As we celebrate the 10th anniversary of MIT's System Design and Management Program, we are pleased to present the 2006-2007 SDM Employment Report. Once again, the SDM graduates were highly successful in securing employment. Many accepted top-level technical and managerial leadership positions. Employers recognize that the prior work experience of our graduates (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.

Survey results of interest include the following:

1. 100% of SDM Fellows who responded to the survey were employed before graduating in May, 2006.
2. SDM Fellows received an average base salary of $109,800 (median $109,000) which represented an increase of $32,040 or 41% over the base salary prior to entering the SDM Program.
3. Consulting and Strategy job functions drew 25% of the 2006 SDM graduates, followed by Engineering/Management and Operations/Project Management both at 20%.
4. 60% of the graduates received a signing bonus averaging $17,479.
5. 45% of the SDM graduates received an annual performance bonus averaging 17% of salary.
6. The average number of job offers for an SDM graduate is 2.2.

SDM FELLOWS EMPLOYMENT PROFILE 2006

| Number of SDM Fellows Graduating in 2006 | 43 |
| Number of Self-Sponsored Fellows | 28 |
| Number of Company-Sponsored Fellows* | 15 |
| Self-Sponsored Fellows seeking employment | 23 |
| Self-Sponsored Fellows reporting employment | 21 |
| Self-Sponsored Fellows continuing with their current employer | 2 |
| Self-Sponsored Fellow continuing with own business | 1 |
| Average age at entry into SDM program | 33 |
| Average years of full-time work experience prior to SDM | 10 |

*Note that 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 welcome your participation in the 2006-2007 SDM recruitment activities. All of us at the SDM program office look forward to working with you.

Helen M. Trimble
Director, SDM Career Development

Founded in 1997, MIT’s career-compatible System Design and Management (SDM) program is the Institute’s first graduate-level, distance learning, degree granting program. 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 co-sponsored by MIT Sloan School of Management and the MIT School of Engineering. It provides technical/engineering depth and management breadth, and leads to a Master of Science in Engineering and Management granted jointly by the two schools. Several hundred 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.

Detailed information is available at http://sdm.mit.edu
Employers Hiring SDM Self-Sponsored Fellows from 1998-2006

Adobe Systems
Analog Devices
Apple Computer
Amazon.com
American Express
Arthur Andersen
AT Kearney
Bank of America
Bain Consulting
Boeing Integrated Defense Systems
Booz Allen Hamilton
Bristol-Myers Squibb
Claraview
Cisco Systems
Computer Associates, International
Ernst & Young

Ensequence Inc
EVSystems
Intel Corporation
Linden Technologies
Microsoft Corporation
MIT
Morgan Stanley & Co.
Motorola
Nimalex LLC
Oat Systems
Oracle USA
PhatRat Technologies
Polychromix
UTC Pratt & Whitney

PROS Revenue Management
Qstream Networks
Technologies Corporation
The Vanguard Group
Sandia National Laboratories
Sun Microsystems
Teradyne
Top Quadrant
Toyota Motor Company
UTC Research Center
Verizon
VMware Inc.
World Bank

2005 FULL-TIME EMPLOYMENT OVERVIEW

Base Salary Range $88,000-$150,000
Mean Base Salary $109,800
Median Base Salary $109,000
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**TIMING OF JOB OFFERS:**

- Percent of students at Graduation: 100%

**SIGNING BONUS:**

- Percentage Receiving Bonus: 60%
- Range of Signing Bonus: $2,250-$42,000
- Mean Signing Bonus: $17,479
- Median Signing Bonus: $16,500

**OTHER BONUSES/STOCK OPTIONS:**

<table>
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<th>Bonus Type</th>
<th>Percentage Reported</th>
<th>Average Value</th>
<th>Median Value</th>
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<tbody>
<tr>
<td>Relocation Bonus</td>
<td>90%</td>
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<td>Performance Bonus (% of salary)</td>
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<td>Other Bonus</td>
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**SOURCE OF JOB:**

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<tbody>
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<tr>
<td>Bonus</td>
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<tr>
<td>10% SDM Alumni Referral</td>
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<tr>
<td>15% SDM Recruitment</td>
<td>40%</td>
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<tr>
<td>30% MIT Careers Office</td>
<td>5%</td>
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