



sdm



employment report

self-funded students
2011-2012

System Design and Management

The MIT Master's in Engineering *and* Management

system design and management



MIT's System Design and Management (SDM) program was created in 1996 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 is offered jointly by the MIT School of Engineering and the MIT Sloan School of Management. It provides technical/engineering depth and management breadth leading to an MS degree in engineering and management. Several hundred students from dozens of organizations representing a wide range of industries have attended SDM. More than half of recently matriculated SDM fellows hold master's 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.

The SDM program resides within the MIT Engineering Systems Division, an interdisciplinary unit dedicated to transforming engineering education, research, and practice to address whole systems. The ESD 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.

Further information — sdm.mit.edu.

MIT SDM employment report

Interest in SDM graduates continues to accelerate as more companies become aware of the value of hiring MIT graduates who have both technology and management expertise. The 2011–2012 Employment Report for self-funded SDM students offers an overview of pertinent data about this year’s graduates and a list of the world-class corporations that hired them.

Employers recognize and appreciate the prior work experience of SDM graduates (an average of 10 years upon entering the program) and SDM’s academic rigor. Further, the diversity of thought among SDM fellows equips them to communicate and lead across the organization and to solve complex problems throughout both business and technical domains. Consequently, SDM fellows continue to be hired into technical and managerial leadership positions across a wide range of industries.

An employment survey of self-funded students shows the following results:

- 100% of SDM fellows responding to the 2012 survey are employed, with 87% accepting employment offers before graduating and 13% accepting offers within two months of graduation.
- SDM fellows received an average base salary of \$104,763 (median \$108,000), which represents an increase of \$41,706 or 66% over the base salary prior to entering SDM.
- The top job functions selected by the 2012 graduates were consulting/strategy at 30%, followed by product development/management at 26%, and engineering at 17%.
- 39% of graduates received a signing bonus averaging \$17,333.
- 57% of SDM graduates will receive an annual performance bonus averaging 18% of salary.
- The average number of job offers for the SDM class is 2.26 per graduate.

SDM Fellows’ Employment Profile 2012 (February, June, and September graduation dates)

Number of SDM fellows graduating in 2012	60
Number of self-funded fellows	42
Number of company-funded fellows*	18
Self-funded fellows seeking employment	32
Self-funded fellows continuing with current employer	8
Self-funded fellows starting own business	1
Self-funded fellows continuing education	1
Average age at entry	35
Average years of full-time work experience prior to SDM	10

**Note: SDM fellows who are company-funded are not included in the statistics in this report.*

SDM takes pride in educating future leaders for employment in industries and organizations as diverse as nonprofits, aerospace, and 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 to interview self-funded SDM fellows. We look forward to working with you.

Jonathan Pratt
Director, Recruiting & Career Development

Employers hiring SDM self-funded fellows from 2007 to 2012

Altman Vilandrie & Company

Amazon.com

American Express

Analog Devices

Applied Materials

Asian Institute of Management

AT&T

A.T. Kearney

Bank of America

Booz Allen Hamilton

Boston Consulting Group

Broad Institute

CGN & Associates

Cisco Systems

Citrix

Deloitte Consulting

Draper Labs

EADS

Eaton

EMC

EmPower Solar

Ericsson Japan

Ernst & Young

ExtensionEngine

Ford Motor

Freescale Semiconductor

GlobalFoundries

Google

Gyansys

Instrumentation Laboratory

Intel

Intuit

LAN Airlines

IPVALUE

Jumptap

MathWorks

McKinsey & Company

Medarex

Merrill Corporation

MetLife

Microsoft

MITRE

Mozilla

NetApp

NP Medical

OmniGuide

1Minute40Seconds

Oracle

Pars Online

Prudent Energy

QD Vision

OATI

Red Hat

Revolution Analytics

Ricardo

RIM

Samsung

Sears Holdings

Shallbetter

STIC Investments

Taikang Asset Management

Taiwan Semiconductor Manufacturing

Telenav

TelePulse Technologies

Thomson Reuters

Thoughtforms

TIBCO

Topcon Positioning Systems

Unatek

Venture Café

Verizon

Yahoo!

2012 Full-time Employment Overview

	Overall	US	Non-US
Base salary range	\$ 50,000 –\$153,000	\$ 75,000–\$153,000	\$ 50,000–\$130,000
Mean base salary	\$104,763	\$110,529	\$88,423
Median base salary	\$108,000	\$110,000	\$90,000

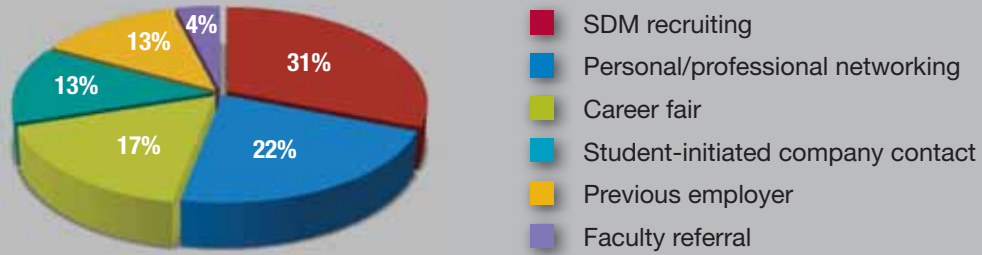
Base Salary by Job Function

	Percent	Mean base salary	Median base salary	Base salary range
Consulting/Strategy	30%	\$101,506	\$120,000	\$50,000–\$130,000
Product Development/Management	26%	\$121,333	\$117,500	\$100,000 –\$153,000
Engineering	17%	\$ 93,250	\$ 99,000	\$75,000–\$100,000
Project Management	9%	\$109,000	\$109,000	\$108,000–\$110,000
IT/Software	9%	\$115,000	\$115,000	\$90,000–\$140,000
Operations/Logistics	4%	\$100,000	\$100,000	\$100,000–\$100,000
Finance	4%	\$50,000	\$50,000	\$50,000 –\$50,000

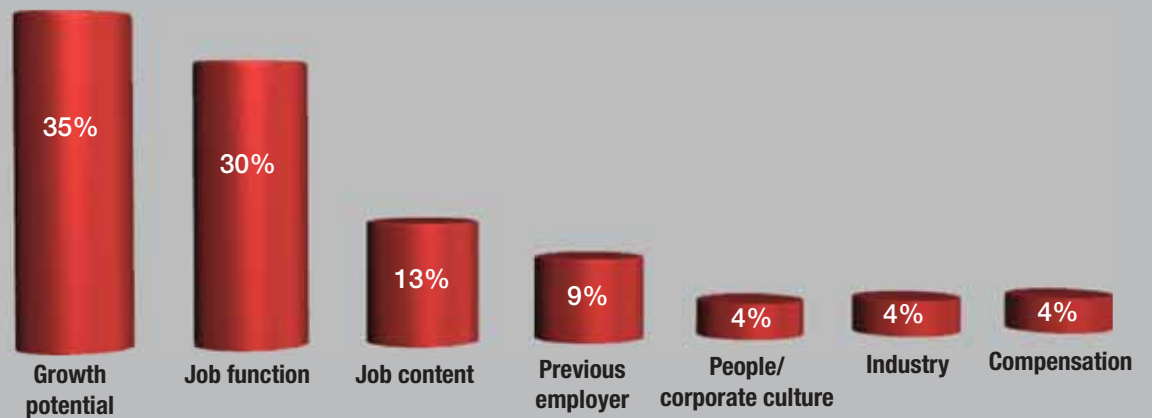
Base Salary by Geographic Location

	Percent	Mean base salary	Median base salary	Base salary range
Non-US	26%	\$88,423	\$90,000	\$50,000–\$130,000
Northeast	26%	\$105,833	\$105,000	\$75,000 –\$130,000
Midwest	26%	\$102,667	\$104,000	\$80,000–\$120,000
West Coast	22%	\$125,600	\$130,000	\$90,000 –\$153,000

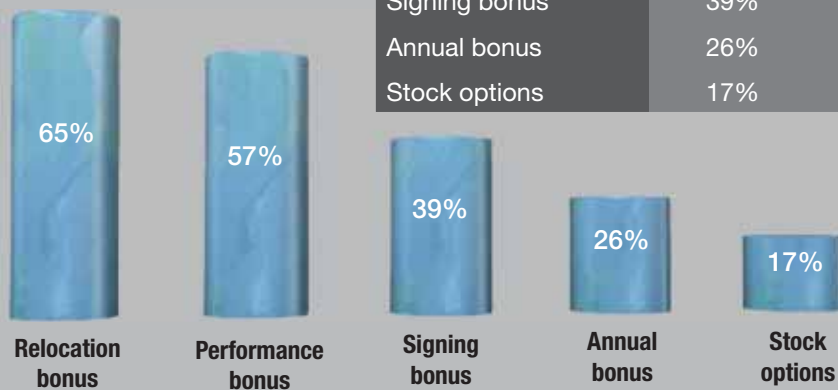
Source of Job



Top Reason for Accepting Position



Bonuses/Stock Options



	Percentage reported	Average value	Median value
Relocation bonus	65%	\$10,547	\$7,200
Performance bonus (% of salary)	57%	18%	19%
Signing bonus	39%	\$17,333	\$12,500
Annual bonus	26%	\$14,000	\$10,000
Stock options	17%	\$40,563	\$38,125

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