

MBA Employment Report 2011|2012 MIT Sloan

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From the Director

With your support our graduates and students secured interesting, diverse, and rewarding opportunities this past year. We remain grateful to our recruiting partners, alumni, faculty, and friends, for your ongoing support of the School, especially during these challenging economic times. We are extremely pleased that the number and diversity of opportunities available to our graduates and students remain strong.

We are committed to connecting students with a diversity of opportunities — resulting in approximately 75% of graduates finding full-time work through the School. Our personalized approach to meeting the needs of the wide variety of firms that recruit MIT Sloan students and graduates ensures you will receive the attention you desire from MIT Sloan. Our goal is to be the school of choice for MBA hirers, and we are committed to making your recruiting experience both positive and productive. Whether you are looking to hire one summer intern or ten full-time employees, hiring an MIT Sloan MBA for your organization is always a great investment.

Thank you for your support of the MIT Sloan School of Management.

Sincerely,

Sue Kline

Acting Director

Career Development Office

Accuracy in Reporting Employment Statistics

The MIT Sloan School of Management adheres to the MBA Career Services Council (MBA CSC) *Standards for Reporting MBA Employment Statistics* (mbacsc.org). Conformance to this business school industry standard ensures accurate and comparable employment data.

Currently, the majority of the leading MBA programs adhere to these accepted reporting standards. MIT Sloan takes a leadership role to promote the importance of accurate and comparable employment and salary statistics to prospective students and employers.

Employers Hiring Members of the Classes of 2011 and 2012

360Chestnut	Dalberg — Global Development Advisors	Monitor Group
3M*	Dell*	Morgan Stanley
A.T. Kearney	Deloitte Consulting	Movoto, LLC
Accel Partners	Deutsche Bank	Mubadala Development Company
Accenture	Diageo	National Basketball Association
Acciona Energy	Duff & Phelps, LLC	National Hockey League
Adobe Systems	DuPont	Navigant Consulting
Advent International	Eaton Vance Investment Managers	Nike
Aetna	eBay	Nokia*
AIG (American International Group, Inc.)	EDF Climate Corps	Oak Investment Partners
Altman Vilandrie & Company	Education Pioneers	OC&C Strategy Consultants
Amazon*	Eli Lilly and Company	OCP Group
American Airlines	EnerNOC	OmniGuide
American Express Company	Ermenegildo Zegna	PA Consulting Group
Amgen*	ExxonMobil	Parametric Technology
Analysis Group	Facebook	Parthenon Group
AOL	Far East Organization	Philips
Apple	Fidelity International Limited	PHOTON Consulting
Arcadia Solutions	Fidelity Investments	PIMCO
Arthur D. Little	FSG Social Impact Advisors	PricewaterhouseCoopers
Asian Development Bank	General Electric	Putnam Associates
athenahealth	General Motors*	QGEN
Audible	Genzyme*	Qiming Venture Partners
B Lab	Goldman Sachs	Raytheon*
Bain & Company	Google	RealNetworks
Bain Capital	Groupon	Rhythmia Medical
Banco Santander	GSR Ventures	Robert W. Baird & Co.
Bank of America Merrill Lynch	Gucci	Roland Berger Strategy Consultants
Bank of Tokyo- Mitsubishi UFJ	Harris Williams	Salesforce.com
Barclays Capital	Helion Venture Partners	Sambreele Holdings LLC
Barclays Capital Asia Ltd.	HSBC	Samsung Global Strategy Group
Baring Private Equity Asia	HubSpot	Samsung Mobile
Bayer	IBM	Sealed Air
Bechtel Enterprises	IDEO	Sears Holdings
Bessemer Venture Partners	IDEXX Laboratories	Siemens AG
Biogen Idec	Infosys Consulting	Smith & Nephew
Black Coral Capital	Infosys Technologies Limited	Sovereign Bank/Banco Santander
The Blackstone Group	Infotrieve	Synthetic Genomics
BNP Paribas	Innosight	T. Rowe Price
Boeing*	Innovation Center for U.S. Dairy	Telsey Advisory Group
Booz & Company	InsightSquared	Tencent Technology
Boston Company	Intel*	Thomson Reuters
Boston Consulting Group	International Finance Corporation	TIAX LLC
BP	ITA Software	Transparent Language
Brattle Group	Jefferies & Company	Travelers
Bridgewater Associates	Johnson & Johnson	TripAdvisor
Burger King	JPMorgan Chase	UBS
CA Technologies	Kettle Cuisine	Union Pacific Railroad Company
Capital One	Koch Industries	United States Department of Energy
Carbon Recycling International	L.E.K. Consulting	UPS Supply Chain Solutions
Celfin Capital	LAN Airlines	Vale
Censeo Consulting Group	Lark Technologies	Visa
Charles River Associates	Liberty Mutual	VMWare
Chartis Group	Macquarie Group	Walt Disney Company
Cisco Systems*	MasterCard Worldwide	Wellington Management Company
Citi	McKinsey & Company	Women's World Banking
Coach	MedImmune	The World Bank
Cornerstone Research	Medtronic	XL Hybrids
Corning	Merck & Co.	Zynga
Credit Suisse	Microsoft	
CSMG Global	Millennium Pharmaceuticals	
Cummins	MocoSpace	

*LGO Partner during 2010–11 academic year

Bold red = Employers hiring three or more MIT Sloan MBA students for full-time and/or summer positions

Class Profile

Number of Candidates	390
U.S. Citizens	61%
Non-U.S. Citizens	39%
Women	38%
Median GMAT Score	710
Median Undergraduate GPA (out of 4.0)	3.6
Average Age at Entry to MIT Sloan	28
Average Years of Full-Time Work Experience Prior to MIT Sloan	5

Class of 2011 Employment Profile²

	Number	%
Seeking Employment	291	74.6
Not Seeking Employment	81	20.8
Continuing education	9	2.3
Company sponsored or have been employed as student	36	9.2
Starting own business	32	8.2
Other reason(s) for not seeking	4	1.0
No Information Available	18	4.6
Total Graduates	390	100.0

Full-Time Employment Overview³

Mean Base Salary	\$115,355
Median Base Salary	\$119,000
Range of Base Salary	\$26,250 – 215,000

Top Hirers of Class of 2011

McKinsey & Company	27 graduates
BCG	16
Bain & Company	12
Google	10
Microsoft	7
Deloitte Consulting	6
Amgen	5
Barclays Capital	5
Cisco Systems	5

1. Class profile (as of matriculation) and employment statistics (as of graduation) include information for MBAs and students in the joint MBA/Leaders for Global Operations program.

2. All information based on data reported by students.

3. Full-time employment statistics based on job acceptances. 85.7% of reported acceptances included usable salary information

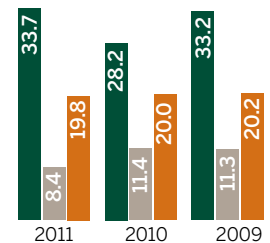
Class of 2011 Base Salary by Industry

	PERCENT	MEAN ¹	MEDIAN	RANGE
Service Industries	73.7	\$116,667	\$120,000	\$26,250–215,000
Consulting	33.7	125,709	125,000	100,000–157,000
Software/Internet	14.7	113,691	110,000	75,000–150,000
Investment Banking	8.4	100,903	100,000	70,000–146,250
Diversified Financial Services	4.4	99,500	98,500	70,000–125,000
Investment Management	4.4	105,500	102,500	70,000–125,000
Retail	4.0	111,455	110,000	100,000–125,000
VC/Hedge Fund/Private Equity	2.6	124,250	125,000	26,250–215,000
Media/Entertainment	1.5	110,000	105,000	100,000–130,000
Manufacturing Industries	23.8	108,000	107,000	82,500–160,000
Pharmaceutical/Healthcare/Biotechnology	8.1	107,275	110,000	85,000–127,000
Computers/Electronics	4.0	109,820	109,500	82,500–130,000
Oil/Energy	3.3	119,778	120,000	100,000–145,000
Manufacturing: Other	2.9	108,000	107,000	90,000–133,000
Automotive/Aerospace	1.8	102,000	100,000	95,000–110,000
Transportation/Equipment/Defense	1.5	133,250	132,500	108,000–160,000
Consumer Products	1.1	— ¹	—	—
Telecommunications	1.1	—	—	—
Government/Nonprofit	2.5	104,959	105,602	65,000–150,000

1. Dash indicates fewer than three people or less than 1% reported salary information.

Top Industries

■ Consulting
■ Investment Banking
■ High Technology*



* Includes Computers/Electronics, Software/Internet and Telecommunications

Class of 2011 Base Salary by Job Function

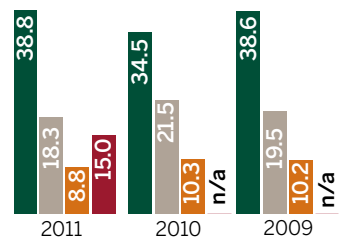
	PERCENT	MEAN	MEDIAN	RANGE
Consulting/Strategic Planning	38.8	\$123,876	\$125,000	\$80,000–157,000
Finance (total)	18.3	103,847	100,000	26,250–150,000
Finance: Investment Banking	5.9	103,854	100,000	100,000–146,250
Finance: Investment Management	4.4	104,868	100,000	70,000–130,000
Finance: Research	2.2	92,667	88,000	70,000–120,000
Finance: Sales & Trading	1.8	100,000	100,000	100,000–100,000
Finance: Other ²	4.0	108,028	110,000	26,250–150,000
Marketing/Sales	15.0	107,456	104,000	75,000–145,000
Operations/Project Management	8.8	118,770	115,000	104,000–150,000
General Management/Leadership Development Program	7.7	117,225	110,000	65,000–215,000
Business Development	5.9	112,305	110,000	86,665–135,000
Product Management/Development	3.3	112,125	110,000	93,000–140,000
Human Resources	0.7	— ¹	—	—
Real Estate	0.4	—	—	—
Other	1.1	108,735	120,000	81,204–125,000

1. Dash indicates fewer than three people or less than 1% reported salary information.

2. Finance: Other includes corporate finance, venture capital and private equity.

Top Functions

■ Consulting/Strategic Planning
■ Finance
■ Operations/Project Management
■ Marketing/Sales*



* Not a top function in 2010 and 2009

Class of 2011 Base Salary by Geographic Location

	PERCENT	MEAN	MEDIAN	RANGE
North America	82.4	\$115,819	\$120,000	\$65,000–160,000
Northeast ¹	45.4	114,668	120,000	65,000–150,000
Metro Boston	22.7	119,880	125,000	70,000–150,000
Metro NY	16.1	107,865	100,000	65,000–150,000
West	14.7	113,894	110,000	93,000–150,000
Midwest	6.2	119,313	122,500	103,000–135,000
Southwest	5.5	120,933	125,000	95,000–135,000
South	4.8	120,727	120,000	100,000–160,000
Mid-Atlantic	4.0	112,920	115,000	81,204–135,000
U.S. Possessions and Territories	0.7	— ²	—	—
Canada	0.7	—	—	—
Mexico	0.4	—	—	—
Rest of World	17.6	112,717	111,000	26,250–215,000
Asia	9.9	105,439	105,000	70,000–146,250
Europe including UK	4.4	121,762	120,000	90,000–157,000
United Kingdom	0.7	—	—	—
Latin America and the Caribbean	2.9	116,375	116,500	26,250–215,000
Africa	0.4	—	—	—

1. Northeast includes states/cities beyond Metro Boston and Metro NYC.

2. Dash indicates fewer than three people or less than 1% reported salary information.

Class of 2011 Base Salary by Undergraduate Major

MAJOR	PERCENT	MEAN	MEDIAN	RANGE
Business	18.4	115,857	\$120,000	\$88,000–150,000
Social Science & Humanities	27.6	109,154	112,000	26,250–154,000
Engineering	44.6	118,181	120,000	70,000–215,000
Sciences & Mathematics	9.4	111,333	115,000	70,000–135,000

Class of 2011 Base Salary by Professional Experience

YEARS OF EXPERIENCE	PERCENT	MEAN	MEDIAN	RANGE
One year or less	0.4	— ¹	—	—
More than one year, up to 3 years	15.0	\$116,044	\$120,000	\$65,000–157,000
More than 3 years, up to 5 years	40.3	115,489	111,000	70,000–215,000
More than 5 years	44.3	114,914	118,000	26,250–154,000

1. Dash indicates fewer than three people or less than 1% reported salary information.

Signing Bonus Received by Job Function¹

	PERCENT REPORTING	MEAN	MEDIAN	RANGE
Consulting	72.6	\$22,304	\$20,000	\$8,000– 50,000
General Management	71.4	\$24,200	\$20,000	\$10,000– 43,000
Operations/Project Management	70.8	\$22,529	\$20,000	\$9,000– 60,000
Finance: Investment Management	66.7	\$35,250	\$40,000	\$10,000– 55,000
Other	66.7	\$15,000	\$15,000	\$15,000– 15,000
Finance: Other ²	62.5	\$17,800	\$15,000	\$4,000– 30,000
Marketing/Sales	58.5	\$14,438	\$10,500	\$5,000– 35,000
Finance: Investment Banking	56.3	\$43,333	\$40,000	\$40,000– 50,000
Business Development	50.0	\$23,250	\$27,500	\$5,000– 33,000
Human Resources	50.0	— ³	—	—
Product Management/Development [†]	44.4	\$27,500	\$25,000	\$10,000– 50,000
Finance: Sales & Trading	40.0	\$45,000	\$45,000	\$40,000– 50,000
Finance: Analyst / Research	25.0	\$25,000	\$25,000	\$25,000– 25,000

1. 73.9% of the students reporting usable salary data reported receiving a signing bonus. Percentage represents the number of students who received a signing bonus in the function.

2. Finance: Other includes corporate finance.

3. Dash indicates fewer than three people or less than 1% reported bonus information.

Other Guaranteed Compensation

	PERCENT REPORTING	MEAN	MEDIAN	RANGE
	28.3	\$26,650	\$20,000	\$2,500–250,000

Class of 2011 Timing of Job Offers (percent of students)

At Graduation **88.7%**

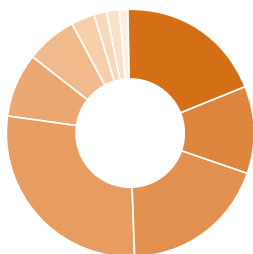
Three Months after Graduation **95.9%**

Class of 2011 Timing of Job Acceptances (percent of students)

At Graduation **80.8%**

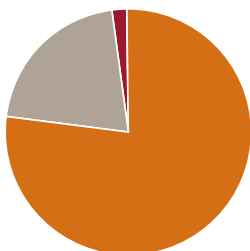
Three Months after Graduation **93.5%**

Class of 2011 Reason for Accepting Position



- Growth Potential **27.8%**
- Job Function **19.4%**
- Job Content **19.0%**
- Industry **11.4%**
- People/Corporate Culture **8.4%**
- Location **6.6%**
- Prestige of Firm **2.9%**
- Compensation **1.8%**
- Commitment to Sustainability **1.5%**
- Other **1.1%**

Class of 2011 Source of Job



- **School-Facilitated Activities 77.3%**
 - Scheduled Interviews On or Off Campus 32.2%
 - Summer Internship 26.7%
 - MIT/MIT Sloan Job Posting 4.8%
 - MIT/MIT Sloan Sponsored Event 3.7%
 - Alumni 3.3%
 - Faculty/CDO/Student Referral 3.3%
 - Resume Database, Resume Referral 1.8%
 - Club Event 1.5%
- **Student-Facilitated Activities 20.9%**
 - Personal Network 10.3%
 - Contacted Directly 6.6%
 - Previous Employer 2.6%
 - Newspaper, Magazine, Job Board 1.5%
- **Other 1.8%**

Class Profile

Number of Candidates	410
U.S. Citizens	65%
Non-U.S. Citizens	35%
Women	35%
Median GMAT Score	717
Median Undergraduate GPA (out of 4.0)	3.5
Average Age at Entry to MIT Sloan	28
Average Years of Full-Time Work Experience Prior to MIT Sloan	5

Summer Employment Profile²

	Number	%
Seeking Employment	313	76.3
Not Seeking Employment	67	16.4
Leaders for Global Operations	48	11.7
Company sponsored or have been employed as student	8	2.0
Starting own business	8	2.0
Other reason(s) for not seeking	3	0.7
No Information Available	30	7.3
Total Graduates	410	100.0

Summer Employment Overview³

Mean Monthly Base Salary	\$7,255
Median Monthly Base Salary	\$8,000
Range of Monthly Base Salary	\$1,000–\$12,000

Top Intern Hirers

McKinsey & Company	15 interns
Bain & Company	12
BCG	12
Google	12
Goldman Sachs	10
Credit Suisse	7
Amazon.com	6
Apple	6
Citi	6

1. Class profile includes information for MBA students and students in the joint MBA/Leaders for Global Operations program.

2. All information based on data reported by students.

3. Summer employment statistics based on job acceptances.
76.0% of reported acceptances included usable salary information.

Class of 2012 Monthly Salary by Industry

	PERCENT	MEAN ¹	MEDIAN	RANGE
Service Industries	77.9	\$7,690	\$8,300	\$1,000 – 12,000
Consulting	21.5	9,633	10,400	2,500 – 12,000
Investment Banking / Brokerage	17.1	7,981	8,333	1,950 – 11,000
Software/Internet	13.7	6,565	7,000	1,000 – 11,000
Retail	6.9	7,208	8,000	2,000 – 9,834
Investment Management	5.0	8,591	8,000	8,000 – 11,153
Diversified Financial Services	3.1	5,858	6,500	2,100 – 8,333
VC/Hedge Fund/Private Equity	6.6	4,347	3,000	1,000 – 10,000
Media/Entertainment	2.8	3,895	3,450	2,000 – 6,400
Real Estate	1.2	6,000	6,000	6,000 – 6,000
Manufacturing Industries	16.8	6,201	6,900	1,000 – 9,200
Pharmaceutical/Healthcare/Biotechnology	5.0	6,334	6,900	1,665 – 8,000
Manufacturing: Other	3.1	6,841	7,200	5,140 – 8,000
Oil/Energy	2.8	4,550	3,100	1,000 – 9,200
Computers/Electronics	2.8	7,362	7,097	6,400 – 8,800
Consumer Products	1.6	5,700	5,500	4,800 – 7,000
Transportation/Equipment/Defense	0.9	— ¹	—	—
Automotive/Aerospace	0.3	—	—	—
Telecommunications	0.3	—	—	—
Government/Nonprofit	4.6	3,809	3,583	2,800 – 5,200
Other	0.7	—	—	—

1. Dash indicates fewer than three people or less than 1% reported salary information.

Class of 2012 Monthly Salary by Job Function

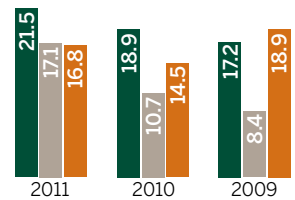
	PERCENT	MEAN	MEDIAN	RANGE
Finance (total)	32.7	\$7,290	\$8,300	\$1,000 – 11,153
Finance: Investment Banking	13.1	8,160	8,333	1,950 – 11,000
Finance: Investment Management	5.9	6,626	8,000	2,000 – 9,500
Finance: Research	4.7	5,850	5,000	1,000 – 11,153
Finance: Sales & Trading	1.6	8,833	8,667	8,000 – 10,000
Finance: Other ¹	7.4	5,537	6,000	1,000 – 10,000
Consulting/Strategic Planning	29.9	8,666	10,000	2,000 – 12,000
Marketing/Sales	14.4	5,962	6,666	1,000 – 11,000
Business Development	7.5	6,064	6,800	1,500 – 10,000
General Management/Leadership Development Program	5.6	5,576	6,400	1,665 – 9,833
Operations/Project Management	4.7	6,625	7,250	2,500 – 8,000
Product Management/Development	3.4	7,212	7,900	3,400 – 10,000
Information Technology	0.3	— ²	—	—
Real Estate	0.3	—	—	—
Other	1.2	—	—	—

1. Finance: Other includes corporate finance, venture capital and private equity.

2. Dash indicates fewer than three people or less than 1% reported salary information.

Top Industries

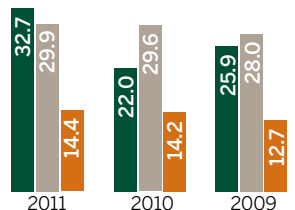
■ Consulting
■ Investment Banking
■ High Technology*



* Includes Computers/Electronics, Software/Internet and Telecommunications

Top Functions

■ Finance
■ Consulting/Strategic Planning
■ Marketing/Sales



Class of 2012 Monthly Salary by Geographic Location

	PERCENT	MEAN	MEDIAN	RANGE
North America	75.7	\$7,900	\$7,850	\$1,500 – 11,267
Northeast ¹	44.6	7,058	7,750	1,950 – 11,267
Metro Boston	22.6	7,195	7,500	2,000 – 11,267
Metro NY	16.7	6,920	8,000	1,950 – 10,800
West	17.6	7,434	7,600	1,500 – 11,000
Midwest	4.6	7,206	7,300	3,000 – 9,834
Mid-Atlantic	4.0	7,198	8,000	3,200 – 10,500
Southwest	2.5	9,129	9,200	7,800 – 10,500
South	0.6	— ²	—	—
Canada	0.3	—	—	—
Mexico	1.5	7,660	10,500	2,800 – 11,000
Rest of the World	24.3	7,305	8,600	1,000 – 12,000
Asia	12.9	7,120	8,657	1,000 – 11,000
Europe including UK	4.4	7,573	9,000	1,000 – 12,000
United Kingdom	0.9	—	—	—
Latin America & the Caribbean	4.1	9,756	10,500	8,000 – 11,000
Middle East	1.3	—	—	—
Africa	1.2	—	—	—
Oceania	0.4	—	—	—

1. Northeast includes states/cities beyond Metro Boston and Metro NYC.

2. Dash indicates fewer than three people or less than 1% reported salary information.

Class of 2012 Monthly Salary by Undergraduate Major

MAJOR	PERCENT	MEAN	MEDIAN	RANGE
Engineering	35.4	7,735	8,000	1,000 – 12,000
Social Science & Humanities	31.5	6,976	7,500	1,000 – 11,000
Business	23.4	6,933	\$7,000	1,000 – 11,153
Sciences & Mathematics	9.7	7,322	7,750	2,000 – 11,250

Class of 2012 Monthly Salary by Professional Experience

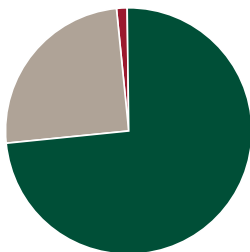
YEARS EXPERIENCE	PERCENT	MEAN	MEDIAN	RANGE
One year or less	1.3	\$4,000	\$4,000	\$1,000 – 7,000
More than one year, up to 3 years	8.6	7,595	8,000	2,000 – 11,267
More than 3 years, up to 5 years	47.6	7,034	8,000	1,000 – 12,000
More than 5 years	42.5	7,528	8,000	1,000 – 11,153

Class of 2012 Reason for Accepting Position



- Industry 27.8%
- Job Function 19.7%
- Job Content 17.6%
- Growth Potential 10.8%
- Prestige of Firm 9.5%
- People/Corporate Culture 4.7%
- Location 4.4%
- Commitment to Sustainability 2.7%
- Compensation 1.7%
- Other 1.0%

Class of 2012 Source of Job



- **School-Facilitated Activities 75.7%**
 - Scheduled Interviews On or Off Campus 47.4%
 - MIT/MIT Sloan Job Posting 12.2%
 - MIT/MIT Sloan Sponsored Event 5.6%
 - Faculty/CDO/Student Referral 4.4%
 - Alumni 3.1%
 - Club Event 1.2%
 - Entrepreneurship Center / Sustainability Lab 1.2%
 - Resume Database, Resume Referral 0.6%
- **Student-Facilitated Activities 23.7%**
 - Personal Network 13.7%
 - Contacted Directly 8.7%
 - Previous Employer 1.0%
 - Newspaper, Magazine, Job Board 0.3%
- **Other 0.6%**

The Massachusetts Institute of Technology is committed to the principle of equal opportunity in education and employment. The Institute does not discriminate against individuals on the basis of race, color, sex, sexual orientation, gender identity, religion, disability, age, veteran status, ancestry, or national or ethnic origin in the administration of its educational policies, admissions policies, employment policies, scholarship and loan programs, and other Institute administered programs and activities, but may favor US citizens or residents in admissions and financial aid.*

The Vice President for Human Resources is designated as the Institute's Equal Opportunity Officer and Title IX Coordinator. Inquiries concerning the Institute's policies, compliance with applicable laws, statutes, and regulations (such as Title VI, Title IX, and Section 504), and complaints may be directed to the Vice President for Human Resources, Room E19-215, 617-253-6512, or to the Coordinator of Staff Diversity Initiatives/Affirmative Action, Room E19-215, 617-253-1594. In the absence of the Vice President for Human Resources or the Coordinator of Staff Diversity Initiatives/Affirmative Action, inquiries or complaints may be directed to the Executive Vice President, Room 3-211, 617-253-3928, or to the Director of Labor and Employee Relations, Room E19-235N, 617-253-4264, respectively. Inquiries about the laws and about compliance may also be directed to the Assistant Secretary for Civil Rights, US Department of Education.

*The ROTC programs at MIT are operated under Department of Defense (DOD) policies and regulations, and do not comply fully with MIT's policy of nondiscrimination with regard to sexual orientation. MIT continues to advocate for a change in DOD policies and regulations concerning sexual orientation, and will replace scholarships of students who lose ROTC financial aid because of these DOD policies and regulations.

Contact Information

1-617-253-6149

<http://mitsloan.mit.edu/cdo>

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Fax: 1-617-253-0226

Administration

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