



**Search for the DEAN  
MIT SLOAN SCHOOL OF MANAGEMENT  
CAMBRIDGE, MASSACHUSETTS**

*"The mission of the MIT Sloan School of Management is to develop principled, innovative leaders who improve the world and to generate ideas that advance management practice."*

*MIT Sloan Mission Statement*

*"Mens et Manus"*

*MIT Motto*

## **THE SEARCH**

The MIT Sloan School of Management seeks a Dean equal to its mission and its ambition.

MIT and MIT Sloan have a rare position in the world of academia and in the world economy. They combine one of the great scientific and engineering universities in the world with an exceptional, highly ranked and leading school of management, quantitatively oriented, computationally infused with specialties in technology and entrepreneurship. The combination is only imaginable in one or two other settings, but unlike its peers, MIT has seized on the opportunity. With strong leadership, MIT Sloan has linked the School to the Institute. MIT can and does invent the future, and during the deanship of Dr. David Schmittlein, MIT Sloan and MIT have worked consistently to build joint research and teaching programs with broad impact in the world. Together, they create and study the swift and vast changes that a knowledge-intensive, science-driven market has invented globally. Combined, they occupy a unique platform.

MIT is a storied engine of entrepreneurship and economic development. Its faculty, students, and alumni have invented a measurable part of the northeastern, national, and even international economy. Kendall Square, in its backyard, is home to a dense, fast growing array of biotech, pharma, and computational research and entrepreneurship, spawned directly or indirectly by the many parts of MIT. The combination of a great management school in a great scientific engineering university, embedded in an ecosystem of

wealth creation and entrepreneurship that it invented, has few rivals. Looking squarely ahead, it is an exceptional platform for knowledge creation and knowledge transmission guiding the future.

The School lives its missions. Its researchers pursue solutions to the world's most pressing challenges. Its centers and initiatives link faculty, students, private sector partners, and public policy experts to seek answers and make discoveries. MIT Sloan explores the future of work. Its faculty, staff, and students launch companies that kick-start economies in the developing world. They retool systems to make health care work better, to address climate change, and to serve as a leader in AI. The study of organizations, in a technological context, aids a challenged, fast-changing world to adapt.

In 1915, MIT Sloan started as an undergraduate engineering course. It became a School in 1950 and has always taken MIT's motto, "Mens et Manus," mind and hand, into its identity, with a vivid commitment to quantitative reasoning and both theoretical and practical results. In the last generation, the School has grown substantially in scale and eminence but retains the ambition to constantly improve.

MIT has approximately 1,089 tenure track faculty spread over five schools and one college. MIT Sloan grew its tenure track faculty from 96 in 2007 to roughly 115 today. To strengthen its practical side, the School takes advantage of its position next to Kendall Square and in the MIT business ecosystem to recruit eminent practitioners as teaching faculty. The mix of tenure track and teaching faculty has added vitality to the program and firmly expresses the MIT motto.

The School has added new degree programs, carefully and systematically. The current portfolio includes eight degree programs for approximately 1,600 students. It grew its combined MBA/LGO from 790 students in 2007 to over 850 students (combined two years), launched a Master of Finance that has grown from 26 to 125 students, and created the #1 ranked Master in Business Analytics program which, along with the Master of Finance, is now among the most competitive degree programs at MIT. The School has developed 50 different Executive Education offerings that enroll 5,000 students annually, retooled its Sloan Fellows MBA, launched a new Master of Science in Management Studies that particularly serves its international business school partners with joint degrees, strengthened its PhD program, and redesigned its undergraduate program. MIT Sloan now offers three undergraduate major options in management, finance, and business analytics, which collectively engage 204 majors and 45 minors, with 44 percent of MIT undergraduate students taking at least one Course 15 class. In addition, the Executive MBA was launched in 2010 with a class of 62 students. That program has grown to include 251 students in two cohorts.

MIT Sloan offers joint certificates and a dual-degree program (Leaders for Global Operations) with the School of Engineering and joint degrees with the School of Architecture and Planning and the Kennedy School at Harvard. The School helps to invent interdisciplinary programs, including Integrated Design and Management and System Design and Management, across the Institute.

Constant innovation is made possible by an increasingly effective MIT Sloan staff, a cadre of over 500, now arrayed across vital functions. They join faculty and administrators to make MIT Sloan's development possible. They are essential partners in every endeavor, have added cumulative strength, and are committed to the School and rarely leave.

Progress has strengthened the School's relationship with MIT Sloan alumni. The School has a loyal and international alumni base of 31,000 who reside in over 121 countries. They take pride in the School's trajectory. In order to better engage alumni, the School launched three regional executive boards including the Americas; Asia; and Europe, the Middle East, South Asia, and Africa, as well as an Alumni Board.

MIT Sloan faces the future confidently. It has a strong history and faith in its mission. It looks forward to the tenure of its next Dean, knowing that it has both challenges and opportunities, often the direct product of its own success.

## **THE ROLE OF THE DEAN**

Reporting to the Provost, the Dean is the chief academic and administrative officer of the MIT Sloan School of Management and is responsible for the full range of the School's activities, including curriculum and academic programs; faculty and staff hiring, development, and promotion; financial management and allocation of budget; student recruitment, success, and career development; alumni engagement; facilities and capital expansion; equity, diversity, and inclusion efforts; community, industry, and global relations; and fundraising and resource development. The Dean also serves as a key institutional leader and as a member of MIT's Academic Council. The Dean has 12 direct reports, including two deputy deans, four senior associate deans, four associate deans, a chief of staff, and the executive director for communications.

The new Dean will be an institution builder, demonstrating highly varied executive skills in collaboratively defining a vision, leading teams, managing budgets, and engaging with constituents and donors. They will serve as a present and astute manager, providing oversight for teaching, scholarships, finances, and academic planning, while engaging faculty and staff in the decision process. The Dean will build on MIT Sloan's impressive trajectory, continuing to position the School at the leading edge of the future of management education. The Dean will continue the work in bringing MIT Sloan closer to the rest of the Institute, forging relationships and supporting interdisciplinary activity across campus. The Dean will be a visionary leader who will inspire faculty, students, and staff to engage in the mission of the School and its global impact pursuing solutions to the world's most pressing challenges.

## **KEY OPPORTUNITIES AND CHALLENGES FOR THE DEAN**

### ***STRATEGIC VISION FOR THE FUTURE OF MIT SLOAN***

MIT Sloan's investments and decisions over the next several years about where and how it will focus its energy and resources will have far-reaching implications for the School's position nationally and internationally. The School has already closely aligned its work with MIT's key priorities, including entrepreneurship, climate and policy, and AI, but the new Dean must also explore new opportunities for the School that are both mission-centric and revenue-generating.

The new Dean will be tasked with developing, communicating, and executing a clear strategic vision for MIT Sloan to bring the School to new levels of prominence in a rapidly changing world. The Dean will inquire broadly about MIT Sloan, MIT, and its global impact to sense the trendlines of change: the future of work, the future of science, the future of MIT, and the nature of economies. They will be able to articulate that vision internally within MIT Sloan and across campus at MIT, as well as externally to the MIT Sloan and MIT community writ large. As competition increases across the business school landscape, the Dean must be forward-thinking and strategic to sustain MIT Sloan's leadership position and raise its stature and influence in the world.

### ***FURTHER CONNECTING MIT SLOAN TO THE REST OF MIT***

MIT is one of the very few higher education institutions in the world that possesses broad strength in engineering and the sciences, which makes MIT Sloan's position as a leading school of management rare in an increasingly technology-centric world. The School has developed meaningful collaborations across MIT (e.g., the [LGO](#) dual degree program with the School of Engineering, the [AI Executive Academy](#) with Schwarzman College of Computing, and MIT's new [Climate Policy Center](#)), and MIT Sloan faculty are engaged broadly across campus. Their research and teaching take place in many areas including entrepreneurship and innovation; the digital economy; sustainability; healthcare management; fintech; social media and influence; the future of work; artificial intelligence and machine learning; food safety; and economic development. In almost all these cases, the work expanded outside MIT Sloan through partnerships and collaborations across the Institute with faculty from the sciences and engineering.

MIT Sloan has enormous additional opportunities to engage and build with the other schools and colleges. To realize MIT Sloan's full potential, the new Dean must prioritize building relationships with each of the other five academic units on campus, fostering interdisciplinary cooperation, and further empowering faculty. By removing barriers to collaboration, MIT Sloan will increase its standing internally at MIT and allow the School to become more engaged with other schools on campus, benefiting research and educational programs Institute-wide.

### ***FUNDRAISING / ALUMNI ENGAGEMENT***

MIT Sloan has experienced increasing levels of philanthropic support in recent years, highlighted by the completion of [Campaign for a Better World](#) in 2022, during which the School raised \$373 million toward MIT's total of \$6.24 billion. Campaign gifts at MIT Sloan significantly enhanced key areas at the School, including fellowships, professorships, research activity, and the MIT Sloan Annual Fund. Constantly improved philanthropy and careful investment has tripled the endowment since 2007 to \$1.65 billion and enabled the School to acquire new and essential facilities. Currently, MIT and MIT Sloan are engaged in the pre-campaign planning and feasibility study processes for the Institute's next major fundraising campaign, working with CCS Fundraising.

Despite this recent success, there is an opportunity to further improve MIT Sloan's philanthropic giving. The new Dean, in close coordination with the Office of External Relations, must continue to increase MIT Sloan's overall fundraising capabilities by further engaging the School's global alumni network and its Executive Boards in new and creative ways. In doing so, the Dean will revisit relationships with current donors and solicit new ones to support faculty research productivity and the world-class pedagogy MIT Sloan is known for.

MIT Sloan has many generous supporters (alumni and non-alumni) who are eager to see the School succeed with its current and future strategic initiatives. The new Dean will enthusiastically engage these donors and articulate a compelling case for MIT Sloan, broadcasting the accomplishments of the School's faculty, staff, and students and tirelessly advocate for new resources, including transformational gifts.

### ***INNOVATIVE PROGRAMMING FOR THE FUTURE***

MIT is globally recognized for its unparalleled learning environment. The Institute's "Mens et Manus" ethos and practical orientation differentiates it from its peers. At MIT Sloan, students benefit from the School's "Action Learning" opportunities, applying what they learn in the classroom within host organizations across industries locally and around the world.

MIT Sloan's portfolio of degree and certificate programs meets students' varied needs and aspirations, ensuring that the School remains relevant and accessible to a broad audience. The programs that MIT Sloan has introduced in the last fifteen years (including the Executive MBA, the Master of Finance, and the Master of Business Analytics, as well as the restructured undergraduate offering and the expansion of Executive Education offerings) have all seen tremendous success, appealing to learners at every stage of their academic and professional development, and exemplify the School's careful and strategic approach to program expansion.

With AI already disrupting and transforming management education and presenting challenges to existing educational models, MIT Sloan has a significant opportunity to innovate and establish itself as the leading business school in this emerging field. The new Dean will work closely with MIT Sloan faculty and staff to

ensure the School is at the forefront of curricular and pedagogical innovation—reevaluating and adjusting curriculum as needed—to stay abreast of industry trends, innovative teaching, and advancements in the relationship between business and emerging technologies.

Under the leadership of the new Dean, MIT Sloan will deepen its relationships with industry and corporate partners in ways that inform its curricula and programs and enhance student preparedness for their careers post-graduation.

### ***LEADING THE SCHOOL***

A new Dean must possess the requisite academic stature to lead MIT Sloan’s world-class faculty and serve on MIT’s [Academic Council](#), and they also must be a highly capable manager. As the leader of a highly complex organization, the Dean has primary responsibility for all of the School’s fiscal, programmatic, research, teaching, and service activities and must ensure that they adhere to the highest standards. As MIT Sloan has grown its tuition revenue through new and expanded program offerings in recent years, it has also seen increased expenses to support that growth. New administrative services, increased teaching costs, and space allocation have all required close attention and financial planning.

Continued growth in the near future will require new resources and facilities. The Dean must be laser-focused on financing, budgeting, and identifying alternative revenue streams to ensure that MIT Sloan’s future goals are met. The Dean will also stay not only abreast, but ahead of the trends in business and management education, keeping a forward-looking approach to leadership and planning as the tides of higher education continue to change. The current opportunity for strategic and aggressive operational investments at MIT Sloan makes this a critical inflection point in the School’s history.

### ***FOSTERING AN INCLUSIVE ENVIRONMENT AT MIT SLOAN***

MIT Sloan is a tight-knit community and has long enjoyed a family-like environment with passionate engagement from its staff and faculty at all levels. The School has prioritized its support of a mission-driven culture, connections among community members, and the professional development of individuals. It upholds the highest levels of intellectual excellence in the recruitment and development of faculty, staff, and students.

In 2019, MIT Sloan’s Diversity, Equity, and Inclusion task force created a roadmap for the future, which focused on addressing the longer-term needs of the School through training opportunities, curricular enhancements, and hiring practices. In 2020, MIT Sloan appointed its first Associate Dean for Diversity, Equity, and Inclusion, among other newly created roles. While progress has been made, significant work remains. The new Dean will build on MIT Sloan’s existing cultural foundation and continue to foster an inclusive, efficient, and high-performing organization by valuing and engaging different perspectives, recognizing the critical work of the staff, and communicating transparently.

## **ENHANCE RESEARCH**

In recent years, MIT Sloan has made significant strategic investments in its faculty and the support of their research endeavors. The results of those investments have shown improvements in the School's ability to hire (four new faculty in 2023, seven new junior faculty starting in 2024, and one new senior faculty starting in 2025) and retain faculty, the expansion of research and impact (aided by the creation of new research centers), and [numerous awards](#) and recognitions for research and teaching. As MIT Sloan seeks to reach even higher levels of research and impact in the future, sustained investment in these areas will be essential. The Dean will ensure the continued success of a robust research enterprise by supporting individual faculty efforts while also encouraging interdisciplinary research collaborations across academic areas within MIT Sloan and with faculty from other schools and colleges on campus.

## **GLOBAL STRATEGY**

MIT Sloan has done well to expand its international footprint by pursuing opportunities to engage with regions around the world and has improved its visibility through the creation of the [Regional Entrepreneurship Acceleration Program](#) (2012), the establishment of the [MIT Sloan Latin America Office](#) (2013), and the opening of the [Asia School of Business](#) (2015). Additionally, the School has seen continued interest and engagement globally through its executive education offerings and its global university partnerships. In the fall of 2024, MIT Sloan will launch the MIT Sloan ASEAN Office in Bangkok, Thailand with significant philanthropic support.

Global Programs (GP) and the Office of External Relations (OER) have prioritized their global engagement work, and recent changes to the administrative structure at MIT Sloan, including the reallocation of key staff, position the School well for future success in this area. The new Dean at MIT Sloan must leverage the deep international connections of the faculty and their research activities, as well as the work of GP and OER, with the goal of creating a more well-defined global strategy for the future.

## **THE SUCCESSFUL CANDIDATE**

MIT Sloan seeks an inspirational, innovative, and forward-thinking leader with a track record of success in a large, complex organization to set the School on an ambitious course for the future. While no one person will embody all desired characteristics, the successful candidate will bring many of the following qualifications and attributes:

- An unshakeable commitment to the values and foundational purpose of MIT Sloan and MIT. Dedication to excellence, innovation, and discovery in all endeavors. Foresight and orientation to the future; engagement with bold ideas.

- A broad and creative view of management; strong grasp of the trends informing management education; understanding of and enthusiasm for different areas of scholarship across MIT Sloan; a willingness to try new things.
- The ability to serve as the public face of MIT Sloan, effectively articulating a strategic vision for the future. Strong advocate for the importance of management and management education; will elevate MIT Sloan's work and its impact on the Institute and the world.
- Demonstrated success in inspiring multidisciplinary activity and impact across a university campus. A passion for how teaching, research, and practice in technology and innovation might be developed and enhanced by multidisciplinary contact with management education and scholarship.
- An exceptional record of scholarly and research achievement appropriate for appointment as a tenured full professor, or commensurate leadership and business experience and acumen, with the ability to inspire leading-edge researchers. Appreciation for intellectual diversity, leading as a broad-minded academic who possesses intellectual curiosity about the work other people are doing.
- A collaborative mindset. A leadership style that operates simultaneously at strategic and personal levels: challenging the status quo; decisive, yet embracing a distributed-leadership approach. An inclusive, approachable presence. Action-oriented, with humility and the ability to listen. A consensus builder who communicates clearly and transparently, removes obstacles, celebrates success, and breaks down silos.
- Dedication to the educational experience of students; commitment to the development and sustenance of the faculty and staff who serve them. A strong track record of faculty and staff recruitment, retention, development, and success; a key role in establishing a workplace culture that is engaged, supportive, and mission-driven.
- A charismatic speaker with strong communication skills. Proven ability to inspire enthusiasm, earn trust, and energize, motivate, and empower others.
- The highest level of personal integrity and moral standards, leading with transparency and promoting the Institute's ethical standards. A flexible, collaborative leader who values and engages different perspectives.
- Politically adept and experienced in negotiation, with well-honed problem-solving skills and experience navigating a large organization within an even larger and more complex parent institution with multiple stakeholder communities.



- Experience in expanding the global footprint of an organization and a passion for greater global engagement.
- A demonstrated understanding of and interest in university finances and the interplay of academic priorities, budgeting, and resource generation. Experience managing complex budgets and developing strategies for long-term financial sustainability.
- An ability to solicit and steward private financial and other support from alumni, the philanthropic community, firms, and other friends of MIT Sloan. Experience engaging with alumni and connecting with industry.

## APPLICATIONS, INQUIRIES, AND NOMINATIONS

MIT has retained the national executive search firm Isaacson, Miller to assist in this search. All inquiries, nominations, and applications should be sent in confidence to:

John Isaacson, Chair  
Micah Pierce, Partner  
Kelly McLaughlin, Managing Associate  
Kristen Andersen, Senior Associate  
Mindy Cimini, Senior Search Coordinator  
Isaacson, Miller

<https://www.imsearch.com/open-searches/massachusetts-institute-technology-sloan-school-management/dean>

*MIT is an equal employment opportunity employer. All qualified applicants will receive consideration for employment and will not be discriminated against on the basis of race, color, sex, sexual orientation, gender identity, religion, disability, age, genetic information, veteran status, ancestry, or national or ethnic origin.*

## THE ESSENTIAL CONTEXT

### MASSACHUSETTS INSTITUTE OF TECHNOLOGY

MIT's first students enrolled in 1865, marking the culmination of an extended effort to establish a new kind of educational institution relevant to an increasingly industrialized nation. The MIT motto, "Mens et Manus," Latin for "Mind and Hand," expresses the Institute's ideal of a productive continuum between rigorous thought and action. In the land-grant tradition, MIT promoted teaching coupled with research, focusing attention on real-world problems, and forging the notion of the teaching laboratory.

MIT is independent and co-educational, with a private endowment of over \$23.5 billion, a total annual operating budget of approximately \$4.28 billion, and a workforce of approximately 15,000 on campus and at the Lincoln Laboratory. MIT focuses on scientific and technological research and is divided into five schools – comprising more than 30 academic departments as well as interdepartmental programs, laboratories, and centers – and one college. The schools include Architecture and Planning; Engineering; Humanities, Arts, and Social Sciences; Science; and the MIT Sloan School of Management. Fall of 2019 marked the opening of the MIT Steven A. Schwarzman College of Computing. Schwarzman College is a bold initiative to accelerate pioneering research and innovation in computing, build a profound awareness of the ethical implications and societal impact of computing, and, above all, educate leaders for the algorithmic future.

Ranked #1 by Forbes as America's best large employer, MIT is located on the north shore of the Charles River Basin in Cambridge, Massachusetts, on 168 acres that extend more than a mile along the Charles River. The central group of interconnecting buildings, dedicated in 1916, was designed by architect W. Welles Bosworth (Class of 1889) to permit easy communication among schools and departments.

## **THE MIT SLOAN SCHOOL OF MANAGEMENT**

### **History**

The Alfred P. Sloan School of Management began its inception in 1914 as Course XV, Engineering Administration, at the Massachusetts Institute of Technology, within the Department of Economics and Statistics. In 1925, a program leading to a master's degree in management was established. In 1926 the undergraduate courses included marketing, finance, accounting, and the study of economic trends. In 1950 the Sloan Foundation made a gift of over five million dollars to establish a School of Industrial Management. The concept of the school was the idea of Alfred P. Sloan, Jr. (class of 1895), who was interested in further developing the close association between science and industry. Sloan sought to correlate the complex problems of management in modern technical industry with science, engineering, and research. And in 1964, the school was renamed after its benefactor. Almost 100 years since its humble beginning, MIT Sloan is now a world leader in establishing the future of the intersection of business and technology and developing innovative leaders.

### **Students and Programs**

In addition to an undergraduate program, MIT Sloan offers the following graduate programs: an MBA, a Master of Finance, Executive MBA, Sloan Fellows MBA, a Master of Science in Management Studies, a Master in Business Analytics, and a PhD. In addition, MIT Sloan Executive Education offers 50 programs with 5,000 participants annually. MIT Sloan has created seven certificates, available across its graduate degree programs, in Analytics, Digital Product Management, Enterprise Management, Entrepreneurship and Innovation, Finance, Healthcare, and Sustainability. For students entering in the fall of 2023, the MBA had a class size (including LGO students) of 409 students averaging five years of working experience, with

42 percent being international students and 47 percent identifying as women. The 20-month Executive MBA entering class had 126 students with an average of 17 years of work experience. In the fall of 2023, the PhD program had a total (across all years) of 87 enrolled students and had a six percent admission rate.

In terms of cross-disciplinary programs, a new certificate for undergraduate students, the Engineering Entrepreneurship Certificate, launched in 2023 in collaboration with the MIT School of Engineering. The School also offers a joint program, System Design and Management, and an interdisciplinary program, Integrated Design and Management. Partnering across campus, across Boston, and across the world, MIT Sloan also provides three dual-degree and joint-degree programs: MIT Sloan and the Department of Urban Studies and Planning, MIT Sloan and the Harvard Kennedy School of Government, and MIT Leaders for Global Operations (with the School of Engineering).

MIT Sloan prides itself on its use of action learning, a teaching method where students take what they learn in the classroom and apply it to a real business challenge. Students and faculty have worked with over 2,700 organizations leaving a lasting impact through their efforts. MIT Sloan also has its own Career Development Office, connecting both early career and executive students with curated career resources, experienced advisors, and contacts with alumni and employers.

### **Faculty and Research**

MIT Sloan is home to approximately 115 full-time faculty members, 28 percent of whom identify as female, and 160 full-time and part-time teaching faculty. MIT Sloan faculty are recognized as leading experts who advance the public discourse through their commitment to rigorous research, innovative teaching, and practical application. They are routinely recognized for their groundbreaking work. They are leading economists, public policy experts, entrepreneurs, and executives of companies large and small. Faculty members are important voices in the ongoing conversations about global finance, trade, the impact of new technology, and other economic issues. Their work has been featured in publications such as *The Atlantic*, *The New Republic*, *The Economist*, *The Wall Street Journal*, and *Financial Times*. Current faculty members have held prestigious positions with the White House's Council of Economic Advisers, the U.S. Treasury Department, the International Monetary Fund, the World Bank, the Bank of England, the Federal Reserve, and the European Central Bank.

Positioned at the intersection of technology and management, MIT Sloan is a meeting place for the leading thinkers and researchers who are pursuing solutions to the world's most pressing challenges. MIT Sloan is broken up between three research groups: management science; behavior and policy sciences; and economics, finance, and accounting.

Additionally, the School has established centers and initiatives to provide a collaborative environment for faculty, students, private sector partners, and public policy experts to work together to seek answers and make discoveries that will advance management practice and improve the world. Even undergraduate

students are exposed to research, with over 250 undergraduate research projects taking place in 2023. MIT Sloan's centers and initiatives include: the MIT Applied Cooperation Initiative, MIT Behavioral Research Lab, MIT Center for Collective Intelligence, MIT Center for Energy and Environmental Policy Research, MIT Sloan Center for Information Systems Research, MIT Climate Policy Center, Consumer Finance Initiative, MIT Cryptoeconomics Lab, Cybersecurity at MIT Sloan, the Food Supply Chain Analytics and Sensing Initiative, the MIT Golub Center for Finance and Policy, the Health Systems Initiative, the MIT Initiative on the Digital Economy, the Institute for Work and Employment Research, the MIT Laboratory for Financial Engineering, the MIT Leadership Center, the Center for Development and Entrepreneurship at MIT, the MIT Operations Research Center, the MIT Sloan Sustainability Initiative, and the Trust Center for MIT Entrepreneurship.

For more information: <https://mitsloan.mit.edu/faculty/centers-initiatives>

## **Staff**

MIT Sloan is also home to over 500 passionate and high-functioning staff, including administrative support and research and technical staff. MIT Sloan has leaned on staff to support the program growth in recent years, particularly with the launches of the Masters in Finance, Executive MBA, and Masters in Business Analytics programs. Staff were instrumental in the transition to online teaching and student outreach during COVID.

## **Diversity, Equity, and Inclusion**

MIT Sloan's tight-knit community and prioritization of its mission-driven culture have made it a special place, and the work toward becoming a more inclusive community continues. Recent initiatives include the Rising Scholars Conference, hosted at MIT Sloan in October 2023 and organized by the PhD program. This conference originated at the Stanford Graduate School of Business in 2020 with the goal of increasing diversity among doctoral students and faculty. In 2023, MIT Sloan hosted 48 rising scholars from 31 universities who presented their research during the conference. MIT Sloan also offers Open+Inclusive, a course designed to help organizations improve communication, employee engagement, and decision-making, which is available to all MIT staff.

In the spring of 2023, the Office of Diversity, Equity, and Inclusion launched a pulse survey project, and results indicated themes around leadership, managing conflict, health and wellness, and general satisfaction and sense of community. The Office of Diversity, Equity, and Inclusion has helped teams develop plans to work towards creating more welcoming and inclusive environments.

## **Global Impact**

Over the past ten years, the School's focus has adjusted to making its educational and research activities more global—and more globally relevant. MIT Sloan's Global Programs (GP) directs international and

region-focused programs, offices, and strategic collaborations designed to expand and deepen MIT Sloan's mission and impact around the world. GP facilitates dynamic new methods of engagement between MIT faculty, students, and alumni, organizations, communities, and innovators to foster practical strategies and prepare principled leaders to tackle urgent global challenges. GP's model is bi-directional; they operate offices and programming across the globe and convene and educate on their own exceptional campus. GP's "action academics" approach to advancing and harnessing MIT Sloan evidence-based research helps ensure that ideas are made to matter. Specific global programs include the MIT Regional Entrepreneurship Acceleration Program, which engages with communities around the world to strengthen innovation-driven entrepreneurship and transform economics. MIT Sloan also developed the Asia School of Business in partnership with Bank Negara Malaysia to train aspiring business leaders to succeed in Asia and across the globe. MIT Sloan also opened the Latin America Office, supporting research, teaching, and knowledge sharing for MIT Sloan faculty throughout Latin America as well as fostering alumni engagement in the region. Recently, MIT Sloan has also partnered with Bangkok's Sasin School of Management in both faculty research and student experience to continue to grow their influence and connections in the region.

## **Finances**

Forty-three percent of MIT Sloan's budget comes from net tuition, 25 percent from endowment income and expendable gifts, 20 percent from executive education, seven percent from sponsored programs, and five percent from various revenue sources. The FY25 budget includes \$296 million in operating revenue and \$293 million in operating expenses. MIT Sloan's endowment market value was \$1.55 billion at the end of FY23. In FY23, the MIT Sloan Annual Fund raised \$4.8 million. Ninety-five percent of master's degree fellowships are endowed. The market value of the master's fellowship endowment is \$321 million and the annual budget for master's fellowships is \$14.5 million.

## **Alumni**

MIT Sloan also is proud of its 31,000 alumni who represent 121 countries. The scope and impact of MIT Sloan's entrepreneurial ecosystem are enormous, and alumni have founded companies including Gartner, HubSpot, Zipcar, and E\*Trade, to name a few. In order to better engage alumni, the School launched three regional executive boards across the globe including the Americas; Asia; and Europe, the Middle East, South Asia, and Africa.