

Andrew J. Femrite

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Synopsis

I am currently in my 4th appointment with the ECEE department, now as a Scholar in Residence and Faculty Director.

Driven, technical professional and experienced leader with over 30 years delivering scalable results in both product development and technical leadership roles across industry and academia.

- Developed leading edge embedded products with major contributions on hardware, firmware and device drivers
- Guided product development innovation across hundreds of companies in every major end market
- Led technical sales teams responsible for tens of millions in annual semiconductor demand creation revenue
- Forged centralized technical team strategy and built a scalable team to support North America, later global
- Enriched electrical engineering senior design program with several lifelong impacting dimensions for students
- Created and grew college of engineering's 3rd most thriving professional master's program in just 3 years
- Contributed significant strategy and commissioned extensive content to world's first online MS-EE degree

Strengths

Organization, leadership, reliability, integrity, ingenuity, flexibility, connoisseur of hiring and developing technical talent, wide dynamic range of interpersonal and embedded design skills, broad purview of leading technology and applications

Experience

**University of Colorado
Department of Electrical, Computer, and Energy Engineering (ECEE)**

Boulder, CO

Director of Global Master's Programs (from Aug'14) / Scholar in Residence (from Aug'22) Aug 2014 – present

- Creator and Director of ECEE's Professional Master's Program (PMP), focused on Embedded Systems Engineering (ESE) track with uniquely practical, purposeful, rigorous, balanced embedded systems and IoT coverage
- Orchestrating student recruiting, admissions, new instructor onboarding, course structure and evolution, student support, scholarships, revenue reconciliation, and much more across the department, college and campus
- Providing operational, marketing, financial guidance in other ECEE PMPs as well as others across campus
- Grew ECEE's 3-course professional certificate to sustaining a professional master's degree with 17 active ESE courses in 3 years, including 10 offered twice per year across 11 part-time and full-time instructors
- Created a sustainable professional certificate application process across all ECEE PMPs
- Current AY19 enrollment: 87 full-time ESE graduate, 9 concurrent degree, and 15 professional certificate students
- Grossing over \$1.1 million per AY, third highest in CEAS
- Have hosted 10 biannual dedicated ESE industry panel meetings (the "Embassadors")
- Core steering committee and oversight committee member for world's first MOOC-based MS-EE
- Commissioned 8 campus courses (24 credit hours) from ESE program to ECEE's pioneering online MS-EE degree
- Orchestrated first major course proposal for the online MS-EE, including 77 MOOC courses totaling 50 credit hours
- Authored and facilitated the initial 4 online MS-EE professional certificates through a challenging approval process
- Active member of ECEE's Oversight Committee for the MS-EE degree
- Served on committee defining comprehensive MS-EE policy

Senior instructor / Assistant Teaching Professor for ECEE department Aug 2014 – Aug 2022

- Guiding students through their most complex lab and team experience and first major design and implementation
- Developed industry sponsorship program, providing real-world experience and raising over \$60k per year
- Fostered multiple faculty-sponsored and faculty-mentored project teams each year
- Initiated interdisciplinary team formation through collaboration with CS, AES and ME departments AY 2015
- Commissioned a Practical PCB Accelerator course (5 weeks, 1 credit hour) and its full-semester version Practical PCB Design and Manufacture in AY 2017, providing Capstone students superior preparation for their projects
- Piloted an extensive Entrepreneurial Track in AY 2018 in support of CEAS initiative
- Developed and refined numerous assignments, rubrics, lectures, tools, resources, processes, into complete, consistent and robust curriculum for Senior Design students
- Provided significant ABET support for ECEE, as Capstone culminates in all ABET outcomes 3a-3k
- Supported hundreds of students across dozens of teams, many interdisciplinary, over 8 academic year cycles

Arrow Electronics **Englewood, CO**

Engineering Solutions Center Manager **Jan 2007 – June 2014**

- Founded and implemented a unique industry model for deeper, centralized embedded design expertise across all major semiconductor technologies, including fee-for-service structure
- Staffed and led a centralized technical specialist team from 0 to 37, including Arrow’s Altera Technical Assistance Center and several other technology specialist sub-teams
- Pioneered engineering intern program for North America, cultivating a pipeline of new talent
- Facilitated global expansion of Arrow’s ESC model and operation

Regional Technical Manager **April 1998 – Jan 2007**

- Responsible for Wyle’s Central Region, then Arrow’s South Central (Wyle acquired by Arrow in 2000), then Northwest, Field Applications Engineering team sizes ranged from 15 to 20+
- Oversight of over \$2.5 million in salaries and \$50 million in annual technical sales
- Drove demand creation strategy with numerous local sales branches and suppliers across hundreds of companies
- Founded and championed FAE Career Strata program that recognized and rewarded excellence

Wyle Electronics (later acquired by Arrow) **Thornton, CO**

Field Applications Engineer **Feb 1996 – April 1998**

- Guided technical innovation of over 100 Colorado companies around product development
- Responsible for technical demand creation for over 10 semiconductor and computer systems manufacturers
- Drove #1 demand creation position in Texas Instruments and Intel

Pentax Technologies **Broomfield, CO**

Design Engineer **Jan 1990 – Feb 1996**

- Project lead for development of numerous embedded products including flatbed scanners and printers, directly involved both hardware and software design aspects
- Wrote extensive firmware on diverse platforms: x86, Hitachi H8, Motorola 68k, TI C5x
- Wrote numerous Windows and Mac-based device drivers and application code
- Co-developed the world’s first pocket printer, the *PocketJet*®
- Collaborated with parent company (Asahi Optical, Ltd.) engineering team through extended trips to Tokyo

Significant Achievements

- Successful transition after 25 years in industry to meaningful and productive career in academia
- Hired over 85 people into engineering positions at Wyle Electronics and Arrow Electronics (27 FAEs, 58+ AEs)
- Fostered IP development and first patent submittal within Arrow Electronics North America engineering
- Drove creation and longevity of Arrow Electronics NA FAE Career Strata program, 2001-2006
 - 73 Senior FAE or Principal FAE promotions under the program in 12 years, 54 remained in 2014
- Arrow Centralized Training (ACT)
 - Co-produced 9 conferences and coordinated all content across 60+ supplier companies, 600 attendees
 - Helped globalize ACT through collaboration with Arrow Europe and Asia organizations
- Arrow Pacesetter Award, President’s Circle 2003 (in RTM role) for top 5% performance
- Wyle’s “Engineer of the Year” in 1999
- Valedictorian of high school class size 275 at Skyline High School in Longmont, CO (1985)

Education

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| Harvard University | Boston, MA | 2003 |
| <ul style="list-style-type: none"> ▪ Completed Executive course on Organizational Change and Achieving Breakthrough Service | | |
| University of Colorado | Boulder, CO | 1985 - 1989 |
| <ul style="list-style-type: none"> ▪ B.S. in Electrical and Computer Engineering | | |

Interests

- Industrial Advisory Board for CU Boulder’s ECEE Department May 2012 to May 2014
- Committee Chair for Boy Scout Troop 212 in Northglenn May 2010 to Dec 2013
- Racquetball, golf, karaoke, NCAA Basketball March Madness