



BOARD OF DIRECTORS MEETING

Open Session Agenda

Wednesday, June 25, 2025 | 2:00 – 6:00 pm MST (UTC-07:00)

Sheraton Phoenix Downtown | Phoenix Ballroom CDE (3)

<https://ashrae.webex.com/ashrae/j.php?MTID=me69d1ba19d2cc9afcf347a6d5dffdcb>

Meeting Number: 2342 070 7981 | Meeting Password: SundayBOD

The Board meeting will be preceded by the closing of the 2024-25 Meeting of the Members by President Dennis Knight.

****GROUP BOD PHOTO AT 1:50****

1. CALL TO ORDER - McQuade

2. VALUE STATEMENT – McQuade

In ASHRAE meetings, we will act with honesty, fairness, courtesy, competence, inclusiveness and respect for others, which exemplify our core values of excellence, commitment, integrity, collaboration, volunteerism and diversity, and shall avoid all real or perceived conflicts of interest. Our culture is one of inclusiveness, acknowledging the inherent value and dignity of each individual. We celebrate diverse and inclusive communities, understanding that doing so fuels better, more creative and more thoughtful ideas, solutions and strategies for the Society and the communities our Society serves. We respect and welcome all.

Code of Ethics - <https://www.ashrae.org/about/governance/code-of-ethics>

Core Values - <https://www.ashrae.org/about/ashrae-s-core-values>

Diversity Statement - <https://www.ashrae.org/about/diversity-equity-and-inclusion-dei>

3. ROLL CALL/INTRODUCTIONS - McQuade

4. REVIEW OF MEETING AGENDA – McQuade

5. OPEN SESSION – Addresses to the Board of Directors

6. REPORT OF THE 2025 ANNUAL MEETING – Littleton

A. Report on Spring 2025 Member Ballot

B. Phoenix Annual Meeting Recap

7.* CONSENT MOTIONS – McQuade

A. Appointment of Investment Advisor

B. Appointment of Certified Public Accountant

C. Bank Resolutions

D. Legal Counsel

8. COUNCIL REPORTS

A. Members Council - McQuade

B. Publishing and Education Council - Fulk

C. Technology Council – Abellon

9. COMMITTEE AND AD HOC REPORTS

- A.** Executive Committee – Wednesday, June 25, 2025 - McQuade
- B.** Society Rules Committee – Abellon (Bert Phillips)
- C.** Finance Committee - Maston
- D.*** ASHRAE Membership Model Ad Hoc – Fulk

10. 2025-26 GOALS – McQuade

11.* 2025-26 MENTORS – McQuade

12. EXECUTIVE SESSION (Separate Agenda)

13. OLD BUSINESS

- A.**

14. NEW BUSINESS

- A.**

15. INFORMATION ITEMS

- A.*** 2025-26 Appointments and Board Elected Positions
- B.** 2025-26 Presidential Appointments
 - i.*** IEQ Hub Strategic Evaluation Presidential Ad Hoc
 - ii.*** Future of ASHRAE Conferences Presidential Ad Hoc
 - iii.*** PEAC/TRAC Streamlining
- C.*** 2025-26 CRC Schedule
- D.*** Conflict of Interest Form (Submit by July 1, 2025)
- E.*** Discrimination and Harassment Policy

16. UPCOMING MEETINGS

BOD Annual Meeting Dinner

Wednesday, June 25, 2025 | 6:30 – 8:30 pm | Mancuso's – 201 E. Washington St.

Fall Conference Call

Tuesday, November 11, 2025 | 8:00 – 11:00 am EDT (UTC-04:00)

17. ADJOURNMENT

CONSENT MOTIONS

- A. That Fiducient Advisors LLC be approved as ASHRAE investment advisor for fiscal year 2025-2026.
- B. That Jones and Kolb be approved as ASHRAE Certified Public Accountants for fiscal year 2025-2026.
- C. That the appropriate and required bank resolutions for institutions in which ASHRAE funds are deposited as executed by officers for fiscal year 2025-2026 be approved.
- D. That King & Spalding LLP be retained as ASHRAE legal counsel for fiscal year 2025-2026.

REPORT TO THE BOARD OF DIRECTORS
From the Membership Model Ad Hoc
As of June 25, 2025

Ad Hoc Members

Ken Fulk, Chair
 Ashish Rakheja, Vice Chair
 Jason Alphonso
 Billy Austin
 Rob Craddock
 Doug Fick
 Kishor Khankari
 Sarah Maston
 Jonathan Smith

Invited Guests

Daniel Chudecke, MP Consultant
 Jason Urso, MP Chair
 Louise McKenzie, MP 1st Vice Chair
 Rob Druga, MP 2nd Vice Chair

Staff

Daniel Gurley, Sr. Manager Membership
 Craig Wright, Director, Finance
 Mark Owen, Director, Pub & Ed
 Lizzy Seymour, Director, Member Services

Information Items:

1. The ASHRAE Board of Directors voted to approve the proposed Membership Model plan on May 28, 2025 (**Attachment A & B**). The proposed plan will be presented to the membership for a final vote on the Spring 2026 ballot via a bylaws amendment.
2. Two Subcommittees were formed during the 2025 Orlando Winter meeting to complete the work for this Ad Hoc Committee:
 - a. Bylaws Revision Subcommittee (led by Rob Craddock)
 - b. Membership Value Subcommittee (led by Billy Austin)
3. The Bylaws Subcommittee completed their work and shared a proposed, redline version of the Bylaws with Board Services on May 28, 2025. The Chair and Vice Chair of the Society Rules Committee attended the Bylaws Subcommittee virtual meetings and participated in review and commenting on the proposed changes. The finished product, (**Attachment C**) being the product of this consensus review effort. These changes have been officially submitted to the SRC for review, with a final vote being put forth at the Fall Meeting of the ASHRAE Board. This motion will include the final revisions to the bylaws so all Board members can see the exact changes, and this will be the motion presented to the membership for vote
4. The Membership Value Subcommittee met several times to brainstorming ideas and recommendations since the 2025 Orlando Winter Meeting. This Subcommittee has created a report (**Attachment D**) for the Board's consideration which outlines six (6) recommended action items to improve the membership value proposition. It is the belief of the subcommittee that an oversight body should be assigned to track activities and actions related to implementation of these recommendations to ensure that all items are thoroughly considered, fine-tuned, and implemented, with the goal that these items are not diminished by simply assigning to various standing committees. This body would attempt to ensure that the suitable actions are pursued as intended
5. By providing this report the work of the subcommittee is complete, unless the President has additional directives, and the ad hoc will be retired.

Attachments:

1. Attachment A: Board Approved Motion on May 28, 2025
2. Attachment B: Detailed Proposed Revisions to Membership Model
3. Attachment C: ASHRAE Bylaw revisions provided to Society Rules Committee
4. Attachment D: Membership Value Subcommittee Report

June 16, 2025

Date

Ken Fulk

Chair

Attachment A: Board Approved on May 28, 2025 for Member Approval on Spring 2026 Ballot:

The following motion proposes a major organizational change, which per ROB 2.101.005.5, requires a 60-day cooling off period and the Ad Hoc would request a vote at the Board of Directors Meeting on May 6, 2025.

"A. Proposed major organizational changes shall be submitted as information and in writing to the Society's Board of Directors at least sixty (60) days before any action is taken. Major organizational changes shall be defined as adding or dissolving a council or changing the makeup of the Board. Organizational changes may also be defined as "major" by a two-thirds affirmative vote of the Board members voting.

B. Any motion presented to the Board of Directors to make any major organizational changes shall be presented to the Board at one Board session and not voted on until the next Board session or a later Board session.

1. MOTION: Move to approve the proposed membership model restructuring plan as presented by the Membership Model Ad Hoc Committee to be implemented by the 2027-2028 Society Year.

BACKGROUND: The Membership Model Ad Hoc (MMAH) was assigned as a multi-year ad hoc, as requested by Presidential Member Scoggins and President Knight, which proposes a new, simplified Membership Model focusing on the value proposition of membership and which further aligns membership dues with the value provided. The charge of the Ad Hoc goes beyond just this specific task, which includes financial items related to the membership model revisions as well as reviewing other potential revenue sources to replace the potential standards sales revenue losses related to litigation about what is required to be included in the public domain.

The approach for the proposed membership model was also developed based on more recent CRC motions received from Regions VIII, XI, XII, and at Large, which were referred to this Ad Hoc: These motions dealt with the support of diversity, equity, and inclusion initiatives in ASHRAE; Adding tiered member dues to match the 4 levels of The World Bank; and includes the ASHRAE Handbook Online (HBO) as a baseline benefit to all members.

The proposed model simplifies the membership grades, allows for the participation of more members in chapter, region and Society level positions, provides a benefit that can be utilized for membership retention, and provides additional income from current nonpaying members, while still rewarding our most engaged members after a long term of service.

FISCAL IMPACT: For the implementation stage, the fiscal impact would be less than \$10,000. However, the fiscal impact from the integration of the new member grades could potentially cause an initial loss of \$200,000 in dues revenue. However, with low-medium level estimated membership growth rate, by Year 2 of implementation, the new model could potentially increase dues revenue by \$30,000-\$90,000 when compared to the current model. With the high-level estimated membership growth rate, by Year 1 the new model could potentially come close to break even when compared to the current model. See Attachment B "Membership Growth Projections."

STAFF IMPACT: It would take various staff from several departments a year to make all the changes to marketing collateral, Web sites, manual of procedures, Rules of the Board, the ASHRAE database and reporting systems. This effort would overlap with similar related duties and would be spread over a lengthy time frame such that it would have an incremental impact on staffing. As such, this effort would not require added staff.

Attachment B: Detail Proposed Revisions to Membership Model:

1. The proposed new membership model includes the following revisions:
 - a. The Associate member grade and the Developing Economies discount program will be replaced with the Full Member category with a four-tiered pricing structure that reflects the four tiers of the World Bank (motion from Monterrey Chapter):
 - i. Tier 1 = Members residing in countries that fall into the World Bank's High-Income Economies will pay 100% of member dues.
 - ii. Tier 2 = Members residing in countries that fall into the World Bank's Upper-Middle-Income Economies will pay 80% of member dues.
 - iii. Tier 3 = Members residing in countries that fall into the World Bank's Lower-Middle-Income Economies will pay 60% of member dues.
 - iv. Tier 4 = Members residing in countries that fall into the World Bank's Low-Income Economies will pay 40% of member dues.
 - v. All Full Members, no matter the tier, will receive all current benefits plus Handbook Online and a choice of 1 annual benefit: eLearning Course, Certification Study Guide, or free Standard or Guideline.
 - b. The qualifications to be a Full Member will be revised to be anyone interested in the building sciences industry.
 - c. All Members, including Students, will receive access to Handbook Online (HBO) as a member benefit. Not only does access to HBO serve as a benefit to all members, but it will also serve as a member retention tool. Once an individual membership expires after 12 months, access to HBO will also expire. Once the membership is renewed, access to HBO will also be renewed. In addition to HBO access, Full Members (all Tiers), Life Service Members, Presidential Members, and Honorary Members will continue to receive the option to choose one of the following free benefits annually: eLearning Course, Certification Study Guide, or Standard or Guideline. All members will receive discounted pricing for printed and PDF versions of the Handbook.
 - d. The Affiliate grade and Smart Start discount program will be replaced with a Young Professionals membership grade that is available to anyone 35 or younger for the first two years of their membership. Young Professionals will receive Handbook Online and all other standard benefits but will not receive the choice of 1 annual benefit. Young Professionals will pay 40% of membership dues. Young Professionals will also be allowed to vote and hold office at the chapter, region and society level. Removing the Affiliate member grade will allow all members, excluding students, to hold office and vote.
 - e. The Retired Member grade will be replaced with a Tenured Professionals membership grade that mirrors the Young Professionals membership grade in terms of benefits and dues rate. This grade is available to anyone who is 65 or older with 25 years of cumulative membership.
 - f. Life Member grade is revised to become the Life Service Member grade and allows for any member who is 65 years or older, has a minimum of 30 years of cumulative membership and who has earned a Distinguished Service Award (DSA), or who can validate an equivalent of 15 qualifying service points. Life Service Members receive the same benefits as Full Members, as well as waived dues and extreme discounts to W&A conferences.
 - i. For those members who are currently Life Members or will become Life Members based on current qualifications on or before June 30, 2027, will remain Life Members.
 - ii. For those members who reach 30 years of cumulative membership and are 65 years or

older but do not have a DSA nor have 15 qualifying service points, they are eligible for the Tenured Professional member grade which allows for a significant discount on dues (40% of full dues) with access to Handbook Online.

- g. Student Members will now pay 7.5% of membership dues which is less than the current dues rate for Students which is at 10% of dues. Student Members will also receive access to Handbook Online.
 - h. Student Branch Advisors will now pay a dues rate of 20% of dues and receive Handbook Online and other general benefits including special registration rates for W&A Conferences. SBAs currently pay the same rate as Students.
 - i. There will be no changes to the Honorary Member or Presidential Member categories except that they too will also receive Handbook Online as a benefit.
- 2. This is the same proposed model that was reviewed at the November 6, 2024, Board of Directors meeting. The one change that was made after receiving feedback from the BOD was to increase the rate for Student Branch Advisors.
- 3. The following bodies have reviewed and provided feedback for this proposed model:
 - a. Membership Promotion – MP ExCom has been present at each MMAH meeting and provided continual feedback. They shared updates with the full MP Committee at the 2024 Annual Conference in Indianapolis. MP also recommended approving both the motion from the Central Oklahoma Chapter to allow students access to Handbook Online and the motion from the Southern Alberta Chapter to allow all member grades access to Handbook Online.
 - b. Student Activities Committee – The committee provided feedback via email on the proposed changes to the Student and SBA membership grades. While the committee recommended keeping the Smart Start and Developing Economies discount programs and disagreed with raising SBA dues, they were supportive of the motion from the Central Oklahoma Chapter to provide Handbook Online access to Student members.
 - c. Life Members Club – The Executive Committee of the Life Members Club reviewed the model with emphasis on the changes to Life Members with Ken Fulk, Chair of the MMAH, on November 4, 2024, and agreed with the proposed changes.
 - d. Board of Directors – Ken presented the proposed model at the November 6, 2024, Board of Directors Meeting and asked for feedback. The MMAH discussed the feedback that was received by the BOD and made an adjustment to the SBA discounted rate.
- 4. At the recommendation of the Executive Committee, the MMAH also reviewed a request to create the ASHRAE Yellow Pages to serve as an additional source of non-dues revenue. Attachment C includes a business plan for the new “ASHRAE Global Marketplace.” For society year 25-26, revenue is projected at \$12,500 and is expected to rise incrementally over the next several years to \$50,000+ as it is promoted.
- 5. The Charge of the MMAH included various financial tasks related to the implementation of a new Membership Model which it has accomplished with the proposed motion. However, the Ad Hoc was also requested to review current revenue streams and potential new sources of revenue to offset possible ASHRAE Standards sales revenue losses projected some time ago.
 - a. Attachment D includes historical standards sales revenue and future sales revenue projections.

- b. The Ad Hoc believes that ASHRAE has weathered the worst with respect to the impact of recent legal battles over standards referenced by governmental entities being required to be available in the Public Domain. Future rulings are expected, but are believed not to further negatively impact this sales revenue stream.

In FY 23-24, ASHRAE had revenue from sales/licensing of standards of \$2.3M. Approximately 25% (\$500-575k) of ASHRAE Standards sales/licensing revenue is from code-referenced or adopted standards. This would be the likely maximum amount of revenue needing replacement if revenue from sales/licensing of those standards is undercut by the unauthorized entities that have been posting our standards for free or stealing and selling them for more than 12 years. (Note that ASHRAE itself has posted its code-referenced or adopted standards for free, read-only viewing since 2012.) During that time we have detected no attributable erosion in our revenue. In fact, that revenue has trended upward.

Pending court decisions could either (1) let the unauthorized posting/sales continue or (2) add some type of restriction. If unauthorized posting is allowed to continue, we could see no change or possibly deterioration in our revenue stream if such postings proliferate. If the courts rule to add restrictions to such postings, we could see improvement in the status quo we have experienced in the last 12 years.

- c. The "ASHRAE Global Marketplace" is one serendipitous revenue source that happened to be in the works, and which related to a request to consider an international "Yellow Pages".
- d. It is believed that new unique standards, those which meet a specialized and timely need, may be a good source of revenue to replace any revenue losses that may occur over time related to the litigation referenced above. Unique and specialized "boutique" standards, such as ASHRAE Standard 241, Control of Infectious Aerosols, is an excellent example where seeking out the current needs of the market and our customers can provide the boost needed to makeup for potential losses elsewhere.



ASHRAE BYLAWS

June 2022XXXXXXXXX

Article I ORGANIZATION

Section 1.1 Name. The name of this Society is American Society of Heating, Refrigerating and Air-Conditioning Engineers, Inc., and its abbreviated title is ASHRAE.

Section 1.2 Organization. This corporation shall be governed by the New York Not-for-Profit Corporation Law, or under such successor provisions as may be in effect from time to time.

Section 1.3 Objectives. The Society is organized and operated for the exclusive purpose of advancing the arts and sciences of heating, refrigerating, air conditioning, and ventilating, the allied arts and sciences, and related human factors for the benefit of the general public, as defined in the Certificate of Consolidation. To fulfill its role, the Society shall recognize the effect of its technology on the environment and natural resources to protect the welfare of posterity.

Section 1.4 Dissolution. In the event of dissolution of the Society, whether voluntary, involuntary, or by operation of law, any disposition of the assets of the Society shall be made only to such organizations as shall at that time have exempt status under Section 501 (c)(3) of the Internal Revenue Code of 1954, as amended, or under such successive provision of the Code as may be in effect at the time of dissolution.

Article II MEMBERSHIP

Section 2.1 Grades of Membership. These shall be designated as follows: (A) Honorary Member, (B) Presidential Member, (C) Fellow, (D) Life Service Member, (E) Life Associate Member, Tenured Professional, (F) Full Member, (G) Young Professional Associate Member, (H) Affiliate Member, Student Branch Advisor and (I) Student Member.

Section 2.2 Honorary Member. Any notable person of preeminent professional distinction may be elected an Honorary Member. Election of an Honorary Member shall be by Members Council ~~the Board of Directors~~.

Section 2.3 Presidential Member. Upon the installation of a successor, the outgoing President of

the Society shall become a Presidential Member.

Section 2.4 Fellow. A Full Member who has attained distinction in the arts relating to the sciences of heating, refrigerating, air conditioning, or ventilating, or the allied arts and sciences, or in the teaching of major courses in said arts and sciences, or who by reason of invention, research, teaching, design, original work, or as an engineering executive on projects of unusual or important scope, has made substantial contribution to said arts and sciences, and has been in good standing as a Full Member for at least ten (10) years is eligible for election to the honorific grade of Fellow by Members Council ~~the Board of Directors~~.

Section 2.5 Life Service Member. A ~~m~~Member who has been a Full Member in good standing for an accumulative total of thirty (30) years, ~~and~~ who has attained the age of sixty-five (65) years, and has received the Distinguished Service Award or 15 qualifying service points. The member shall retain all the rights and privileges of the most recent membership grade.

Section 2.6 Tenured Professional. A member in good standing as a Young Professional or Full Member for an accumulative of twenty-five (25) years and who has attained the age of sixty-five (65) years. The member shall receive benefits as set forth by the ASHRAE Board of Directors. ~~Life Associate Member.~~ A member who has been an Associate Member in good standing for an accumulative total of thirty (30) years and who has attained the age of sixty-five (65) years. The member shall retain all the rights and privileges of the most recent membership grade.

Section 2.7 Full Member. Full Members are members that do not fall under other grades of membership. ~~A Full Member shall have the equivalent of twelve Society-approved years of experience composed of an approved combination of (a) completed education beyond high school, (b) work experience, and (c) professional engineering or related professional registration or license issued by a legally authorized body.~~ Rights and privileges of Full Members will be directed by the Board of Directors.

~~Approved engineering curricula shall be equivalent to that accredited by the Accreditation Board for~~

Engineering and Technology in the United States of America or the Canadian Engineering Accreditation Board. Scientific education in fields other than engineering shall be from a college or university course of study which has been accredited by an organization charged with monitoring standards of performance.

Society-approved years of experience shall be credited as follows:

One and one-half years of credit for each year of completed education for graduates of approved technical curricula.

One year of credit for each year of education for non-graduates who have completed at least two years of approved technical curricula.

One year of credit for each year of completed education for graduates of colleges or universities which do not have accreditation. Those holding associate degrees from technical institutions shall also be credited for one year for each year of education.

One year for each year of qualifying work experience in the performance of duties in work related to ASHRAE fields of interest and shall have included research, teaching, design, contracting, engineering sales, or engineering management.

Three years of credit for professional registration or license issued by a legally authorized body in engineering or related fields, the requirements of which as to education examination, and active practice are satisfactory to the Board of Directors

One year of credit maximum for ASHRAE-Certified Professional credential(s).

Section 2.8 Young Professional. A person that joins ASHRAE thirty-five years of age or younger, shall be classified as a Young Professional for their first two consecutive years after joining. The member shall receive benefits as set forth by the ASHRAE Board of Directors. ~~**Associate Member.** An Associate Member shall have had experience in technical matters or in design, operation, or maintenance in heating, refrigerating, air conditioning, or ventilating fields; shall have an interest in the advancement of the Society's aims; and shall possess sufficient qualifications to cooperate with heating, refrigerating, air conditioning, or ventilating engineers in the advancement of the knowledge relating to heating, refrigerating, air conditioning, or ventilating engineering and its application.~~

Section 2.9 Student Branch Advisor. The faculty or ASHRAE member affiliated with an ASHRAE Student Branch, who aids, assists and mentors the Student

members managing the ASHRAE Student Branch. The member will receive benefits as set forth by the ASHRAE Board of Directors. **Affiliate Member.** An Affiliate Member shall have the same qualifications as an Associate Member. The benefits of this member grade shall be determined by the Board of Directors and shall not exceed those of Associate Member.

Section 2.10 Student Member. A Student Member shall be ~~enrolled~~matriculated in an approved course of study in Society- related fields of education at a university, college, junior college, or technical institute. The Board of Directors may establish other criteria for acceptable student membership.

Section 2.11 Voting Membership. Voting members ~~shall~~shall consist of ~~Honorary Members, Presidential Members, Fellows, Life Members, Full Members, Life Associate Members, and Associate Members.~~all members except Students.

Student ~~Members~~members shall have the right to vote and hold office at the Student Branch level only.

Section 2.12 Restrictions. No member shall describe himself/herself in connection with the Society in any advertisement, letterhead, printed matter, or in any manner other than as a member of his/her assigned grade, except in official business of Society or as otherwise authorized by the Board of Directors.

Section 2.13 Rights and Privileges. Rights and privileges shall be personal to a member and shall not be delegated or transferred, except that each member entitled to vote may vote in person or by written proxy given to another member entitled to vote and dated within three months of date of execution. Such proxy shall be subject to provisions as set forth by the Rules of the Board. Such proxy shall be subject to provisions as may be set forth by Rules of the Board.

Section 2.14 Cessation of Rights, Title, and Interest. All rights, title, and interest of a member in the Society or its property shall cease on the termination of membership by death, resignation or otherwise and shall vest in the Society.

Section 2.15 Obligations of Members. Each member, upon election to membership, shall be bound thereupon by the provisions of the Certificate of Consolidation, Bylaws, Rules of the Board of Directors, ASHRAE Code of Ethics, and all amendments thereto.

Section 2.16 Emblem of Membership. Any Society emblem of membership may be worn only by members in good standing.

Section 2.17 Resignation. Any member may resign at any time by such member's written request received by the Secretary.

Section 2.18 Fees and Annual Dues. All fees and annual dues shall be fixed and payable as determined by the Board of Directors from time to time and shall be published periodically in the official publication of the Society.

Presidential Members, Life Service Members, and ~~Life Associate Members-Honorary Members~~ shall not be required to pay annual dues.

Fees and annual dues for all other grades of membership shall be at the discretion of the Board of Directors.

~~Fees and annual dues for Honorary Members and members who are retired shall be at the discretion of the Board of Directors.~~

Section 2.19 Non-Payment of Dues. Dues Payment. If any Fellow, Full Member, Tenured Professional, Student Branch Advisor, Student, or Young Professional member fail to pay the current dues by one month after the due date, the member shall be classed as unpaid and, if a voting member, shall lose the member's right to vote. If such dues are not paid by three months after the due date, membership in the Society shall cease and the member will be notified by Society staff. If any Fellow, Full Member, Associate Member, or Affiliate Member shall fail to pay the current dues by three months after the due date, the member shall be classed as delinquent and, if a Voting Member, shall lose the member's right to vote. If such dues are not paid by six months after the due date, membership in the Society shall cease.

~~If any Student Member shall fail to pay the dues, membership shall cease, and the Secretary shall notify such Student Member that his/her membership in the Society has ceased.~~

A member, upon written application accompanied by payment of dues and a satisfactory explanation of dues default, may have the forfeiture of membership rescinded at the discretion of the Board of Directors.

Section 2.20 Reinstatement. A member who has resigned or who has been dropped from membership may be reinstated by payment of the same fees charged a new member, or may be reinstated as of the original date of membership if the member pays all years of lapsed membership dues accrued based on the current membership dues rate.

Section 2.21 Discipline. The Board of Directors may, by a two-thirds vote of all the members thereof, censure, suspend, or expel any member if, in the opinion of the Board of Directors, the member is guilty of abuse or misuse of the privileges of the Society membership or of action prejudicial to the best interest of the Society. Such action may be taken only after written preferment of charges, thirty (30)

days' written notice of hearing sent by registered mail, and adequate opportunity to be heard before the Board of Directors or a committee of at least three (3) members designated by the Board of Directors.

Section 2.22 Admission Applications. All applicants for admission to the Society or for advancement in grade of membership, except such as are conferred as an honor, shall make application in such form and with such information as shall be required by the Board of Directors.

Article III MEETINGS OF MEMBERS

Section 3.1 Annual, Winter, and Special Meetings. The annual and winter meetings of the Society shall commence on a day and at a time fixed by the Board of Directors and shall continue from day to day until adjournment. Special meetings may be called at any time by the Board of Directors and shall be called by the Board of Directors upon written request of the President or by not less than 300 voting members, of which not more than 150 of such voting members shall be from any one region. Meetings shall be held at such places as shall be fixed by the Board of Directors and stated in the notice of the meeting. At any meeting of the Society, the presence of members entitled to cast the lesser of 100 votes or 1/10th of the total number of Society voting members shall constitute a quorum.

Section 3.2 Notice of Meetings. Notice of meetings of the Society stating the place, name and hour of the meeting shall be given in writing by the Secretary not less than fifteen nor more than fifty days before the date fixed for the meeting, by means of the official publications of the Society to each member of the Society at the member's last known address appearing on the records of the Society. Notice of a special meeting shall state the purpose for which the meeting is called, and that it is being issued by or at the direction of the person or persons calling the meeting. No business other than that set forth in the notice shall be entertained or transacted thereat. Notice of a meeting at which a vote is to be taken upon an amendment of the Bylaws shall set forth the wording of the proposed amendment.

Section 3.3 Voting. At any annual, winter, or special meeting, each voting member, as defined in Section 2.11, shall be entitled to one vote, which may be cast in person or by proxy. A proxy shall not be valid longer than three months from its date of execution.

Nominations shall be put forward by the Nominating Committee as hereinafter provided in Section 7.6.

Nominations may also be made in writing by petition signed by not fewer than 1/2 of 1% of the members eligible to vote. No more than 50% of the petitioners belonging to any single region shall count towards the

required minimum. The minimum number of members eligible to vote shall be based on the Society's membership roster as of the first day of the Society year.

Upon presentation of such nominations by petition to the Secretary with each nominee's written consent, not less than one hundred twenty days prior to the first session of the annual meeting, the nominees' names shall be placed upon the ballot. A notation on the ballot shall indicate that such nominees are presented by members independent of the Nominating Committee.

Section 3.4 Ballot and Proxies. The Secretary shall arrange for the distribution of appropriate proxies, which shall contain space for write-in names, to all voting members. Such distribution may be by mail, by electronic communications or by publication of such proxies in the official publication of the Society.

Section 3.5 Record Date. For the purpose of determining the members entitled to notice of and to vote at the annual meeting of the membership or any adjournment thereof and to express consent to and dissent from any proposal, the date 50 days prior to the annual meeting is hereby fixed as the record date for such determination unless the Board of Directors takes action to make it some other date.

Article IV BOARD OF DIRECTORS

Section 4.1 Membership. The Board of Directors shall consist of voting and non-voting members.

The voting members of the Board of Directors shall be the President, President-Elect, Treasurer, elected Vice Presidents, one director for each region, who shall also serve as Regional Chair, and such number of Directors-at-Large as is set forth in the Rules of the Board.

The non-voting members of the Board of Directors shall be the Secretary and others as designated in the Rules of the Board.

Section 4.2 Election. Except as set forth in Section 4.3 and Article V, all elected members of the Board shall be elected at the annual meetings of the Society for terms of three years, or until their successors have been elected and installed. Not less than one nor more than four members of the Board shall be from any one region at the time of nomination. If the membership of the Board of Directors is changed, the Board of Directors may, at the time of such change, vary initial terms of office in order to have a uniform number of directors elected each year.

Only Fellows, Life Members, and Full Members shall be eligible for election as voting members of the Board of Directors.

Section 4.3 Vacancies. If a director dies, resigns, is removed, or otherwise vacates the office, the Board of Directors may elect a successor to complete such director's unexpired term, except as hereinafter provided in Article V for those directors who also hold the office of President or President-Elect. No person shall hold more than one position on the Board of Directors at any one time. A director may be removed for cause by a majority vote of the membership or a 2/3 vote of the Board of Directors.

Section 4.4 Powers. The Board of Directors shall have full and complete management and control of the activities and funds of the Society and may adopt such rules and regulations for the conduct of its meetings, the exercise of its powers, and the management of the affairs of the Society as it may deem proper, subject to the provisions of the laws of the State of New York, the Certificate of Consolidation and these Bylaws.

Any action required to be taken at any meeting of the Board of Directors or of any committee thereof may be taken without a meeting, if all members of the Board or committee, as the case may be, consent thereto in writing, and the writing or writings are filed with the minutes of proceedings of the

Board or committee. Actions permitted, but not required to be taken at a meeting, may be taken by letter ballot.

Section 4.5 Meetings by Means of Conference Telephone. Unless otherwise provided by the Certificate of Consolidation or these Bylaws, members of the Board of Directors, or any committee designated by the Board of Directors, may participate in a meeting of the Board of Directors or such committee by means of conference telephone or similar communications equipment by means of which all persons participating in the meeting can hear each other. Participation in a meeting pursuant to this Section constitutes presence in person at such meeting.

Section 4.6 Referendum. The Board of Directors may refer to the Society any important question to be decided by a majority of the votes cast at a regular or special meeting of the Society. Such a referendum shall be used by the Board to advise it regarding any proposed action to take within its power. The Board of Directors shall not submit a referendum to the membership that is frivolous or would result in a violation of the law, the Certificate of Consolidation, these Bylaws or any fiduciary responsibility of the Society.

The Board of Directors may initiate such a referendum at its own discretion or when requested through a valid membership petition. A valid petition must be signed by not less than 300 voting members, of which not more than 150 of such voting members shall be from any one region. Such petition shall not be valid until the Secretary has certified the signatures of the petitioners. The Board must act on this petition no later than its first meeting once 60 days has elapsed from the time the Secretary has certified the petition as valid. The Board of Directors may clarify the question raised by the petition to make it suitable for a vote of the membership. The Board of Directors must submit to the membership a suitable question raised by a petition. The Board of Directors is required to include a summary of the information in the petition, as well as any position it has taken, along with the question.

Section 4.7 Meetings and Quorum. The Board of Directors shall hold regular meetings at approximately the time of the regular meetings of the Society and as often and at such times as the Board of Directors may from time to time designate. Special meetings of the Board may be called by the President or by three (3) voting members of the Board. The Board of Directors shall keep a record of its proceedings and shall report on its activities at each meeting of the Society and shall present a written report at the annual meeting. A majority of the voting members of the Board of Directors shall constitute a quorum.

Meetings of the Board of Directors may be called into executive session, during which only Board members

and such individuals as are individually recognized by the President shall be included.

Section 4.8 Notice. Notice of any regular or special meeting of the Board of Directors shall be given in writing or by electronic communications to each director at least fifteen days before the meeting or transmitted orally at least forty- eight hours before the meeting. A director who attends a meeting is deemed to have waived the right to notice.

Article V OFFICERS

Section 5.1 Officers. The officers of the Society shall be the President, President-Elect, Treasurer, Vice Presidents, and Executive Vice President acting as Secretary. The President-Elect and Treasurer shall each be elected annually at the annual meeting of the Society. Vice Presidents shall be elected at the annual meeting to serve two (2) year terms with terms staggered so that only two (2) Vice Presidents are elected each year. All terms of office shall continue until successors have been elected and installed. Elected officers shall receive no salary, emolument, or compensation for services rendered to the Society as officers. The Treasurer shall be eligible for re-election to the same office for one additional consecutive year. Vice-Presidents shall not be eligible for re-election to the same office for an additional two (2) year term immediately following the completion of their current two (2) year term. The President shall not be eligible to serve in the same office, and the President-Elect shall not be eligible for re-election to the same office, for an additional consecutive year.

Section 5.2 Duties. All officers of the Society shall perform the duties customarily attached to their respective offices and such other duties incident to their respective offices as are delegated to them by these Bylaws or as assigned to them by the Board of Directors.

Section 5.3 President. The President shall have general direction of the affairs of the Society, and general supervision over its several officers, subject, however, to the control of the Board of Directors. The President shall, at each annual meeting and from time to time, report to the members and to the Board of Directors all matters within the President's knowledge which the interest of the Society may require to be brought to their notice; shall preside at all meetings of the members and at all meetings of the Board of Directors; and in general shall perform all duties incident to the office of President and such other duties assigned by the Board of Directors or prescribed by these Bylaws.

Section 5.4 President-Elect. The President-Elect shall automatically succeed to the office of the President at the conclusion of the President's term of office. If the President dies, resigns, or is removed

from office, the President-Elect shall immediately become President and shall serve for the remainder of the term of his/her immediate predecessor. If the time served is less than six months, he/she shall also serve as President for the next Society year. If the President-Elect dies, resigns, is removed from office or becomes President in accordance with the foregoing provisions, the office of President-Elect shall remain vacant until the next annual meeting of the Society. If there is a vacancy in the offices of both President and President-Elect, the Treasurer shall act as President until the next annual meeting of the Society. The President-Elect shall perform all duties assigned by the Board of Directors or prescribed by these Bylaws.

Section 5.5 Executive Vice President. The Executive Vice President shall be appointed by the Board of Directors under an employment agreement approved by the Board of Directors, fixing salary, term of employment, and other conditions. The title "Executive Vice President" shall be an honorific, shall not constitute an elected office of the Society for any purpose, and may be changed by action of the Board of Directors.

The Executive Vice President shall serve as Society Secretary and perform all duties normally associated with that office and those assigned by the Board of Directors or prescribed by these Bylaws. The Executive Vice President shall represent the Society with respect to administrative matters in conjunction with other technical organizations and shall have primary responsibility for staff and personnel matters. The Executive Vice President shall serve as chief staff officer for the Society.

The Executive Vice President may take part in the deliberations of all committees except the Nominating Committee but shall not have a vote therein. The Executive Vice President, under the supervision of the Finance Committee, shall have charge of the collections and of keeping the books. The Executive Vice President shall present, at the meeting of the Society following the close of the fiscal year, a summary of membership enrollment and other pertinent records, and shall perform such other duties as may be assigned by the Board of Directors, the Executive Committee, or the President.

Section 5.6 Treasurer. The Treasurer shall have custody of the funds of the Society and the Society's books of account, which shall be open to the inspection of any member of the Board of Directors. The Treasurer shall chair the Finance Committee.

Section 5.7 Vice Presidents. The Vice Presidents shall perform the duties assigned by the Board of Directors.

Section 5.8 Presiding Officer at Meetings. At all

meetings of the Society and of the Board of Directors, the President, or in the President's absence, the President-Elect, or in the President-Elect's absence, the Treasurer, or in the Treasurer's absence, one of the elected Vice Presidents in the order of their seniority as members of the Society, or in their absence, a Director selected by the Board of Directors, shall preside.

Section 5.9 Expenditures. The expenditure of the Society's funds shall be governed by the budget as approved, modified, or amended by the Board of Directors, and no additional expenditures shall be made without the approval of the Board of Directors.

Article VI COUNCILS

Section 6.1 Councils of the Society. The councils of the Society are extensions of the Board of Directors and, except as otherwise restricted by law, shall administer the policies of the Board. The Board of Directors shall prescribe the qualifications of members of the councils and the number of councils. The Board of Directors may from time to time create councils and define their powers and duties, and it may abolish any such councils.

The councils of the Society shall be comprised of members of the Board of Directors and members elected or designated by the Board of Directors. The Board of Directors may, in addition, adopt rules specifying the size of the councils and the length of term those members elected by the Board of Directors may serve, except as otherwise provided in these Bylaws.

Section 6.2 Council Authority. The councils shall act on behalf of the Board of Directors within limits of fiscal and functional authority granted to them by the Board of Directors, implement Society policy, and administer activities of the committees within their organizational structure.

Section 6.3 Council Leadership. The chair of each council shall be a member of the Board of Directors.

Section 6.4 Reporting. All councils shall render reports of their activities to the Board of Directors at meetings of the Society and shall submit progress reports at other times as requested by the Board of Directors.

Section 6.5 Members Council. The Members Council shall be a standing council of the Board of Directors and have an officer as its chair, one or more officers as vice chairs, a member selected by each Chapters Regional Committee, and other members as specified by the Board of Directors. As directed by the Board of Directors, the said council shall be responsible for procedures and operations of regions, chapters, sections, and branches; and make recommendations to

the Board of Directors concerning the policies of the Society and its regions, chapters, sections, and branches.

Article VII COMMITTEES

Section 7.1 Committees of the Society. The standing committees of the Society shall be the committees prescribed by these Bylaws. The Board of Directors may from time to time create other standing or special committees as it deems necessary to carry on the work of the Society and shall prescribe their powers and duties, and it may abolish any such committees.

Section 7.2 Committee Members. Unless otherwise provided in these Bylaws, the Board of Directors shall prescribe the qualifications of members of committees and the number of committees. It may, in addition, unless otherwise provided, adopt rules specifying the powers and duties of committees, their size, the length of terms members may serve, when members may be reappointed, selection procedure, and approval of appointments, except as otherwise provided in these Bylaws.

Unless otherwise provided, the committee members and the respective chairs thereof shall be selected by the President-Elect in advance of the annual meeting and be confirmed by the President-Elect when he/she takes office as President, with the approval of the Board of Directors at the first meeting called after the report on the election. Committees may hold their organizational meetings at any time after they are thus confirmed.

The Chair and Vice Chair of each committee shall hold the grade of Full Member or higher in the Society, except as otherwise provided in these Bylaws.

The President may appoint any person or persons to serve in a consulting capacity to any committee except the Nominating Committee.

Section 7.3 Executive Committee. The Board of Directors, by resolution adopted by a majority of the entire Board, may designate from its membership an Executive Committee. Unless otherwise provided by the Board, the members of the Executive Committee shall be the President, President-Elect, Treasurer, elected Vice Presidents, and the Secretary, who is a non-voting member. The committee shall meet at the call of the President or upon request of any two of its members.

The Executive Committee shall investigate and make reports and recommendations to the Board of Directors regarding matters relating to the Society or members thereof. During intervals between Board of

Directors meetings, the Executive Committee shall exercise administrative powers of the Board of Directors. Matters of policy determined by the Executive Committee between meetings of the Board of Directors shall be submitted for approval to the Board of Directors at its next meeting.

Meetings of the Executive Committee may be called into executive session during which only members of the committee and such other individuals recognized by the President shall be included.

Section 7.4 Finance Committee. This standing committee of the Society shall oversee the financial operation of the Society. The number of members of the Finance Committee shall be determined by the Board of Directors and shall include the Treasurer and at least seven (7) other members of the Society. Meetings of the Finance Committee may be closed to other individuals except members of the Board of Directors at the discretion of the Chair.

Section 7.5 Chapters Regional Committees. These standing committees of the Society each serve one Society region. Each Chapters Regional Committee shall consist of one delegate and one alternate delegate selected by each chapter therein, to serve for a term of one year, and the Director who also serves as Regional Chair for the area, who shall be the chair of the committee. Each committee shall solicit from the chapters, sections, and student branches within their respective regions recommendations concerning the policies, procedures, and operation of the Society, its chapters, sections, and student branches. It shall review the same and make recommendations thereon to the Members Council. Said committees shall elect one member and one alternate from their respective regions to serve on the Nominating Committee and duly notify the Secretary of such selections. The alternate delegates of Chapters Regional Committees may be present at committee meetings and participate in the deliberations, but shall not vote except in the absence of the committee delegates for whom they respectively are alternates.

Section 7.6 Nominating Committee. This standing committee of the Society shall select candidates for elected officers and members of the Board of Directors. It shall consist of at least twenty-two members, each of whom shall hold the grade of Full Member or higher in the Society. Each shall have been a Full Member in good standing in the Society for a period of at least five years at the time of selection. Committee membership shall be comprised of the chair, the vice chair, one member and one alternate from each region of the Society selected by the Chapters Regional Committee of each respective region, and at least eight members and eight alternates selected by the Board of Directors.

The immediate Past President or the most recent Past President willing to serve shall serve as Vice Chair of

the committee and then advance to Chair when replaced as Vice Chair.

The Nominating Committee shall serve during the Society year for which it is elected. Members and alternates shall be selected as follows: Regional electees by the Chapters Regional Committees at their regularly-called meetings; Board of Directors selectees by the Board at a regular meeting.

There shall not be more than three members and three alternates from any one region, except for the Chair and Vice Chair. No member of the Board of Directors shall be eligible to serve on the Nominating Committee.

Section 7.7 Research Administration Committee.

This standing committee, the members of which are elected individually by the Board of Directors, shall conduct and coordinate basic and applied research, including technical studies, in the fields of heating, refrigerating, air conditioning and ventilating subject to the proviso that these activities shall be devoted to the public welfare and general benefit, and shall not be designed to promote any individual, private, or commercial interests.

Section 7.8 Technical Activities Committee.

This standing committee, the members of which are elected individually by the Board of Directors, shall plan for and have charge of the activities of the technical committees, task groups and technical resource groups appointed to further the advancement of the arts and sciences of heating, refrigerating, air conditioning, ventilating, and the allied arts and sciences for the public benefit. Subject to the procedures prescribed by the Board of Directors, the Technical Activities Committee shall approve the formation of technical committees, task groups and technical resource groups as necessary to carry out the objectives of the committee. The committee shall also determine the scope of activities of each of these technical committees, task groups and technical resource groups.

Section 7.9 Standards Committee.

This standing committee of the Society, the members of which are elected individually by the Board of Directors, shall be responsible for the selection, development, preparation, and submittal to the Board of Directors of all codes, standards and guidelines in the fields of heating, refrigerating, air conditioning, and ventilating engineering. Subject to the procedures prescribed by the Board of Directors, the Standards Committee shall also develop, prepare and submit all revisions, reaffirmations or withdrawals thereof, to be considered for approval. It shall cooperate with and supervise the Society's participation in other organizations in the development, preparation, and adoption of codes, standards and guidelines. The activities of the committee shall be solely for the development of engineering science, and the

committee shall not engage in activities designed to promote any individual, private, or commercial interests.

Section 7.10 Reporting. Committees of the Society shall report as directed by the Board of Directors or on request of the President. The Nominating Committee shall not be required to report deliberations of its nominations to the Board of Directors.

Section 7.11 Removal. The Board of Directors may, by a two-thirds vote, remove a member of any committee.

Article VIII INDEMNIFICATION

The officers and directors of the Society shall have the full rights to indemnification permitted by the New York Not-For-Profit Corporation Law and such successor provisions thereof as may be in effect from time to time.

Article IX CHAPTERS AND REGIONS

The Board of Directors may establish chapters, sections, branches and regions, in areas having an adequate number of Society members for proper support, which shall operate under the provisions of the Certificate of Consolidation, Bylaws of the Society, and the Rules of the Board of Directors. The Board may delegate the chartering of chapters, branches and sections.

Article X MISCELLANEOUS

Section 10.1 Fiscal Year. The fiscal year of the Society shall end on June 30 of each year.

Section 10.2 Official Publication. The Board of Directors shall designate one or more of the publications as the Official Publication of the Society sent to all voting members for the publishing of official notices.

Article XI FUNDS

Section 11.1 Society Reserve Fund. Certain funds, as may from time to time be recommended by the Finance Committee and approved by the Board of Directors, shall be set aside and the principal thereof maintained as a Society General Reserve Fund. The Board of Directors is authorized and empowered, in any fiscal year in which the Society's revenues may be insufficient to meet expenses, to utilize up to a maximum of twenty percent (20%) of the Society General Reserve Fund as valued on the first day of the fiscal year. The Board of

Directors shall not approve an annual budget requiring more than 20% of the General Reserve Fund to be budgeted as revenue, unless the Board, by a 2/3 vote in favor, approves exceeding the 20% limit.

Section 11.2 Allocation of Dues for Research. The Board of Directors shall determine the amount of the member dues income that shall be allocated for basic or fundamental research in the principles and laws underlying matters in the arts relating to the sciences of heating, refrigerating, air conditioning and ventilating, and the allied arts and sciences.

Section 11.3 Audit. After the close of the fiscal year, the accounts of the Society shall be audited by a certified public accountant approved by the Board of Directors, and the auditor's report shall be published in the official publication as soon as practicable, but no later than six months after the end of the fiscal year.

Article XII AMENDMENTS

Section 12.1 Notice. Written notice of a proposed amendment to these Bylaws, approved by two-thirds of the members of the Board of Directors or by 300 voting members, of which no more than 150 of such voting members shall be from any one region, may be given at any duly convened meeting of the Society. Notice of such proposed amendment shall be set forth in the notice of the next succeeding meeting of the Society. The Bylaws shall be amended by two-thirds of the votes cast at such meeting.

Section 12.2 Renumbering. The Board of Directors may, by a two-thirds vote, renumber existing articles or sections of these Bylaws.



Membership Models Ad Hoc Value Proposition Subcommittee Report

June 2025

1

Committee Members & Charge

Chair: Billy Austin

Members: Kishor Khankari and Jonathan Smith

Non-Voting Contributors: Scott Peach, Aaron Besseling (Region II), Jonathan Alo (Region IV), Lizzy Seymour, Daniel Gurley, Mark Owen, Dennis Knight, Ken Fulk

Charge: To improve the ASHRAE membership value proposition.



2

Key Action Areas

Following are six key areas of action we recommend:

1. Chapters must significantly increase engagement of local engineering firm management.
2. Create member-exclusive content libraries, webinars, and discount opportunities that are visible and well-promoted.
3. Create a Unified ASHRAE Event and Membership Platform.
4. Strengthen Marketing Strategy and Visibility
5. Expand Outreach Channels
6. Enhance Central Support and Training Resources



3

Action #1

Chapters must significantly increase engagement of local engineering firm management

- a. Encourage chapter leadership to conduct annual meetings with local firm leadership to identify programs they value (Membership Promotion (MP)).
- b. Expand the role of the DL; request DLs to visit engineering firms, meet with the leadership, and make presentations there (CTTC). A master program developed by ASHRAE could help.
- c. Create benefit packages for firms for free downloads of standards, guidelines, conferences, etc (MP), potentially based upon firms' level of involvement/participation.
- d. Launch recognition programs for firms that support ASHRAE membership and involvement (MP)
 - 1) Awards at all society levels for firms that support and engage their staff.
 - 2) Make the criteria and award structure similar to that of RP.
 - 3) Chapters and RVCs would provide employer award submissions for awards.



4

Action #2

Create member-exclusive content libraries, webinars, and discount opportunities that are visible and well-promoted (CTTC/MP).

- a. Make the entire ASHRAE library available digitally for a member. This could possibly be a premium benefit at additional price, if budgetary constraints require.
- b. Offer low-barrier entry points for prospective members to engage before joining, such as free events or guest access to webinars.



5

Action #3

Create a Unified ASHRAE Event and Membership Platform (MP).

- a. This centralized system, managed by ASHRAE Society, would be used by chapters for event registration, website hosting, and membership management.
- b. Negotiate favorable rates with an existing third-party provider, allowing chapters to opt in and benefit from cost savings and streamlined management.
- c. Offer financial or logistical support to help chapters integrate their systems, promoting collaboration and reducing redundant expenditures.
- d. ASHRAE currently can set up chapter web sites for chapters if they choose, but more vibrant options are needed.
- e. Focus on making attending chapter programs and participation in chapter activities areas, more desirable/appealing.



6

Action #4

Strengthen Marketing Strategy and Visibility

- a. Tweak ASHRAE marketing materials to emphasize our membership value with emphasis on outreach to non-members and students
- b. More prominently highlight stories from members showing the professional/personal value of involvement.
- c. Get and highlight testimonials from participants in Leadership U, YEA Weekend, Chapter Leadership, TCs, Annual Conference, and Topical Conferences
- d. Create new and focused material that addresses 6th grade and younger, middle school, and high school



7

Action #5

Expand Outreach Channels (MP)

- a. Use ASHRAE's Contact Database to more effectively to reach non-members – most chapters are not aware of it.
- b. Chapters to include non-members in newsletters and event invitations, especially for those who've shown past interest.
- c. Chapters to pursue collaboration with other professional organizations, particularly those with a good college presence.
- d. At Centralized Training and CRC's, circulate ideas for fun events throughout the year.
- e. Chapters to institute a buddy system where current members become buddies to new members. Stay in touch with the new members and contact them when they miss a meeting.
- f. Encourage local reps to sponsor Chapter meetings and provide tabletop displays for them. This could waive the Chapter meeting fees to attendees.



8

Action #6

Enhance Central Support and Training Resources (CTTC/TEC)

This could be part of the Unified ASHRAE Event and Membership Platform (Action #3)

- a. Offer ready-to-use slide decks and talking points chapters can present to firms, schools, and partners. These could be used at the start of all meetings.
- b. Put together very high quality, regularly updated, “canned” programs that could be used by our chapters and membership.
- c. Encourage chapters and regions to reinstitute regional speakers lists such as those that existed before we started the DL program.
- d. Create a short 15-30 minute video(s) to supplement the Manual for Chapter Operations. This should be of short enough duration that chapter leadership will take the time to engage with it.



9

Action #6 (Contd.)

Enhance Central Support and Training Resources

- e. Better training for the chapter leadership.
 - i. More of this needs to be made available online.
 - ii. Have multiple courses online that teach leadership and which teach how to become a strong chapter.
 - iii. Emphasis on being welcoming to visitors and prospective members and getting them involved.
 - iv. Oversight could be provided by a subcommittee of Members Council.
- f. Starting with chapters outside of North America, hire professional full-time staff focused on government affairs on at least every continent. Work with our professional GAC staff to develop a detailed plan. If governments are not using our standards and guidelines and not universally teaching HVAC&R using our materials, our membership will not grow in those areas.



10

Implementation!

Could this now be assigned to a Member Value Proposition Implementation Ad Hoc?

1. Concern that referring report to councils and committees will lose context and momentum.
2. An ad hoc could make sure that each item would go to the right people and with the best understanding
3. The ad hoc would work to develop plans of action that accomplish each key goal, within the budget constraints that exist, and to seek other funding if needed, possibly via a Foundation funded effort (3 years or less).





2025-26 BOD Mentors

Mentee	Mentor
Heather Platt-Gulledge {DRC IV}	Heather Schopplein-Anderson {DAL X}
Julia Timberman {DRC V}	Joe Sanders {DRC VIII}
Maggie Moninski {DRC VI}	Devin Abellon {VP XI}
Jason Alphonso {DRC XII}	Buzz Wright {DRC X}
Ching Loon Ong {DRC XIII}	Mahroo Eftekhari {DRC XIV}
Pankaj Dharkar {DRC XV}	Ashish Rakheja {Treasurer XV}
Steve Kujak {DAL VI}	Corey Metzger {DAL VI}
Dan Nall {DAL I}	Pat Marks {DAL III}
Mike Pouchak {DAL VI}	Doug Cochrane {DAL II}



2025-26 Standing Appointments & Election Reference (For Information Only)

This document is a complete listing of standing body appointments and election outcomes within ASHRAE for the Society Year noted with the exception of PEAC, JEPC, COF, and LMC.

Updated May 2025

Board of Directors (Members are elected)

Bill McQuade, President	Charles Bertuch, DRC (I)	Buzz Wright, DRC (X)	Pat Marks, DAL
Sarah Maston, President-Elect	Genevieve Lussier, DRC (II)	Rob Craddock, DRC (XI)	Corey Metzger, DAL
Ashish Rakheja, Treasurer*	Sherry Abbott Adkins, DRC (III)	Jason Alphonso, DRC (XII)*	Heather Schopplein, DAL
Devin Abellon, VP*	Heather Platt Gullledge, DRC (IV)*	Ching Loon Ong, DRC (XIII)*	David Yashar, DAL
Ken Fulk, VP*	Julia Timberman, DRC (V)*	Mahroo Eftekhari, DRC (XIV)	Mike Pouchak, DAL*
Trent Hunt, VP	Maggie Moninski, DRC (VI)*	Pankaj Dharkar, DRC (XV)*	Steve Kujak, DAL*
Andres Sepulveda, VP	Scott Peach, DRC (VII)	Mohammed (Bassel) Anbari DRC (RAL)	Dan Nall, DAL*
Jeff Littleton, Secretary	Joe Sanders, DRC (VIII)	Carrie Brown, DAL	
	Jonathan Smith, DRC (IX)	Doug Cochrane, DAL	

Executive Committee

During intervals between Board of Directors meetings, the Executive Committee shall exercise administrative powers of the Board of Directors. Matters of policy determined by the Executive Committee between meetings of the Board of Directors shall be submitted for approval to the Board of Directors at its next meeting.

Members are determined by noted elected position on the Board of Directors. dou

Bill McQuade, President
Sarah Maston, President-Elect
Ashish Rakheja, Treasurer*
Devin Abellon, VP*
Ken Fulk, VP*
Trent Hunt, VP
Andres Sepulveda, VP
Jeff Littleton, Secretary

Diversity, Equity and Inclusion Subcommittee

Though not identified as a standing body, this subcommittee is an ongoing appointment made by the President-Elect and reports to the Board of Directors.

Heather Schopplein, Chair
Devin Abellon, Vice Chair
Jason Alphonso
Doug Cochrane
Paul Francisco
Genevieve Lussier
Dunstan Macauley
Fiona McCarthy
Craig Wanklyn, Consul.
Tanisha Meyers-Lisle, Staff Liaison

Center of Excellence in Building Decarbonization

This standing body reports to ExCom.

Blake Ellis, Chair
Carrie Brown, Vice Chair
Ghina Annan
Parag Cameron-Rastogi
Charles Gullledge
Mark Lessans
Rajan Rajendran
Stet Sanborn
Ginger Scoggins
Amanda Webb
Kayleigh Houde
Adeeba Mehboob, L., Members Council
Corey Metzger, L., Tech Council
Jeremy Smith, L., PubEd Council
Luke Leung, Cons.
Ashish Rakheja, CO
Leigh Lain Walker, Staff Liaison

Continued on next page

Councils Reporting to the Board of Directors

Members Council

In addition to the below, this council includes chairs of committees reporting to the council as voting members, a Planning Committee liaison, and a Developing Economies consultant.

Sarah Maston, Chair
Ashish Rakheja, Vice Chair*
Sherry Abbott-Adkins, Dir. (26)
Mohammed Anbari, Dir. (26)
Charles Bertuch, Dir. (26)
Carrie Brown, Dir. (26)
Rob Craddock, Dir. (26)
Mahroo Eftekhari, Dir. (26)
Genevieve Lussier, Dir. (26)
Scott Peach, Dir. (26)
Buzz Wright, Dir. (26)
Deanna Adkison (I) (27)
Ibrahim Semhat (II) (27)
Matthew Archey (III) (27)
Chris Adams (IV) (28)*
Jack Kibort (V) (28)*
Elizabeth Zakelj (VI) (28)*
Carrie Kelty (VII) (26)
Keith Reihl (VIII) (26)
Daniel Russell (IX) (26)
Colin Laisure-Pool (X) (26)
Jeff Hurd (XI) (27)
Keiron Nanan(XII) (28)*
Vorasen Leewattanakit (XIII) (28)*
Eduardo Maldonado (XIV) (26)
Aakash Patel (XV) (28)
Adeeba Mehboob (RAL) (27)
Lizzy Seymour, Staff Liaison

Publishing and Education Council

In addition to the above, this council includes chairs of Committees reporting to the council as voting members (excluding the Historical Committee Chair) and Vice-Chairs as non-voting members, a Planning Committee liaison, and a Developing Economies consultant.

Ken Fulk, Chair
Andres Sepulveda, Vice Chair*
Doug Cochrane, Dir. (26)
Stephen Kujak, Dir. (26)*
Dan Nall, Dir. (26)*
Jonathan Smith, Dir. (26)
Kimberly Cowman, Past Certification (27)
Megan Tosh, Past Handbook (26)
Jeremy Smith, Past Training and Education (27)
Adeeba Mehboob, Past Publications (26)
Mark Owen, Staff Liaison

Technology Council

In addition to the above, this council includes chairs of Committees reporting to the council as voting members and Vice-Chairs as non-voting members, a Planning Committee liaison, and a Developing Economies consultant.

Devin Abellon, Chair
Trent Hunt, Vice Chair*
Patrick Marks, Dir. (26)*
Corey Metzger, Dir. (26)
Joe Sanders, Dir. (26)
Heather Schopplein, Dir. (26)
David Yashar, Dir. (26)*
Doug Fick, Past DRC (26)*
Drury (Dru) Crawley, Past Standards (27)
Kevin Mercer, Past TAC (28)*
Michael Pouchak, Past RAC (26)
Mark Fly (27)
Richie Mittal (26)
Doug Reindl (28)
Stephanie Reiniche, Staff Liaison

Committees Reporting to the Board of Directors

Nominating Committee

Chair, Ginger Scoggins
Vice Chair, Dennis Knight*

Region Members

I Richard Vehlow
II Isabelle Lavoie
III Roger Jones
IV Jimmy Leonida
V Devin Snowberger*
VI Dan Chudecke
VII Grant Page
VIII Chris Ahne
IX Rachel Romero*
X Cindy Moreno
XI Greg Fluter
XII Robin Bryant
XIII Tracy Pang
XIV Bratislav Blagojevic
XV Krishnan Viswanath
RAL Mohammad Sajid

Region Alternates

I Chris Phelan
II Ron Gagnon*
III Steph Kunkel*
IV Bryan Holcomb*
V Steve Ehrman
VI Jason Leffingwell*
VII Casper Briggs*
VIII Bill Simpson
IX Kevin Amende
X Marites Calad*
XI Eileen Jensen
XII Timothy Theriault
XIII Jojo Castro
XIV Marko Ignjatovic
XV Sandesh Bhure
RAL Mohamed Alagraa

Board Elected Members

Sheila Hayter (IX)
Jennifer Leach (III)
Art Hallstrom (VIII)*
Darcy Carbone (I)
Tom Lawrence (IV)
Dennis Wessel (V)*
Kevin Marple (XI)*
Cheng Wee Leong (XIII)*

Board Elected Alternates

Karine Leblanc (X)
Julia Keen (IX)*
Bill Klock (VIII)
Chris Gray (VII)
Doug Fick (V)*
Mick Schwedler (VI)
Guy Perreault (II)*
Richie Mittal (XV)*

Candace Denton, Staff Liaison

Committees Reporting to the Board of Directors Continued

Audit Committee

Joe Sanders, Chair
Genevieve Lussier*
Daniel Nall
Craig Wright, Staff Liaison

Finance Committee

Ashish Rakheja, Chair*
Devin Abellon
Billy Austin
Wade Conlan
Ken Fulk*
Chris Gray
Susanna Hanson*
Chandra Sekhar
Craig Wright, Staff Liaison

Development Committee (Reports to Finance)

Darryl Boyce, Chair*
Michael Cooper, 1st Vice Chair
Stephanie Kunkel, 2nd Vice Chair
Donald Colliver, Found. Trustees ExCom (Chair)
Michael Hart, Found. Trustees ExCom (Treas.)
Haley Goslinga
Andrew Manos
Kevin Amende*

Susanna Hanson*
Rajesh Jain
Dennis Knight*
Lester Pereira
Stet Sanborn*
Wei Sun*
Christopher (Mike) Donovan *
Kirstin Pilot, Staff Liaison

Planning Committee

Dunstan Macauley, Vice Chair
Billy Austin, Vice Chair
Vanessa Freidberg
Kellie Huff
Rupesh Iyengar
Richie Mittal
Lan Chi Nguyen Weekes
Madison Schultz
Chandra Sekhar
Bill Simpson
Samir Traboulsi
Buzz Wright

Pankaj Dharkar, Cons.*
Maggie Moninski, Cons.*
Michael Pouchak, Cons.*
Julia Timberman, Cons.*
Andres Sepulveda, CO
Mark Owen, Staff Dir.*
Jeff Littleton, EVP
Chandrias Jolly, Staff Liaison

Society Rules Committee

Spencer Morasch, Chair
Bill Klock, Vice Chair
Costas Balaras*
Ioan Dobosi
Isabelle Lavoie
Heather Schopplein
Devin Abellon, CO*
Chandrias Jolly, Staff Liaison

Committees Reporting to Members Council

Chapter Technology Transfer Committee

Heric Holmes, Chair
 Elizabeth Zakelj, 1st Vice Chair
 Abhi Khurana, 2nd Vice Chair
 Murat Bayramoglu (I)
 Mike Boudreau (II)*
 Stephanie Mages (III)
 Don Gariepy (IV)
 Matthew Klok(V)
 Eric Johansen (VI)
 Kevin Muldoon (VII)
 Steven McConnell (VIII)
 David Griffin (IX)
 Nikola Kravik (X)
 Sierra Spitulski (XI)*
 Esteban Baccini Jauregui (XII)
 Hung-Wen Lin (XIII)*
 Conor Murray (XIV)
 Krishna Mitra (XV)
 Mohamed Heider (RAL)*
 Kenneth Shifflett, Chapter Prog. Coord.
 Sivakumar Gadam, Tech Hour Coord.
 Charles Bertuch, BOD Exo
 Sarah Maston, CO*
 Rhiannon Masterson, Staff Liaison

Communications Committee

Thursten Simonsen, Chair
 Sandeep Mendiratta, Vice Chair
 Jeanette Hay
 Franco D'Atri
 Ana Garcia*
 David Roberts*
 Waqar Shah*
 Bradley White
 Carrie Brown, BOD ExO*
 Sarah Maston, CO*
 Joslyn Ratcliff, Staff Liaison

Conferences & Expositions Committee

Kristen Cetin, Chair
 Suzanne LeViseur, Vice Chair
 Ehab Abdelkader Mostafa
 Dennis Alejandro*
 Mike Bilderbeck*
 Atilla Biyikoglu
 Aaron Boranian
 Craig Bradshaw
 Kevin Brown
 Robin Bryant
 Joe Chow
 Jon Cohen
 Richard Gunpat
 Anuj Gupta
 James Liston
 Haotian Liu
 Jie Cai*
 Ahmed Elataar*
 Mikael Salonvaara*
 Raul Simonetti*
 Li Song
 Joshua Vasudevan
 Vinod Venugopal
 Ng Yong Kong
 Cynthia Callway
 Jeslu Celine Jacob *
 Mohammed Anbari, BOD ExO
 Sarah Maston, CO
 Ragan McHan, Staff Liaison

Government Affairs Committee

Meghan McNulty, Chair
 Mick Schwedler, Vice Chair
 Keith Reihl, Members Council Rep.
 Heather Schopplein, Tech Council Rep.
 Megan Tosh, PubEd Council Rep.
 Philip Johnston, MAL
 Dennis Knight, MAL*
 Andrew Persily, MAL
 Artorius Reyes, MAL
 William Fisher (I)
 Adrienne Mitani (II)
 Patrick Villaume (III)
 Harrison Kesling (IV) *
 Adam Doubblestein (V)
 Victor Nino (VI)
 Douglas Cage (VII)
 Eleazar Rivera (VIII)
 Jessica Renner (IX) *
 Alexander Armstrong (X)*

GeoffJenks (XI)
 Luis Alvarado (XII)
 Abdul Razaak Syed Mubarak (XIII)
 Ioan Dobosi (XIV)
 Varun Jain (XV)
 Abdallah Mahmoud (RAL)*
 Brad Lentz, Commun. Coord. *
 Rob Craddock, BOD ExO*
 Ashish Rakheja, CO.*
 Alice Yates, Staff Liaison
 Chris Miller, Staff
 Emily Porcari, Staff
 Jacob Karson, Staff
 Bryce Causey, Staff*

Honors and Awards Committee

Adam Davis, Chair
 Karine Leblanc, Vice Chair
 Ron Gagnon
 Sheila Hayter*
 Scott Martin
 Richie Mittal*
 Janice Peterson
 Andy Reilman
 Juliana Trigo
 Daniel Redmond*
 Bruno Martinez*
 Sherry Abbott-Adkins, BOD ExO
 Sarah Maston, CO
 Rhiannon Masterson, Staff Liaison

Committees Reporting to Members Council Continued

Membership Promotion Committee

Louise McKenzie, Chair
 Robert Druga, 1st Vice Chair
 Akshay Bhargava, 2nd Vice Chair
 Andrew Dubel (I)*
 Reaz Usmanali (II)
 Christine Smith (III)
 Darrell Sandlin (IV)
 Bradley White (V)*
 Jason Leffingwell (VI)
 Lionel Davis (VII)
 Lorenzo Gonzalez Rodriguez (VIII)*
 Meagan Gibbs (IX)*
 Lawrence Hodgins (X)
 Mark Henry (XI)*
 Guillermo Massucco (XII)
 Dennis Tung (XIII)
 Adelio Gaspar (XIV)
 Manan Vora (XV)*
 Adil Inam (RAL)
 Genevieve Lussier, BOD ExO*
 Sarah Maston, CO*
 Daniel Gurley, Staff Liaison

Research Promotion Committee

Haley Goslinga, Chair
 Andrew Manos, 1st Vice Chair
 Kevin Baldwin, 2nd Vice Chair
 Kimberly Thompson, 3rd Vice Chair
 Suei Chea, 4th Vice Chair
 Eric Fontaine (I)
 David Sinclair (II)
 Morgan Stevens (III)
 Erica Powell (IV)*
 Matthew Belko (V)
 Mayra Reyes Elizondo (VI)
 David Rose (VII)*
 Greg Tinkler (VIII)
 Wesley Stanfill (IX)
 Robert Kunkel (X)
 Nathan Zeigler (XI)
 Alexandre Kontoyanis (XII)*
 Chio Bin Tan (XIII)*
 Aleksandar Andjelkovic (XIV)
 Sayani Haribabu (XV)
 Muhammad Omer Khan (RAL)
 Mahroo Eftekhari, BOD ExO
 Sarah Maston, CO*
 Julia Mumford, Staff Liaison

Student Activities Committee

Bob Snow III, Chair
 Omar Rojas, Vice Chair
 Waikit Tsang (I)*
 François Guillemette (II)*
 Samuel Philipp (III)*
 Natalie MacDonald (IV)
 Arunabha Sau (V)
 Danielle Passaglia (VI)*
 Mariel Meegan (VII)
 Sara Fazel (VIII)*
 Corey Chinn (IX)
 Juliana Velez (X)*
 Justin Albo (XI)
 Juliana Trigo (XII)
 Fu-Jen Wang (XIII)
 Triantafyllos Triantafyllopoulos (XIV)
 N. Kapilan (XV)*
 Michel Hayek (RAL)
 Dennis O'Neal, Accred. Rep., ABET Board
 Mansour Zenouzi Accred. Rep., ABET EAC
 Robert Bittle, Accred. Rep., ABET ETAC
 Buzz Wright, BOD ExO
 Sarah Maston, CO
 Jeanette McCray, Staff Liaison*

Young Engineers in ASHRAE Committee

Elise Kiland, Chair
 Elizabeth Jedrlinic, Senior Vice Chair
 Drew Samuels, Junior Vice Chair
 Vineet Nair (I)
 Benjamin Oliver (II)
TBD (III)
 Ben Bingham (IV)
 Ryan Michel (V)
 Heather Kozlowski (VI)
 Blake Forsythe (VII)
 Christopher Kriepps (VIII)
 Sarah Bordenkecher (IX)
 Elise Backstrom (X)
 Roisin Welch (XI)
 Bernardo Baldasso (XII)
 Zhi Yi Lim (XIII)
 Joshua Vasudevan (XIV)
 Money Khanna (XV)
 Eman Mohamed (RAL)

Zachary Alderman, MAL
 John Daher, MAL*
 Sundara Gurushev, L., CIBSE
 Omar Rojas, L., Stud. Act.*
 Akshay Bhargava, L., MP*
 Marisa Higgins, Pres. Initiative Coord. *
 Scott Peach, BOD ExO*
 Sarah Maston, CO*
 Jeanette McCray, Staff Liaison

Committees Reporting to the Publishing and Education Council

Certification Committee

Badri Patel, Chair	Bruno Martinez*
Gregory Jones, Vice Chair	John Nott*
Marianna Vallejo	Bert Phillips*
Esteban Baccini Jauregui*	Ahmad Shaar*
Marius Balan	Jonathan Smith, BOD ExO
Kristen Cole	Ken Fulk, CO*
Cory Jassen	Tim Kline, Staff Liaison

Historical Committee

Randy Schrecengost, Chair*	Jonathan Smith, BOD ExO
Nissun Feiner, Vice Chair*	Ken Fulk, CO*
Vinay Ananthachar	Julie Harr, Staff Liaison
Fabio Clavijo	
Steve Comstock*	
Elbert Phillips*	
Henry Stehmeyer	

Publications Committee

Kurt Monteiro, Chair
 Stephen Duda, Vice Chair
 Rodrigo Arias
 Robin Bryant
 Walter Grondzik
 Wyatt Hahn
 Ghina Annan*
 Alekhya Kaianathbhatta
 Francis Mills
 Tom Lawrence*
 Dalip Singh*
 Vinod Venugopal
 Drew Champlin
 Daniel Nall, BOD ExO*
 Ken Fulk, CO*
 Cindy Michaels, Staff Liaison

Training and Education Committee

Tim Ashby, Chair
 Ashley Weekly, 1st Vice Chair/ Operations
 Christine Reinders-Caron, 2nd Vice Chair/ Planning
 Roberto Aguilo
 Gerardo Alfonso
 Joseph Firrantello
 Vanessa Freidberg
 Christopher Phelan
 Maria Del Mar Serna*
 Michelle Shadpour*
 Larry Smith*
 Krishnan Viswanath*
 Kimberly Pierson, Consul.*
 Doug Cochrane, BOD ExO
 Ken Fulk, CO*
 Karen Murray, Staff Liaison

Handbook Committee (Members Elected to Committee)

Stephanie Mages, Chair
 Adrienne Thomle, Vice Chair

Subcommittee for 2026 Handbook Refrigeration

Adrienne Thomle, Chair
 Drake Erbe
 Kevin Muldoon
 Cameron Labunski
 Vance Payne
 Zheng O'Neill

Subcommittee for 2027 HVAC Applications

Krishnan Gowri, Chair
 Jeff Gatlin
 Rex Scare
 Mark Miller
 Paula Hernandez
 Philip Naughton

Subcommittee for 2028 HVAC Systems and Equipment

Nicolas Lemire, Chair
 Elizabeth Goll
 Gursaran Mathur
 Satish Iyengar
 Javier Korenko
 Katja Auer

Subcommittee for 2029 Handbook Fundamentals

Robert McFarlane, Chair*
 Brian Fricke*
 Gerardo Alfonso*
 Sonya Pouncy*
 Jorge Donoso*
 Akshay Bhargava*

Ken Fulk, CO*
 Heather (Moli) Kennedy, Staff Liaison

Committees Reporting to the Technology Council

Environmental Health Committee

Max Sherman, Chair
 Lisa Ng, Vice Chair
 William Bahnfleth
 Seema Bhangar
 Robert Bowcock*
 Richard Bruns
 Dimitris Charalambopoulos
 Jorge Eduardo Donoso*
 Benjamin Jones
 Howard Kipen
 Linda Lee
 John McKeon
 Conor Murray
 Nitin Naik*
 Donald Weekes
 Corey Metzger, BOD ExO
 Devin Abellon, CO*
 Heather Pierce, Staff Liaison*

Global Technical Interaction Committee

Steve Bushby, Chair
 Fabio Clavijo, Vice Chair
 Justin Prosser
 Michael Corbat
 Coleman Brumley
 Drake Erbe
 Jennifer Isenbeck*
 Vikrant Aute*
 Ghina Annan, MAL*
 Hassan Ali Younes, MAL
 Cheng Wee Leong, MAL
 Jyotirmay Mathur, MAL
 George Pantelidis, MAL
 Farhan Mehboob, Consul.*
 Leandro Astorga, Consul.*
 David Yashar, BOD ExO*
 Devin Abellon, CO*
 Kai Nguyen, Staff Liaison*
 Maralyn Graham, Staff Liaison*

Residential Buildings Committee

Carol Marriott, Chair
 Yashkumar Shukla, Vice Chair
 Chrissi Antonopoulos
 Darcy Carbone
 Wesley Davis
 Jingjuan Feng
 Nicholas Hurst
 Li Lan
 Kimberly Llewellyn
 Aura Lee MacPherson
 Farhan Mehboob
 Lawrence Schoen
 Prateek Shrestha
 Pawel Wargocki
 Li Song
 Rachel Romero, Consul.*
 Joe Sanders, BOD ExO*
 Devin Abellon, CO*
 Derrick Nesfield, Staff Liaison

Refrigeration Technology Committee for Comfort - Process - Cold Chain

Don Brandt, Chair
 Bruce Nelson, Vice Chair
 Md Noor A Alam*
 Andrew Beall
 Petros Dalavouras*
 Shitong Zha*
 Dustin Lilya
 Cesar Luis Lim
 Bruce Lindsay
 Stefan Elbel*
 Harshal Surange
 Gratiela Maria Tarlea
 Danielle Wright*
 Davide Ziviani
 Douglas Scott*
 Heather Schopplein, BOD ExO
 Devin Abellon, CO*
 Heather Pierce, Staff Liaison*

Research Administration Committee (Members Elected to Committee)

Jin Wen, Chair
 Roland Charneux, Vice Chair
 Srinivas Katipamula
 Christopher Gray
 Zheng O'Neill
 Dennis Landsberg
 Douglas Scott
 Matthew Mullen
 Allen Kirkwood
 Carl Huber
 Conor Murray
 WenBin Ng
 Brian Fricke*
 Davide Ziviani*
 Patrick Marks, BOD ExO*
 Devin Abellon, CO*
 Steve Hammerling, Staff Liaison

Standards Committee (Members Elected to Committee)

Adrienne Thomle, Chair
 Jennifer Isenbeck, Vice Chair
 Anthony Abate*
 Omar Abdelaziz*
 Hoy Bohanon
 Kelley Cramm
 Abdel Darwich
 Susanne Dormann

Drake Erbe
 Marcus Hassen*
 William Healy
 Jaap Hogeling
 Satish Iyengar
 Phillip Johnson
 Tatsuro Kobayashi*
 Paul Lindahl

Philip Naughton
 Kathleen Owen
 Michael Patton*
 Karl Peterman
 Christopher Seeton
 Russell Tharp*
 Paolo Tronville
 Kenneth Monroe

Douglas Tucker
 Thomas Watson*
 David Yuill
 Chip Barnaby*
 Patrick Marks, BOD ExO*
 Devin Abellon, CO*

Ryan Shanley, Staff Liaison

Committees Reporting to the Technology Council Continued

Technical Activities Committee (Members Elected to Committee)

Satheesh Kulankara, Chair
Vikrant Aute, Vice Chair
Ongun Kazanci
Kevin Muldoon
Vincent Sakraida
Eric Berg*
Natascha Milesi Ferretti*
Farzin Rad*
Jason Atkisson
Diana Fisler
Tina Brueckner
Kyle Gluesenkamp
Joshua New*
Money Khanna
Kashif Nawaz
Gursaran Mathur
Corey Metzger, BOD ExO*
Devin Abellon, CO*
Steve Hammerling, Staff Liaison





2025-26 Additional Presidential Appointments (Other Groups)

Appointments as displayed are for the 2025-26 Society Year and include other groups that are not considered as standing committee or standing body appointments.

Exceptions to the above have been identified via () and are included via this listing as the group's composition consists of ASHRAE and non-ASHRAE members.*

Updated June 2025

Group/ Committee Name	Appointees	Appointed Position
401k Savings and Investment Committee	Craig Wright	Chair/Comptroller
	Dennis Knight	Member
	Jeff Littleton	Chief Staff Officer
Joint Expo Policy Committee*	Tom Watson	Presidential Member
	Bill Harrison	Member
	Bill McQuade	Member
	Kristen Cetin	NVM/CEC Chair
	Suzanne LeViseur	NVM/CEC Vice Chair
	Aaron Boranian	NVM/ 2026 Wtr. Conf. Chair
	Geoff Stevens	NVM/IEC
	Jeff Stevens	NVM/IEC
	Mark Stevens	NVM/IEC
	Jeff Littleton	NVM/EVP
	Savanna Smith	Staff Liaison
Appeals BOD for Standards	Pat Graef	Chair
	James Bennett	Member
	Donald Brandt	Member
	Doug Fick	Member
	Rick Heiden	Member
	Eileen Jensen	Member
	Satheesh Kulankara	Member
	Julie Majurin	Member
	Craig Messmer	Member
	Bill Murphy	Member
	Chris Phelan	Member
	Justin Prosser	Member
	Mick Schwedler	Member
	Adrienne Thomle	Member
	David Yashar	Member

Continued on next page

	Stephanie Reiniche	Staff Liaison
AASA	Bjarne Olesen	Chair
	Farooq Mehboob	Vice Chair
	Andres Sepulveda	Member
	Bill McQuade	Coordinating Officer
	Tammy Catchings	Staff Liaison
CIBSE/ASHRAE Liaison Subcommittee	Bill McQuade	Chair
	Sarah Maston	Member
	Jeff Littleton	Staff





2025-26 Presidential Appointments (McQuade)

*Appointments as displayed are for the 2025-26 Society year and includes
ASHRAE Representatives, Intersociety Representatives, Coordinating Groups, Liaison Committees,
BOD Ad Hocs, and Task Groups.*

As of June 2025

***MOU/SPA with ASHRAE**

Intersociety/ ASHRAE Reps.

Group/ Committee Name	Appointees	Position
AABC Commissioning Group (AABC/ACG/EMA) *	Wade Conlan	ASHRAE Representative
AiCARR ASHRAE Club*	Bill McQuade	President
	Sarah Maston	President-Elect
	Ashish Rakheja	Treasurer
	Andres Sepulveda	Member
	Jeff Littleton	Staff
American Council of Engineering Companies (ACEC)	Billy Austin	ASHRAE Representative
American Industrial Hygiene Association (AIHA) *	Bill Bahnfleth	ASHRAE Representative
	Wade Conlan	ASHRAE Representative
	Don Weekes	ASHRAE Representative
American Society for Healthcare Engineering (ASHE) *	Traci Hanegan	ASHRAE Representative
APPA: Leadership in Educational Facilities (APPA) *	Darryl Boyce	ASHRAE Representative
ASHRAE Collaboration with Egypt Ministry of Environment	Ahmed Alaa Eldin Mohamed	ASHRAE Representative
ASHRAE/ REHVA	Bill McQuade	President
	Sarah Maston	President-Elect
	Ashish Rakheja	Treasurer
	Jeff Littleton	EVP
Building Owners and Managers Association (BOMA) *	Sarah Maston	ASHRAE Representative
California Building Standards Commission (CBSC) Code Advisory Committee	Scott Wayland	ASHRAE Representative
CIBSE/ASHRAE Liaison Subcommittee*	Bill McQuade	President
	Sarah Maston	President-Elect
	Jeff Littleton	EVP

Efficient and Healthy Schools Program Partnership with DOE	Seema Bhargar	ASHRAE Representative
	Bill McQuade	ASHRAE Representative
Facility Guidelines Institute (FGI) *	Heather Platt Gullledge	ASHRAE Representative
Global Cold Chain Alliance (GCCA) *	Don Brandt	ASHRAE Representative
GSO (GCC Standards Organization) Liaison*	Maher Mousa	ASHRAE Representative
IEQ - GA Global Alliance (IEQ) *	Bill Bahnfleth	ASHRAE Representative
Illuminating Engineering Society (IES)	Andres Sepulveda	ASHRAE Representative
International Association of Plumbing & Mechanical Officials (IAPMO) *	Phillip Trafton	ASHRAE Representative
International Facility Management Association (IFMA) *	Jennifer Isenbeck	ASHRAE Representative
International Network for Women in Cooling initiative (INWIC)	Sonya Pouncy	ASHRAE Representative
National Association of Women in Construction (NAWIC)	Jennifer Leach	ASHRAE Representative
National Council of Examiners for Engineering and Surveying (NCEES)	Dennis Wessel	Participating Organizations Liaison Council – Licensing That Works Task Force
National Council of Examiners for Engineering and Surveying (NCEES)	Ben Leppard	Exam Writer/ Mechanical Engineering Examination
National Council of Examiners for Engineering and Surveying (NCEES)	TBD	Item Writer/Architectural Engineering Examination
National Environmental Balancing Bureau (NEBB)	Andres Sepulveda	ASHRAE Representative
National Institute of Building Sciences (NIBS) Building Information Management (BIM) Council	Dennis Knight	ASHRAE Representative
New Buildings Institute (NBI)	Mick Schwedler	ASHRAE Representative
Rocky Mountain Institute (RMI)	Bill McQuade	ASHRAE Representative
United Nations Environment Programme (UNEP) *	Jim Wolf	Chair
	Sarah Maston	Member
	Bill McQuade	Member
	Rajan Rajendran	Member
	Mark Owen	Staff Lead

BOD Subcommittees, Ad Hocs, and Task Groups

Group/ Committee Name	Appointees	Position
ASHRAE Headquarters Building Ad Hoc	Darryl Boyce	Chair
	Don Brandt	Chair
	Jayson Bursill	Chair
	Trent Hunt	Chair
	Paul Torcellini	Chair
	Jeff Littleton	EVP
	Stephanie Reiniche	Staff Liaison
Diversity, Equity, and Inclusion Advisory Board Subcommittee	Heather Schopplein	Chair
	Devin Abellon	Vice Chair
	Jason Alphonso	Member
	Doug Cochrane	Member
	Paul Francisco	Member
	Genevieve Lussier	Member
	Dunstan Macauley	Member
	Fiona McCarthy	Member
	Craig Wanklyn	Consultant
	Tanisha Meyers-Lisle	Staff Liaison
Future of ASHRAE Conferences Ad Hoc	Devin Abellon	Chair
	Andres Sepulveda	Member/ BOD Nominee/ Specialty Conf.
	Maggie Moninski	Member/ BOD/ Former CEC
	Buzz Wright	Member/ BOD
	Doug Cochrane	Member/ BOD
	Ginger Scoggins	Member/ BOD/ Former CEC
	Kristen Ceti	Member/ Current CEC Chair
	Wade Conlan	Member/ Former VP/ Former CEC/Chair Specialty Conf.
	David Ziviani	Member/ Topical Conferences
	Walid Chakroun	Member/ Topical Conferences
	Adeeba Mehboob	Member/ PEC
	Bruno Martinez	Member/YEA
	Larry Smith	Member/ Tech Council/ Former TAC
	Doug Fick	Member/ Standards/ Tech Council
	Akshay Bhargava	Member/ MP (RVC)
	Bill Murphy	Member/ RAC
	Megan Tosh	Member/ Handbook/PEC
	Madison Schultz	Member/ PLC
	Sarah Maston	Coordinating Officer
	Selina Parks	Staff/ Manager of Conference Services
	Lizzy Seymour	Staff/ Dir., Membership
	Ryan Shanley	Staff/ Sr. Manager of Standards
	Steve Hammerling	Staff/ Sr. Manager of Research and Technical Services
	Emily Toto	Staff/ Manager of Codes

	Ragan McHan	Staff Liaison/ Sr. Manager – Conference Services
IEQ Hub Strategic Evaluation Ad Hoc	Wade Conlan	Chair (Cx Practitioner)
	Marwa Zaatari	Vice Chair (Manufacturer Rep.)
	Luke Leung	Member (Global Practitioner)
	Julia Keen	Member (Professor & Practitioner)
	Corey Metzger	Member (Design Practitioner)
	Bill Bahnfleth	Member (Professor and Researcher)
	Meghan McNulty	Member (Former Practitioner/National Lab)
	Travis English	Member (Owner/Manager of Healthcare Facilities)
	Bill McQuade	Member (Manufacturer)
	Stephanie Reiniche	Staff Liaison
ASHRAE TRAC/PEAC Streamlining Ad Hoc	Julia Keen	Chair
	Bjarne Olesen	Member
	Mick Schwedler	Member
	Chris Grey	Member
	Megan Tosh	Member
	Kirstin Pilot	<i>As Needed</i> (Dir. Foundation)
	Vanita Gupta	<i>As Needed</i> (Dir. Marketing)
	<i>TBD</i>	Staff Liaison

Special Committees

Committee	Appointees	Position
Roundtable Reports Review Committee (R3C)	Ken Fulk	Member (Chair, Pub & Ed Council)
	Andres Sepulveda	Member (Vice Chair, Pub & Ed Council)
	Devin Abellon	Member (Chair, Tech Council)
	Trent Hunt	Member (Vice Chair, Tech Council)
	Colin Laisure-Pool	Member (Chair, Planning Subcommittee, Members Council)
	Carrie Kelty	Member (Chair, Region Operations Subcommittee, Members Council)
	Dunstan Macauley	Liaison, (Chair, Planning Committee)
	Candace Denton	Staff Liaison (Sr. Manager of BOD Services)

2025 Board Election Subcommittees for Council and Committee Nominations 2026-27 SY

Additional details regarding these appointments to be sent early August 2025

COUNCIL NOMINATIONS

Ashish Rakheja	Chair
Rob Craddock	
Bassel Anbari	
Michael Pouchak	

STANDARDS COMMITTEE NOMINATIONS

Trent Hunt	Chair
Charles Bertuch	
Heather Platt Gulledge	

RESEARCH ADMINISTRATION COMMITTEE NOMINATIONS

Ken Fulk	Chair
Scott Peach	
Carrie Brown	

TECHNICAL ACTIVITIES COMMITTEE NOMINATIONS

Devin Abellon	Chair
Joe Sanders	
Pat Marks	

HANDBOOK COMMITTEE NOMINATIONS

Andres Sepulveda	Chair
Corey Metzger	
Sherry Abbott Adkins	

NOMINATING COMMITTEE NOMINATIONS

Sarah Maston	Chair
Buzz Wright	
Julia Timberman	



2025-26 IEQ Hub Strategic Evaluation Ad Hoc

Member	Position
Wade Conlan	Chair (Cx Practitioner)
Marwa Zaatari	Vice Chair (Manufacturer Rep.)
Luke Leung	Member (Global Practitioner)
Julia Keen	Member (Professor & Practitioner)
Corey Metzger	Member (Design Practitioner)
Bill Bahnfleth	Member (Professor and Researcher)
Meghan McNulty	Member (Former Practitioner/National Lab)
Travis English	Member (Owner/Manager of Healthcare Facilities)
Bill McQuade	Member (Manufacturer)
Stephanie Reiniche	Staff Liaison

Purpose:

The IEQ Hub Strategic Evaluation Ad Hoc's purpose is to determine if there is a need to have an Indoor Environmental Quality (IEQ) Board Subcommittee focused on raising the importance of IEQ through strategic planning and direction for ASHRAE, similar to the Center of Excellence for Building Decarbonization's (CEBD) efforts to raise ASHRAE's stature in building decarbonization.

ASHRAE's vision is to provide "a healthy and sustainable built environment for all." The sustainability piece is covered via the CEBD, but the "healthy" part is covered by several entities, including but not limited to the Environmental Health Committee, technical committees, project committees, position documents, and more. ASHRAE is known for its expertise when it comes to energy (Std 90.1 and 189.1 and others) and IAQ standards (Std 62.1, 62.2, 170, 185 series and more) but not for IEQ.

If the group identifies a need for a board subcommittee, then this Ad Hoc should deliver to the ASHRAE BOD a plan for the purpose and scope, membership, and how it fits into the ASHRAE structure.

The Ad Hoc is charged with making recommendations on the following:

The "Why." ASHRAE is uniquely positioned to proactively bring all facets of IEQ together while providing guidance to balance these priorities with the decarbonization goals. Can this be

accomplished using ASHRAE's current distributed structure, or does the IEQ need to be elevated to be seen as equivalent in priority to CEBD? Think of the success of the ASHRAE ETF and the exposure it brought to ASHRAE.

Could this be replicated via a different platform so that ASHRAE is proactive instead of reactive to a pandemic?

The "What." What is the potential of IEQ Hub to advance the mission of healthy buildings beyond that is being done today?

- Define ASHRAE's strategic direction associated with IEQ
- Advance the health of building occupants by providing occupants, owners, designers, etc. resources in an organized, approachable, and accessible manner
- Generate tools, standards, publications, that do not currently exist to promote IEQ
- Lead a collaborative effort with CEBD to establish the criteria to balance IEQ and decarbonization

The "What" needs to include the impact on existing functional groups or committees working on IEQ to avoid duplication and wasted member volunteer efforts. Lead a collaborative effort with the existing committees and functional groups working on IEQ.

Think of the ability to create an IEQ Standard that does not exist, and then the ability of this IEQ Hub and the CEBD to collaborate to provide information on achieving the nexus between the two concepts.

The "How." If a group was determined to be needed, what is the organizational structure and how does it work within ASHRAE to generate technical information and outside of ASHRAE to raise our stature for IEQ. This also includes the ability to be strategic with the CEBD on concepts and direction of ASHRAE.

Timeline:

Intent is to address the multiple questions, first and foremost is to report to the BOD if the Ad Hoc answers the "Why" and that a subcommittee should be created to further the IEQ position of ASHRAE.

The Ad Hoc will then provide a plan and motion to create the group, which includes purpose and scope, membership, organization, and interaction with other councils, committees and functional groups.

The goal is to have the plan created by the Fall BOD meeting with follow up as requested by the BOD.

We thank you for consideration of this appointment and for giving of your time, talent, and expertise on behalf of the Society.

Sincerely,

DennisKnight

Dennis Knight, P.E., FASHRAE
ASHRAE President 2024-2025

Bill McQuade

Bill McQuade, P.E., LEED AP, FASHRAE
ASHRAE President-Elect 2024-2025



2025-26

Future of ASHRAE Conferences Ad Hoc

Member	Position
Devin Abellon	Chair
Andres Sepulveda	Member/ BOD Nominee/ Specialty Conf.
Maggie Moninski	Member/ BOD/ Former CEC
Buzz Wright	Member/ BOD
Doug Cochrane	Member/ BOD
Ginger Scoggins	Member/ BOD/ Former CEC
Kristen Ceti	Member/ Current CEC Chair
Wade Conlan	Member/ Former VP/ Former CEC/Chair Specialty Conf.
David Ziviani	Member/ Topical Conferences
Walid Chakroun	Member/ Topical Conferences
Adeeba Mehboob	Member/ PEC
Bruno Martinez	Member/YEA
Larry Smith	Member/ Tech Council/ Former TAC
Doug Fick	Member/ Standards/ Tech Council
Akshay Bhargava	Member/ MP (RVC)
Bill Murphy	Member/ RAC
Megan Tosh	Member/ Handbook/PEC
Madison Schultz	Member/ PLC
Sarah Maston	Coordinating Officer
Selina Parks	Staff/ Manager of Conference Services
Lizzy Seymour	Staff/ Dir., Membership
Ryan Shanley	Staff/ Sr. Manager of Standards
Steve Hammerling	Staff/ Sr. Manager of Research and Technical Services
Emily Toto	Staff/ Manager of Codes
Ragan McHan	Staff Liaison/ Sr. Manager – Conference Services

Charge:

The Future of ASHRAE Conferences Ad Hoc charge is to make a recommendation by June 2026 of a new overall Society conference strategy which specifically focuses on, but is not limited to, reformatting or eliminating the Annual Conference.

The recommendation should further explore new opportunities such as refocusing priorities and purpose for Society conferences, streamlining for effective use of volunteer time, and engaging new audiences. The recommendation should also address challenges tied to Annual Conference such as volunteer overload, increased expenses, decreased attendance, and venue space requirements.

Objectives:

1. Clearly define and narrow the purpose and target audience of Society conferences, specifically Annual Conference.
2. Evaluate preliminary staff suggested scenarios and expand upon or create new scenario(s) for recommendation.
3. The recommendation should include a sustainable financial model for the Annual Conference while acknowledging the impact on other Society conferences.
4. Examine established rules related to ASHRAE Meetings (ROB 2.104) and Conferences (ROB 3.100) and evaluate implications of rule changes.
5. Conduct a careful assessment of the risks involved.
6. Assess the impact of the recommendation on volunteers, members, conference attendees and the industry. Buy-in from various stakeholders is important.
7. Others as identified by the ad hoc.

Timeline:

- By Fall 2025, a preliminary report to the BOD is due.
- By the 2026 Winter Conference, an interim report to the BOD is due.
- By the 2026 Annual Conference, a final report with a recommendation to the BOD is due.
- Extensions may be requested for the above deadlines if additional time is needed.

The Annual Conference is contracted through 2028; therefore, recommendations of major changes could not go into effect until 2029. Smaller recommendations could be piloted in the years prior as appropriate.

We are confident that this Ad hoc has the skills and expertise necessary to recommend a strategic approach to Society conferences that meets the needs of our organization, its volunteers and members, and the industry. We are also confident that you will approach this task with fairness, equity, and the mission and vision of ASHRAE in mind.

Sincerely,

DennisKnight

Dennis Knight, P.E., FASHRAE
ASHRAE President 2024-2025

Bill McQuade

Bill McQuade, P.E., LEED AP, FASHRAE
ASHRAE President-Elect 2024-2025



2025-26

ASHRAE TRAC/PEAC Streamlining Ad Hoc

Member	Position
Julia Keen	Chair
Bjarne Olesen	Member
Mick Schwedler	Member
Chris Grey	Member
Megan Tosh	Member
Kirstin Pilot	As Needed (Staff Dir. - Development)
Vanita Gupta	As Needed (Staff Dir. - Marketing)
Candace Denton	Staff Liaison

Charge

To assess the current structure and function of the Treasurer Advisory Committee (TRAC) and the sequential President-Elect Advisory Committee (PEAC), ensuring that their purpose, structure, and operations are clearly defined, efficient, and strategically support ASHRAE's long-term goals.

The intent is to determine whether these committees effectively serve the needs of leadership and the broader organization, recommend changes that will improve the use of resources (time, personnel, and processes), increase implementation effectiveness, and enhance alignment with the strategic plan.

Specific Goals

- clearly articulate the intended function and role of both the TRAC and PEAC.
- ensure the purpose aligns with organizational governance needs and strategic priorities.
- recommend structural or procedural changes to optimize member and staff time and organizational resources.
- evaluate how committee initiatives are tracked, communicated, and implemented.

Deliverables & Timeline

A report summarizing findings and presenting actionable recommendations for enhancing the structure, function, and strategic value of the TRAC and PEAC. The report should also outline proposed changes in committee charters, membership, reporting mechanisms, or operational procedures.

The report will be provided to ASHRAE ExCom by March 2026.

Operating Methodology

The task group will meet by conference call and email. The chair will advise staff to schedule the calls and decide the call frequency.



CRC SCHEDULE 2025-26

15C

BOD OPEN SESSION AGENDA WEDNESDAY 2025 JUNE 25

Fall 2025	Host Chapter/ Location	Alternate Chapter Location	Actual Dates/Target Week	Official Visitor	Staff	CRC General Chair
Region I	Long Island Hauppauge, NY	Boston Boston, MA	August 21-23	Ken Fulk	Masterson	Andy Manos
			TARGET: August 3rd Week	Trent Hunt		
Region II	Hamilton Hamilton, ON, CAN	NB/PEI Moncton, NB, CAN	August 22-24	Sarah Maston	Gupta	David W Rasmussen Aaron Besseling
			TARGET: August 4th Week	Andres Sepulveda		
Region III	Richmond Richmond, VA	National Capital Washington, DC	August 14-16	Ashish Rakheja	Yates	Andrew Steven Hobson Kevin Dofflemyer
			TARGET: August 2nd Week	Andres Sepulveda		
Region IV	North Piedmont Greensboro, NC	South Carolina Columbia, SC	August 14-16	Sarah Maston	Catchings	Thomas Phoenix Chuck Gullede
			TARGET: August 2nd Week	Devin Abellon		
Region V	Columbus Columbus, OH	Cleveland Cleveland, OH	July 24-26	Ashish Rakheja	Pilot	Robert Edward Snow, III
			TARGET: July 4th Week	Devin Abellon		
Region VII	Birmingham Birmingham, AL	Bluegrass Lexington, KY	July 25-27	Bill McQuade	Littleton Champlin	Chris Gray Greg Hamaker
			TARGET: July 5th Week	Trent Hunt		
Region IX	El Paso San Francisco, CA	Nebraska Omaha, NE	August 21-25	Bill McQuade	Pilot	Berenice Saucedo Joint w/Region X
			TARGET: August 1st Week	Devin Abellon		
Region X	Golden Gate San Francisco, CA	Hawaii Honolulu, HI	August 21-25	Maggie Moninski	Seymour	Brian Chacon/Juliana Velez Joint w/Region IX
			TARGET: August 3rd Week	Julia Timberman		
Region XII	Ecuador Guayaquil, ECU	Jacksonville Jacksonville, FL	August 6-9	Bill McQuade	Reiniche	Santiago Garcia
			TARGET: August 1st Week	Andres Sepulveda		
Region XIII	Korea Seoul, KOR	Philippines Pampanga Clark	August 15-16	Bill McQuade	Littleton	Jae-Han Lim
			TARGET: August 4th Week	Ken Fulk		
Region XIV	Portugal Lisbon, PRT	Israeli Jerusalem, ISR	September 25-27	Ashish Rakheja	Gupta	Jose Luis Alexandre
			TARGET: September 3rd Week	Trent Hunt		
REGION XV	ASHRAE Mumbai Kathmandu, NPL		August 29-September 1	Bill McQuade	Yates	Rupesh Umtol
			TARGET: September 3rd Week	Ashish Rakheja		
RAL	ASHRAE Falcon Dubai, UAE		October 3-6	Bill McQuade	Owen	Abdallah Mahmoud
			TARGET: October 1st Week	Sarah Maston		
Spring 2026	Host Chapter/ Location	Alternate Chapter Location	Actual Dates/Target Week	Official Visitor	Staff	CRC General Chair
Region VI	St. Louis St. Louis, MO	Madison Madison, WI	May 7-9	Sarah Maston	Seymour	Dan Mareschal
			TARGET: May 1st Week	Ashish Rakheja		
Region VIII	Arkansas Little Rock, AR	Houston Houston, TX	April 23-25	Sarah Maston	Wright	Kim Koch Allie Brown-Zakrzewski
			TARGET: April 4th Week	Ken Fulk		
Region XI	Region XI Joint w/Region X (F26)	Manitoba Winnipeg, MB, CAN	Fall 2026 w/Region X			Greg Fluter
			TARGET: May 2nd Week			



Organization Name: ASHRAE

Board Member Name: _____

Title: _____

Please answer the following questions regarding board independence and relationships.

YES NO

- 1) Were you compensated as an officer or other employee from ASHRAE or a related organization?
- 2) Did you receive total compensation or other payments exceeding \$10,000 for the year from ASHRAE or a related organization as an independent contractor? (Excluding reimbursement of expenses or reasonable compensation for services provided as a board member.)
- 3) Did you receive, directly or indirectly, material financial benefits from ASHRAE or a related organization, including:
 - a. Loans?
 - b. A transaction in which an economic benefit is provided to you, directly or indirectly, and the value of the economic benefit provided exceeds the value of the consideration (including the performance of services) received for providing such benefit?
 - c. Salary advances, and other advances and receivables? (This does not include advances under an accountable plan, pledges receivable that would qualify as a charitable contribution when paid, accrued but unpaid compensation, or receivables outstanding that were created in the ordinary course of business on the same terms as offered to the general public.)
 - d. A grant, scholarship, fellowship, internship, prize, award, or other assistance (including provisions of goods, services, or use of facilities) to you or one of your relatives?
(Do not include business transactions or full and fair consideration engaged in to serve the direct and immediate needs of the organization, such as payment of compensation to an employee or consultant in exchange for services of comparable value.)
 - e. A business relationship, other than as an officer, director, trustee?
 - f. A family member who has received compensation or a business relationship with ASHRAE?
 - g. Serve as an officer, director, trustee, key employee, partner, or member of another entity doing business with ASHRAE?
- 4) Do you participate in the rendering of services or in any other agreement or transaction with a third party that competes with ASHRAE?
- 5) Do you have a current or possible future material financial interest in or do you currently serve or plan to serve as a director, officer, employee, agent, partner, associate, trustee, personal representative, receiver, guardian, custodian, conservator, or other legal representative of, or consultant to an entity or individual that competes with ASHRAE in the provision of services or in any other agreement or transaction with a third party?

- 6) Please list all family relationships with another ASHRAE (or related organization) officer, director, trustee, or key employee who is one of the following: a spouse, ancestor, brother or sister, child (whether natural or adopted), grandchild, and spouse of brothers, sisters, children, and grandchildren.
- 7) Please list any business relationships with the following:
- a. One person is employed by the other in a sole proprietorship, or, employed by an organization with which the other is associated as an ASHRAE (or related organization) trustee, director, officer, or key employee.
 - b. One person is transacting business with the other in one or more transactions of sale, lease, loan, or performance of services, involving transfers of cash or property valued in excess of \$5,000 in total for the year, or, with an organization with which the other person is associated as an ASHRAE (or related organization) officer, director, trustee, or key employee.
 - c. The two persons are each an ASHRAE (or related organization) officer, director, trustee, or greater than 10 percent owner in the same business or investment entity.
- 8) Do you have any other real or perceived conflicts of interest tied to your service on the ASHRAE Board of Directors not referenced above?

Signed: _____ Date: _____

Average hours devoted to ASHRAE per week: _____



ASHRAE Discrimination and Harassment Policy

DISCRIMINATION AND HARASSMENT

ASHRAE strictly prohibits and does not tolerate discrimination against members or applicants for membership because of such individual's race, color, religion, age, sex, sexual orientation, national origin, physical or mental disability, pregnancy, genetic information, veteran status, uniformed service member status, or any other category protected under applicable law. ASHRAE also prohibits unlawful harassment based on any of the aforementioned legally protected categories. Examples of prohibited harassment include, but are not limited to, abusive language, slurs, jokes, or other verbal or physical conduct relating to an individual's membership in a legally protected category.

SEXUAL HARASSMENT

While all forms of unlawful harassment are prohibited, sexual harassment merits special attention. Sexual harassment consists of unwelcome sexual advances, requests for sexual favors, and/or other verbal, visual or physical conduct of a sexual nature, including slurs, threats, derogatory comments and unwelcome jokes and teasing, where:

submission to such conduct is made either explicitly or implicitly a term or condition of an individual's association with ASHRAE; submission to or rejection of such conduct by an individual is used as a basis for decisions adversely affecting such individual; or such conduct has the purpose or effect of unreasonably interfering with an individual's performance of services for ASHRAE, or creating an intimidating, hostile, or offensive working environment.

An intimidating, hostile, or offensive environment may be created by such circumstances as pressure for sexual activities, unwanted and unnecessary physical contact with another member, verbal abuse of a sexual nature, the inappropriate use of sexually explicit or offensive language in discussions with, or to describe, an individual, or the display of sexually suggestive objects or pictures. Conduct prohibited by this policy includes many forms of offensive behavior and includes gender-based harassment of a person of the same sex.

COMPLAINT PROCEDURE

Any member who believes that he or she has witnessed or been subjected to discrimination or harassment in violation of this policy must immediately report the matter in writing to ASHRAE's Executive Vice President. ASHRAE will promptly and thoroughly investigate the report and take corrective action, if appropriate. Allegations involving alleged conduct by ASHRAE employees will be investigated in accordance with ASHRAE's internal human resources policies and procedures. Allegations involving alleged conduct by ASHRAE members will be investigated in accordance with the Enforcement Procedures for Violation of the ASHRAE Code of Ethics (the "Enforcement Procedures"). Any member found to have violated this policy will be subject to disciplinary action, up to and including expulsion from membership in accordance with the Enforcement Procedures and ASHRAE's Bylaws.

PROTECTION AGAINST RETALIATION

Retaliation is prohibited against any person who, in good faith, opposes any unlawful harassment or discrimination, brings a complaint of harassment or discrimination to ASHRAE's attention, or who testifies, assists, or participates in any proceeding involving a complaint of harassment or discrimination of which ASHRAE is aware. However, anyone who knowingly makes a false claim or knowingly provides false information in the course of an investigation will be subject to disciplinary action, up to and including expulsion from membership. The complaint procedure set forth above also applies to any complaints of retaliation in violation of this policy.