethereal or earthy, sacred and profane, de-

serving of our attention and admiration, and benefitting from repeated listening.

I have no doubt that *Capturing Sound* will make my life easier. As the first nontechnical book on the history of music notation, it fills a much-needed gap and will serve to educate general readers about the kinds of work music historians do. I expect fewer iterations of my least-favorite question from now on. But Kelly's book will also change the valence of another question I often hear: "What can I read to give me an introduction to this stuff you study, something intended for an interested lay reader?" In the past I had no good answer. Forget notation—I could not think of a

book covering any broad aspect of medieval music that was neither a textbook nor a publication aimed at specialists. But from now on I shall be able to reply confidently—knowing that I am recommending something as engaging as it is wise, as informative as it is fun—"Go read Thomas Forrest Kelly's new book." ▽

Musicologist Anna Zayaruznaya, Ph.D. '10, RF '14, is an assistant professor in the department of music at Yale. Thomas Forrest Kelly served as a member of her doctoral committee. Her first book, The Monstrous New Art: Divided Forms in the Late Medieval Motet, will be published by Cambridge University Press this winter.



Spencer Kympton talks to veterans about the importance of legacy, and aims to "restore a sense of purpose" in their lives.

defined missions and a new, shared identity with peers that immediately replaced the experience of being in the military."

Twelve years later, Kympton is president of The Mission Continues (TMC), a nonprofit organization that provides a similar context for post-9/11 veterans struggling to find a foothold in civilian life. "Many of this generation have deployed four or five times and often with the same men and women," he notes. When they come home, those bonds are often severed, along with "the only real identity that person has had, from the age of 17. Layer on to that, they may be dealing with war wounds, the invisible scars of war, trying to reconnect with relationships at home, the need to find a job—and right there you've got monumental challenges for them to overcome."

The Mission Continues puts these veterans to work in volunteer "platoons" with "squad leaders" to tackle wide-ranging civic projects: mentoring children and refurbishing schools in Boston; tracking down homeless veterans in Phoenix who may want help; and building sustainable agricultural networks that supply fresher food to families in Washington, D.C. In The Bronx, a new platoon is partnered with DreamYard, which pairs arts education with community projects. "These are long-term revitalization efforts in some of the most disadvantaged areas in New York City," says Kympton, who lives in Brooklyn with his wife and young son. "The veterans provide all the blocking and tackling."

THE ALUMNI

Forward, March

Post-9/11 veterans find new ways to serve at home.

by NELL PORTER BROWN

THE DAY AFTER leaving the U.S. Army, Spencer Kympton, M.B.A. '04, packed up a U-Haul truck and drove from Georgia to Cambridge. The West Point valedictorian, who grew up in a military family, had spent eight

years as an aviation officer on tours in Korea, Bosnia-Herzegovina, and Central and South America. Yet he felt barely any sense of loss or disconnection in moving on. "I went right into a new intensely team-based setting at Harvard Business School," he explains, "with



Versed in the Arabic language and culture, Aaron Scheinberg ran civil-affairs projects while deployed in Iraq.

The 30 platoons, each with 80 to 100 people, are led by trained veterans who are paid a stipend based on impact. (The Boston platoon leader is Rachel McNeill, A.L.B. '14, a seven-year army veteran; former U.S. Marine Regan Turner, M.B.A.-M.P.P. '13, is TMC's West Coast regional director.) Each unit defines its own mission. "What's most important is that we find a cause that speaks to them," says Kympton, who became a McKinsey & Company consultant and senior leader at Teach for America after Harvard. "Licking envelopes is not the kind of work that will restore a sense of purpose in life." One top funder is TMC's national partner, The Wounded Warrior Project, a larger non-profit that reinvigorates injured veterans through about 20 different programs. Corporate sponsors such as Boeing, Target, and Goldman Sachs provide 40 percent of TMC's current \$7.5-million budget; the balance comes from individuals, foundations, and philanthropies, including The Paul E. Singer Foundation, New Profit Inc., and Got Your 6.

The platoons are essentially "healing by helping" models that build crucial peer relationships through familiar, mostly physical work with a clear goal. All are linchpins of military life and, arguably, of any well-balanced civilian life as well. "Serving others is a very human concept—it creates meaningful connections," notes Kympton, who is well versed in research on the positive effects of volunteerism that drive the success of AmeriCorps, among other groups. Veterans, however, "are especially prone to act: they all stepped forward in the wake of 9/11," he adds. "This is action therapy—that's why it's so effective."

Eric Greitens, a Rhodes Scholar and

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ALUMNI

Navy Seal veteran of four anti-terror missions, founded The Mission Continues in 2007. Four years later he hired Kympton, who is now running and expanding the organization. Greitens remains on the board of directors, along with the Kennedy School's David Gergen, professor of public service and director of the Center for Public Leadership, and VICE News correspondent and former Navy Seal Kaj Larsen, M.P.P. '07.

Initially, The Mission Continues trained small groups of veterans as “fellows” who worked 20 hours a week on six-month-long projects linked to other nonprofits, earning roughly \$7,000. Surveys on the effect of this intensive experience have shown increased confidence, social integration, peer connections, and political engagement among fellows, and even improved family relationships. “We measure for self-efficacy,” says the organization's Northeast regional director, Aaron Scheinberg, M.P.A./I.D. '11, a 2003 West Point graduate who was deployed in Iraq. Even the three-day orientation for fellows, he adds, “is a magical experience—and I don't use that term lightly. You see people who were at home sitting on the couch feeling bad, feeling socially isolated, with no structured path to contributing the skills they know they have collected. Here, they find a renewed belief in themselves.” Many also find more tangible success, such as permanent jobs, new career paths, professional mentors, and incentives to return to school.

To date, about 1,100 veterans have completed the program, and each quarter, 100 more are chosen from upwards of 300 ap-



plicants. Former fellows, such as McNeill, who studied international relations at the Extension School, typically lead platoons. Still, these numbers barely register, given the nation's five million post-9/11 veterans.

To reach more people, Kympton, Scheinberg (who also has an M.B.A. from Columbia), and others at TMC in 2013 established the first pilot platoons in Phoenix, Los Angeles, Washington, D.C., Orlando, and San Diego, and have since expanded to the current 30. (By 2016, they plan to have 135 units up and running.)

Whether the positive outcomes of the fellowships can translate equally well to members of the much larger platoons, who typically volunteer less time, and less frequently, is not clear. “We are still experimenting with scale,” Kympton readily admits. “We can't answer those questions about impact with five platoons, but we think we can with 80 platoons. We are very focused on making sure these service platoons are actually having meaningful impact.” To help find out, he continues, the Bristol-Myers Squibb Foundation recently awarded TMC a grant

Each TMC platoon puts about 100 veterans to work in the community.

to fund an independent evaluation of the effects of community service on individuals in 10 platoons. Significantly enlarging the fellows program, although a good idea, is too costly with “private dollars alone,” Kympton adds. TMC has not yet taken or pursued government money, but is exploring whether there are creative ways to tap into GI funding or other resources at the U.S. Department of Defense or the U.S. Veterans Administration.

Roughly 60 percent of those in TMC's fellowship and platoon programs have an officially recognized disability, but the nonprofit selects a range of veterans: anyone for whom a community mission will make a significant difference, Kympton explains, people “who have the potential to have a real impact on their communities that will endure across generations. We talk a lot about legacy.” Older veterans are also welcomed, and participate in some of the platoons. Kympton acknowledges the challenges veterans face, now and historically, but he and Scheinberg also believe that news coverage, through the “frequency or tendency to focus on issues like PTSD [post traumatic stress disorder] and veteran suicide, has created the perception that those issues dominate this generation.”

Scheinberg, who has himself experienced a degree of PTSD, points to TMC's strong rehabilitative component, but adds: “The truth is you can struggle *and* be successful. You can be negatively affected by combat, as most people would be, and still come back and be a leader in your community.”

IN BOSTON, the 80-member platoon aims to “improve education and help local children,”

Wanted

The Office of Career Services (OCS) and the Harvard Alumni Association have launched a new campaign, “Harvard-Hiring-Harvard,” to help students find employment. “Alumni have always been enthusiastic about helping students launch their careers, providing advice and information,” says OCS director Robin Mount. “This is the next step—actual, concrete opportunities.”

The number of entry-level jobs “has not come back to the level that existed before the economic downturn,” reports

Mount, especially because seismic shifts across industries, from music to health-care to education, have also contributed to overall job shrinkage. “A lot of organizations and employers have cut back on training and resources for students who don't have the skills they are looking for.”

Alumni interested in offering students entry-level positions, summer internships, or “winternships” (unpaid job-shadowing opportunities during the January break), can contact OCS through its website www.ocs.fas.harvard.edu/alumni.htm, by phone (617-495-2595), or by e-mail ocsjobs@fas.harvard.edu.