Leadership, innovation, systems thinking
Created in 1996, MIT’s System Design and Management (SDM) program is the Institute’s first graduate-level career-compatible degree granting program, offering full-time on-campus, part-time commuter, and distance learning options. SDM was created to educate future technical leaders in architecting, engineering, and designing complex products and systems and to give them the leadership and management skills necessary to work successfully across organizations.

SDM, a program within the Engineering Systems Division, is jointly sponsored by MIT Sloan School of Management and the MIT School of Engineering. It provides technical/engineering depth and management breadth, and leads to an MS in Engineering and Management granted by the two schools. Over 450 students from dozens of organizations representing a wide range of industries have attended SDM. More than half of recently matriculated SDM students hold Masters or Doctoral degrees earned prior to entering the program.

SDM’s expanded offerings include a one-year graduate certificate program in systems engineering taught primarily at a distance and a five-day workshop in systems engineering for organizational leaders.

The System Design and Management Program resides within MIT’s Engineering Systems Division <http://esd.mit.edu>, an interdisciplinary unit dedicated to transforming engineering education, research, and practice to address systems in all dimensions: engineering, social science and management. ESD’s graduate programs, including SDM, prepare engineers to apply systems thinking across boundaries, enabling them to provide strategic leadership in addressing the complex challenges facing the world today.

To learn more about SDM, visit sdm.mit.edu.
Interest in SDM graduates continues to accelerate as more companies become aware of the value of hiring MIT graduates who have both technical and management expertise. The 2007-2008 Employment Report for MIT’s System Design and Management Program offers an overview of the world-class corporations that hired members of this year’s SDM graduating class, as well as the types of positions they offered. Employers recognize that the prior work experience of SDM grads (an average of 10 years upon entering SDM), the rigor of the SDM academic program, and the diversity of thought and experience among SDM colleagues equip SDM Fellows to communicate and lead across disciplines and to solve complex problems throughout organizations. Consequently many SDM fellows continue to be hired into top level technical and managerial leadership positions across a wide range of industries.

Survey results of interest include the following:

1. 100% of SDM Fellows responding to the survey are employed, with 96% employment before graduation in May, 2008 and 4% employment within one month of graduation.
2. SDM Fellows received an average base salary of $121,067 (median $120,000), which represented an increase of $27,398 or 29% over the base salary prior to entering the SDM Program.
3. Consulting and Strategy job functions drew 47% of the 2008 graduates, followed by Operations/Project Management and Engineering Management, both at 13%.
4. 80% of SDM graduates received a signing bonus averaging $14,583.
5. 67% of SDM graduates will receive an annual performance bonus averaging 19% of salary.
6. The average number of job offers for this SDM class is 2.9.

### SDM Fellows Employment Profile 2008

<p>| | |</p>
<table>
<thead>
<tr>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Number of SDM Fellows Graduating in 2007</td>
<td>60</td>
</tr>
<tr>
<td>Number of Self-Sponsored Fellows</td>
<td>26</td>
</tr>
<tr>
<td>Number of Company-Sponsored Fellows*</td>
<td>34</td>
</tr>
<tr>
<td>Self-Sponsored Fellows seeking employment</td>
<td>21</td>
</tr>
<tr>
<td>Self-Sponsored Fellows continuing with their current employer</td>
<td>3</td>
</tr>
<tr>
<td>Self-Sponsored Fellows continuing with own business</td>
<td>2</td>
</tr>
<tr>
<td>Average age at entry</td>
<td>35</td>
</tr>
<tr>
<td>Average years of full-time work experience prior to SDM</td>
<td>10</td>
</tr>
</tbody>
</table>

*SDM Fellows who are company-sponsored are not permitted to use the SDM placement resources and related activities.

SDM takes pride in educating future leaders for employment in industries and organizations as diverse as non-profits, aerospace, financial services, and for technology consulting and leadership roles in product development, business strategy, and operations.

We invite your company to participate in upcoming SDM recruitment activities and we look forward to working with you.

Helen M. Trimble, Ed.D.
Director, SDM Career Development
employers hiring SDM self-sponsored fellows from 1998-2008

Adobe Systems
Analog Devices
Apple Computer
Amazon.com
American Express
Archibus
Arthur Andersen
AT&T
AT Kearney
Bank of America
Bain Consulting
Boeing Integrated Defense Systems
Booz Allen Hamilton
Bristol-Myers Squibb
Claraview
Cisco Systems
Computer Associates
Deloitte Consulting
Dushant Enterprises
Eaton
EMC
Ensequence
Ernst & Young
EVSystems
Fidelity
Forester Research
General Electric
Google
IdentaCert
Infosys
Intel
Linden Technologies
Miasole
McKinsey
Merrill Lynch
Microsoft
MIT
MITRE
Morgan Stanley
Motorola
NetApp
Nimalex
Nomura Holdings
NP Medical
OAT Systems
Oracle USA
Pegasystems
PhatRat Technologies
Polychromix
PVI
PROS Revenue Management
Qstreams Networks
The Vanguard Group
Raytheon
Rohm and Haas
Sandia National Laboratories
Sensata Technologies
SINTEC
Sun Microsystems
Teradyne
TIBCO
TopQuadrant
Toyota
UTC Power
UTC Pratt & Whitney
UTC Research Center
Vanguard
VECNA Technologies
Verizon
VMware
World Bank

2008 Full-time employment overview

<p>| | |</p>
<table>
<thead>
<tr>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Base Salary Range</td>
<td>$90,000–$155,000</td>
</tr>
<tr>
<td>Mean Base Salary</td>
<td>$121,067</td>
</tr>
<tr>
<td>Median Base Salary</td>
<td>$120,000</td>
</tr>
</tbody>
</table>
### Base salary by job function

<table>
<thead>
<tr>
<th>Job Function</th>
<th>Percent</th>
<th>Mean base Salary</th>
<th>Median base salary</th>
<th>Base salary range</th>
</tr>
</thead>
<tbody>
<tr>
<td>Consulting/Strategy</td>
<td>47%</td>
<td>$125,857.00</td>
<td>$125,000.00</td>
<td>$111,000–$145,000</td>
</tr>
<tr>
<td>Engineering/Management</td>
<td>13%</td>
<td>$122,500.00</td>
<td>$122,500.00</td>
<td>$90,000–$155,000</td>
</tr>
<tr>
<td>Operations/Project Management</td>
<td>13%</td>
<td>$120,000.00</td>
<td>$120,000.00</td>
<td>$115,000–$125,000</td>
</tr>
<tr>
<td>General Management/Leadership</td>
<td>7%</td>
<td>$110,000.00</td>
<td>$110,000.00</td>
<td>$110,000–$110,000</td>
</tr>
<tr>
<td>Investment</td>
<td>7%</td>
<td>$120,000.00</td>
<td>$120,000.00</td>
<td>$120,000–$120,000</td>
</tr>
<tr>
<td>IT/Software</td>
<td>7%</td>
<td>$90,000.00</td>
<td>$90,000.00</td>
<td>$90,000–$90,000</td>
</tr>
<tr>
<td>Marketing/Sales</td>
<td>7%</td>
<td>$130,000.00</td>
<td>$130,000.00</td>
<td>$130,000–$130,000</td>
</tr>
</tbody>
</table>

### Base salary by geographic location

<table>
<thead>
<tr>
<th>Geographic Location</th>
<th>Percent</th>
<th>Mean base Salary</th>
<th>Median base salary</th>
<th>Base salary range</th>
</tr>
</thead>
<tbody>
<tr>
<td>Northeast</td>
<td>47%</td>
<td>$123,714.00</td>
<td>$125,000.00</td>
<td>$90,000–$155,000</td>
</tr>
<tr>
<td>West Coast</td>
<td>33%</td>
<td>$118,000.00</td>
<td>$120,000.00</td>
<td>$110,000–$125,000</td>
</tr>
<tr>
<td>Southwest</td>
<td>13%</td>
<td>$135,000.00</td>
<td>$135,000.00</td>
<td>$125,000–$145,000</td>
</tr>
<tr>
<td>Midwest</td>
<td>7%</td>
<td>$90,000.00</td>
<td>$90,000.00</td>
<td>$90,000–$90,000</td>
</tr>
</tbody>
</table>

### Base salary by professional experience

<table>
<thead>
<tr>
<th>Professional Experience</th>
<th>Percent</th>
<th>Mean base Salary</th>
<th>Median base salary</th>
<th>Base salary range</th>
</tr>
</thead>
<tbody>
<tr>
<td>Up to 4 years</td>
<td>20%</td>
<td>$108,333.00</td>
<td>$90,000.00</td>
<td>$90,000–$145,000</td>
</tr>
<tr>
<td>5–8 years</td>
<td>27%</td>
<td>$120,000.00</td>
<td>$122,500.00</td>
<td>$110,000–$125,000</td>
</tr>
<tr>
<td>9 or more years</td>
<td>53%</td>
<td>$126,375.00</td>
<td>$122,500.00</td>
<td>$111,000–$155,000</td>
</tr>
</tbody>
</table>
Source of job

- 36% Networking
- 32% SDM Recruiting/Alumni
- 20% Student-Initiated Company Contact
- 8% MIT Careers Office
- 4% Faculty Referral

Reason for accepting position

- Growth Potential: 33%
- Job Function: 24%
- Industry: 14%
- Location: 10%
- People/Corporate Culture: 10%
- Job Content: 5%
- Prestige of Firm: 5%

Bonuses/stock options

<table>
<thead>
<tr>
<th>Bonus Type</th>
<th>Percentage reported</th>
<th>Mean Value</th>
<th>Median Value</th>
</tr>
</thead>
<tbody>
<tr>
<td>Signing Bonus</td>
<td>80%</td>
<td>$14,583.00</td>
<td>$10,000.00</td>
</tr>
<tr>
<td>Relocation Bonus</td>
<td>73%</td>
<td>$9,333.00</td>
<td>$7,000.00</td>
</tr>
<tr>
<td>Performance Bonus</td>
<td>67%</td>
<td>$14,583.00</td>
<td>$10,000.00</td>
</tr>
<tr>
<td>Stock Options</td>
<td>53%</td>
<td>$54,315.00</td>
<td>$55,375.00</td>
</tr>
<tr>
<td>Other Bonus</td>
<td>20%</td>
<td>$13,174.00</td>
<td>$11,500.00</td>
</tr>
</tbody>
</table>

Bonuses

- Signing Bonus: 89%
- Relocation Bonus: 73%
- Performance Bonus: 67%
- Stock Options: 53%
- Other Bonus: 20%
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