

**MIT System Design and
Management Program**

2010–2011 employment report



system design and management

**The MIT Master's in Engineering *and*
Management**

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>.



**Massachusetts
Institute of
Technology**



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.

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.



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

Employers hiring SDM self-funded Fellows from 2007 to 2011

Altman Vilandrie & Company	Freescale Semiconductor	QD Vision
Amazon.com	Google	Red Hat
American Express	Intel	Revolution Analytics
Analog Devices	Intuit	Ricardo
Applied Materials	IPVALUE	RIM
Asian Institute of Management	Jumtap	Sample
AT&T	MathWorks	Sears Holdings
Bank of America	McKinsey & Company	Shallbetter
Booz Allen Hamilton	Medarex	STIC Investments
Boston Consulting Group	Merrill Corporation	TSMC
Broad Institute	MetLife	Telepulse Technologies
CGN & Associates	Microsoft	Thomson Reuters
Cisco Systems	MITRE	Thoughtforms
Deloitte Consulting	NetApp	TIBCO
EADS	NP Medical	Topcon Positioning Systems
Eaton	OmniGuide	Unatek
EMC	1Minute40Seconds	Venture Café
EmPower Solar	Oracle USA	Verizon
Ernst & Young	Pars Online	Yahoo!
extensionEngine	Prudent Energy	



2011 full-time employment overview

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

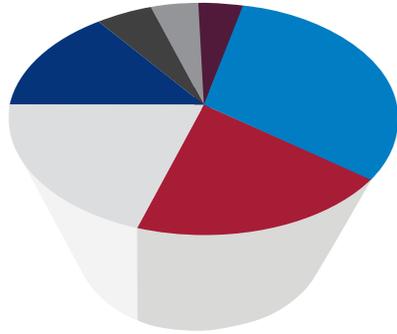
Base salary by job function

	percent	mean base salary	median base salary	base salary range
Consulting/Strategy	26%	\$116,000	\$116,500	\$ 93,000 - \$135,000
Product Development/Management	26%	\$116,000	\$119,000	\$100,000 - \$138,000
Project Management	17%	\$101,875	\$ 98,750	\$ 90,000 - \$120,000
General Management/Leadership Development Programs	17%	\$126,500	\$119,000	\$118,000 - \$150,000
IT/Software	9%	\$134,000	\$134,000	\$118,000 - \$150,000
Engineering	4%	\$110,000	\$110,000	\$110,000 - \$110,000

Base salary by geographic location

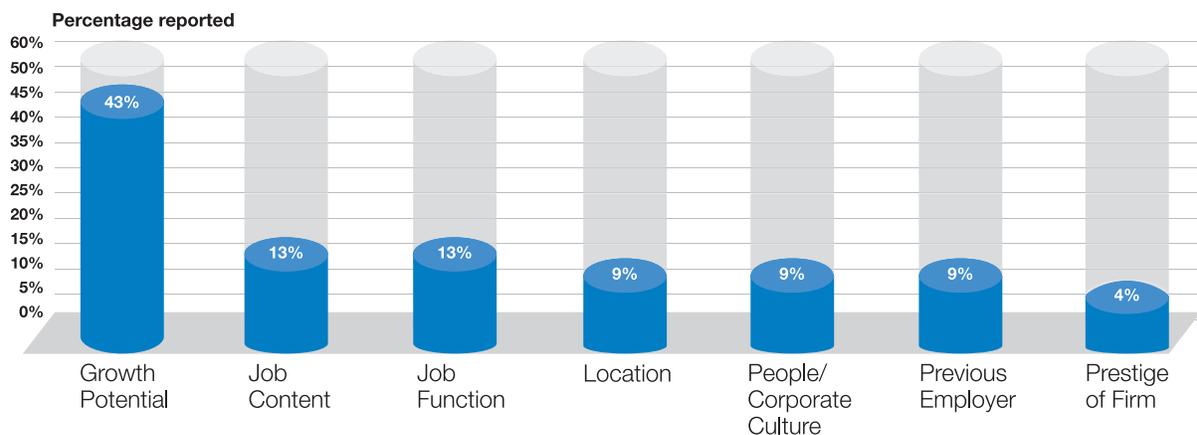
	percent	mean base salary	median base salary	base salary range
West Coast	30%	\$112,643	\$118,000	\$ 90,000 - \$138,000
Non-U.S.	26%	\$111,833	\$114,000	\$ 93,000 - \$135,000
Northeast	22%	\$120,000	\$115,000	\$100,000 - \$150,000
Midwest	17%	\$118,500	\$118,000	\$118,000 - \$120,000
Southeast	4%	\$150,000	\$150,000	\$150,000 - \$150,000

Source of job



- 26% Personal/Professional Networking
- 22% Student-initiated Company Contact
- 22% SDM Recruiting
- 18% Previous Employer
- 4% Entrepreneurship
- 4% MIT Career Development Center
- 4% Faculty Referral

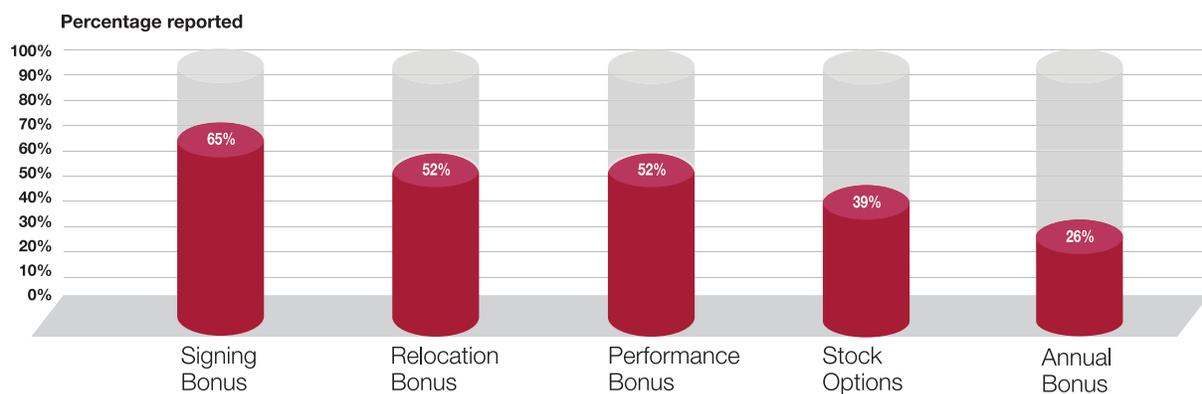
Reason for accepting position



Bonuses/stock options

	Percentage Reported	Average Value	Median Value
Signing Bonus	65%	\$15,654	\$10,000
Relocation Bonus	52%	\$ 9,483	\$10,000
Performance Bonus (% of Salary)	52%	21%	20%
Stock Options	39%	\$35,611	\$25,000
Annual Bonus	26%	\$18,350	\$17,500

Bonuses/stock options





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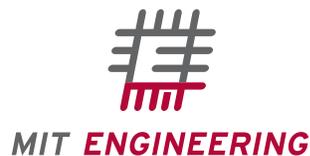


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The MIT Master's in Engineering *and* Management



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

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