System Design and Management Program
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MIT's System Design and Management Program is operated jointly by MIT Sloan School of Management and MIT School of Engineering and resides within the MIT Engineering Systems Division.

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Created in 1996, MIT’s career compatible System Design and Management (SDM) program is the Institute’s first graduate-level degree granting program with flexible, career-compatible 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 is jointly sponsored by MIT’s 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 500 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 and product development taught primarily at a distance and a five-day workshop in systems engineering for organizational leaders.

The System Design and Management Program resides within the MIT Engineering Systems Division, 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.

MIT SDM employment report for self-funded SDM students

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. However, our candidates, along with those in similar graduate programs, found this year to be particularly challenging due to the turbulence in the global economy. The 2008-2009 Employment Report for self-funded SDM students offers an overview of pertinent data about members of this year’s graduating class and a list of the world-class corporations that hired them, based upon their understanding of the importance of hiring the right people during an economic turn down.

We believe that employers recognize and appreciate that the prior work experience of SDM grads (an average of 10 years upon entering the program), SDM’s academic rigor, and the diversity of thought among SDM fellows equip them to communicate and lead across the organization and to solve complex problems throughout the business and technical domains. Therefore, SDM fellows continue to be hired into top level technical and managerial leadership positions across a wide range of industries.

Highlights of the survey results include:

- 100% of SDM Fellows responding to the survey are employed, with 83% accepting employment before graduation in May, 2008, and the remaining 17% accepting employment within two months of graduation.
- SDM Fellows received an average base salary of $110,983 (median $105,000), which represents an increase of $15,899 or 17% over the base salary prior to entering the SDM program.
- The top two job functions of the 2009 graduates were IT/Software at 29% and Marketing/Sales at 18% followed closely by Operations/Project Management, Education/Research, and Finance at 12%.
- 28% of the graduates received a signing bonus, for an overall average of $23,000.
- 61% of the SDM graduates will be eligible for an annual performance bonus averaging 21% of salary.
- The average number of job offers for self-sponsored students participating in this survey is 1.8.

SDM Fellows Employment Profile 2009 (February and June 2009 Graduation Dates)

| Number of SDM Fellows Graduating in 2009 | 43  |
| Number of Self-Funded Fellows | 30  |
| Number of Company-Funded Fellows* | 13  |
| Self-Funded Fellows seeking employment | 22  |
| Self-Funded Fellows continuing with current employer | 9  |
| Self-Funded Fellows starting own business | 2  |
| Self-Funded Fellows completing survey | 19  |
| Average age at entry to SDM | 35  |
| Average years of full-time work experience prior to entering SDM | 10  |

*Note that SDM Fellows who are company-sponsored are not permitted to use the SDM employment resources and related activities. They are therefore not included in this survey.

SDM takes pride in educating its students to assume leadership and technology consulting roles in product development, business strategy, and operations for industries and organizations as diverse as non-profits, aerospace, healthcare, pharmaceuticals, and financial services.

We invite your company to participate in upcoming SDM recruitment activities and interview self-sponsored SDM students. We look forward to working with you.

Helen M. Trimble, Ed.D.
Director, SDM Career Development

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employers hiring SDM self-sponsored fellows from 2007-2009

Analog Devices
Amazon.com
American Express
Asian Institute of Management
AT&T
Bank of America
Cisco Systems
Deloitte Consulting
Eaton
Extension Engine
Google
Intel
Mathworks
McKinsey
Medarex
Merrill Corporation
MITRE
NetApp
NP Medical
Oracle USA
Pars Online
RAM
Sample
TIBCO

2009 Full-time employment overview

<table>
<thead>
<tr>
<th></th>
<th>U.S.</th>
<th>Non-U.S.</th>
</tr>
</thead>
<tbody>
<tr>
<td>Base Salary Range</td>
<td>$90,000–$175,000</td>
<td>$16,000 - $78,500</td>
</tr>
<tr>
<td>Mean Base Salary</td>
<td>$110,983</td>
<td>$43,167</td>
</tr>
<tr>
<td>Median Base Salary</td>
<td>$105,000</td>
<td>$35,000</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>IT/Software</td>
<td>29%</td>
<td>$92,125</td>
<td>$95,000</td>
<td>$78,500 - $100,000</td>
</tr>
<tr>
<td>Marketing/Sales</td>
<td>18%</td>
<td>$105,667</td>
<td>$102,000</td>
<td>$95,000 - $120,000</td>
</tr>
<tr>
<td>Operations/Project Management</td>
<td>12%</td>
<td>$117,500</td>
<td>$117,500</td>
<td>$115,000 - $120,000</td>
</tr>
<tr>
<td>Education/Research</td>
<td>12%</td>
<td>$73,000</td>
<td>$73,000</td>
<td>$16,000 - $130,000</td>
</tr>
<tr>
<td>Finance</td>
<td>12%</td>
<td>$102,500</td>
<td>$102,500</td>
<td>$90,000 - $115,000</td>
</tr>
<tr>
<td>Product Development</td>
<td>6%</td>
<td>$175,000</td>
<td>$175,000</td>
<td>$175,000 - $175,000</td>
</tr>
<tr>
<td>Consulting/Strategy</td>
<td>6%</td>
<td>$110,000</td>
<td>$110,000</td>
<td>$110,000 - $110,000</td>
</tr>
<tr>
<td>Engineering</td>
<td>6%</td>
<td>$97,750</td>
<td>$97,750</td>
<td>$97,750 - $97,750</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>78%</td>
<td>$111,625</td>
<td>$107,500</td>
<td>$90,000 - $175,000</td>
</tr>
<tr>
<td>Non-U.S.</td>
<td>17%</td>
<td>$43,167</td>
<td>$35,000</td>
<td>$16,000 - $78,500</td>
</tr>
<tr>
<td>Southwest</td>
<td>6%</td>
<td>$120,000</td>
<td>$120,000</td>
<td>$120,000 - $120,000</td>
</tr>
</tbody>
</table>
Source of job

- 33% Personal/Professional Networking
- 17% MIT Careers Office
- 17% Previous Employer
- 17% SDM Recruiting
- 11% Student-Initiated Company Contact
- 6% Resume Book/Resume Referral

Reason for accepting position

- 28% Growth Potential
- 26% Job Function
- 17% Tight Job Market
- 8% Company Financial Support
- 8% Industry
- 5% Job Content
- 5% Location
- 5% People/Cultural
- 5% Prestige of Firm

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>Performance Bonus</td>
<td>61%</td>
<td>$13,993.00</td>
<td>$10,200.00</td>
</tr>
<tr>
<td>Stock Options</td>
<td>33%</td>
<td>$15,625.00</td>
<td>$11,000.00</td>
</tr>
<tr>
<td>Signing Bonus</td>
<td>28%</td>
<td>$23,000.00</td>
<td>$30,000.00</td>
</tr>
<tr>
<td>Relocation Bonus</td>
<td>22%</td>
<td>$9,500.00</td>
<td>$7,750.00</td>
</tr>
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</table>

Bonuses

<table>
<thead>
<tr>
<th>Bonus Type</th>
<th>Percentage reported</th>
</tr>
</thead>
<tbody>
<tr>
<td>Performance Bonus</td>
<td>26%</td>
</tr>
<tr>
<td>Stock Options</td>
<td>13%</td>
</tr>
<tr>
<td>Signing Bonus</td>
<td>26%</td>
</tr>
<tr>
<td>Relocation Bonus</td>
<td>25%</td>
</tr>
</tbody>
</table>

Contacts

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Design: Stoltze Design
Layout: Janice Hall, TTF Design
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Project Managers: Helen Trimble, Lois Slavin

2008-2009 Employment Report