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# Recruiting In Electrical Engineering 2004-2005

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**Eve Riskin and Dave Allstot**  
**UW Electrical Engineering**  
**May 22, 2006**



College of Engineering



# The Story

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**In 2004-05, UW EE hired Josie Ammer and Brian Otis, both from the same lab at UC Berkeley.**

**Between the 2 of them, they had many offers from places like MIT, UBC, UCSD, UCSB, ....**

# ISSCC Reception

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**EE holds a reception at ISSCC each year for Alumni and Friends. Our Search Committee Chair met ~12 candidates from Bay Area there.**

**Candidates are pre-screened for social skills, confidence, realistic view of academic position, etc.**

## **Dave Hand-Delivers the Offers**

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**This is flashy but he sees them on  
their home turf,**

**Meets their advisors and other  
potential candidates,**

**The message is delivered “loud and  
clear”**

## **Be Proactively Equitable**

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**Due to Brian's negotiations, Dave and CoE increased Josie's offer.**

**He offered both one quarter of teaching release in 4<sup>th</sup> or 5<sup>th</sup> year for a “tenure tour.”**

## **Be Flexible and Creative**

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**Dave delayed Josie's start date to  
accommodate her husband's job.**

**He offered funds for commuting.**

**We LISTENED to her concerns.**

**Dave phoned her 1-2X/week.**

# Josie's Interview Dinner



## **Don't Forget About Work/Life Issues**

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**Women candidates often talk to women faculty and ADVANCE staff about:**

**Childcare,**

**Tenure clock extensions,**

**Housing and schools.**

**These discussions showcase UW's positive work/life culture.**

**They often reveal important issues to us and UW can thus address them.**



## Haya Rachael Bolotski, May 6, 2006 ---

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