Created in 1996, MIT’s career-compatible System Design and Management (SDM) Program is the Institute’s first graduate-level degree-granting program with a distance-learning option. 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 MIT Engineering Systems Division (ESD), is co-sponsored by the MIT Sloan School of Management and the MIT School of Engineering. It provides engineering depth and management breadth, and leads to an MS 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 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 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.

To learn more about SDM, visit http://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 engineering and management expertise. The 2010–2011 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, based upon their understanding of the importance of hiring the right people during improving, but difficult, times in the global economy.

We believe that employers recognize and appreciate that the prior work experience of SDM graduates (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 both 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.

Survey results of interest include the following:

1. 100% of SDM Fellows responding to the 2011 survey are employed, with 83% accepting employment offers before graduating and 17% accepting offers within five months of graduation.
2. SDM Fellows received an average base salary of $116,674 (median $118,000), which represents an increase of $25,485 or 28% over the base salary prior to entering the SDM Program.
3. Consulting/Strategy and Product Development/Management job functions each drew 26% of the 2011 graduates followed by Project Management and General Management/Leadership Development with 17% each.
4. 65% of the graduates received a signing bonus averaging $15,654.
5. 52% of the SDM graduates will receive an annual performance bonus averaging 21% of salary.
6. The average number of job offers for the SDM class is 1.83 per graduate.

SDM Fellows Employment Profile 2011 (Feb., June, Sept. Graduation Dates)

| Number of SDM Fellows Graduating in 2011 | 57 |
| Number of self-funded Fellows | 34 |
| Number of company-funded Fellows* | 23 |
| Self-Funded Fellows Seeking Employment | 26 |
| Self-funded Fellows continuing with current employer | 5 |
| Self-funded Fellows starting own business | 1 |
| Self-funded Fellows continuing education | 2 |
| 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 permitted to use SDM employment resources and related activities.

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

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Employers hiring SDM self-funded Fellows from 2007 to 2011

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American Express
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AT&T
Bank of America
Booz Allen Hamilton
Boston Consulting Group
Broad Institute
CGN & Associates
Cisco Systems
Deloitte Consulting
EADS
Eaton
EMC
EmPower Solar
Ernst & Young
extensionEngine
Freescale Semiconductor
Google
Intel
Intuit
IPVALUE
Jumptap
MathWorks
Mckinsey & Company
Medarex
Merrill Corporation
MerLife
Microsoft
MITRE
NetApp
NP Medical
OmniGuide
Oracle USA
Pars Online
Prudential
QD Vision
Red Hat
Revolution Analytics
Ricardo
RIM
Sample
Sears Holdings
Shalbeter
STIC Investments
TSMC
Telepulse Technologies
Thomson Reuters
Thoughtforms
TIBCO
Topcon Positioning Systems
Unatek
Venture Café
Verizon
Yahoo!

2011 full-time employment overview

Base Salary Range $ 90,000 - $150,000
Mean Base Salary $116,674
Median Base Salary $118,000

Base salary by job function

<table>
<thead>
<tr>
<th>Job Function</th>
<th>percent</th>
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<tbody>
<tr>
<td>Consulting/Strategy</td>
<td>26%</td>
<td>$116,000</td>
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<td>Product Development/Management</td>
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<td>Project Management</td>
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<tr>
<td>IT/Software</td>
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<tr>
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Intel
Intuit
IPVALLUE
Jumptap
MathWorks
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Medarex
Merrill Corporation
MerLif
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MITRE
NetApp
NP Medical
Omnigui
1Minute40Seconds
Oracle USA
Pars Online
Prudent Energy
QO Vision
Red Hat
Revolution Analytics
Ricardo
RIM
Sample
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Shallbetter
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- 22% Student-initiated Company Contact
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- 4% Entrepreneurship
- 4% MIT Career Development Center
- 4% Faculty Referral

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**Reason for accepting position**

- Bonuses/stock options

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**Contacts**

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SDM Industry Co-Director  
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Layout: Janice Hall, TTF Design  
Photos: Stuart Darsch Photography and Kathy Tarantola Photography  
Project managers: Helen Trimble, Lois Slavin
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- Percentage reported

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