



MINUTES

NOMINATING COMMITTEE MEETING

PEACHTREE CORNERS, GA
November 7-8, 2025

**Note: These draft minutes have not been approved and are not the official record until approved by
the Nominating Committee.**

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November 7-8, 2025

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PRINCIPAL APPROVED MOTIONS
Nominating Committee Meeting
November 7-8, 2025

| No. - Pg. | Motion |
|-----------|---|
| 1 - 2 | The open session minutes from the June 22, 2025 meeting be approved. |
| 2 - 2 | The Nominating Committee recommend that the Finance Committee restore funding for transportation for the ASHRAE Nominating Committee to travel to and meet at the Annual Conference, beginning with the meeting in Austin, Texas in June 2026. |
| 3 - 4 | MOTION 2 be amended as shown below: The Nominating Committee recommend that the Finance Committee restore funding for transportation for the ASHRAE Nominating Committee to travel to <u>and meet at the Annual Conference, summer (Annual) Meetings</u> beginning with the meeting in Austin, Texas in June 2026. |
| 4 - 4 | MOTION 3 be amended as shown below: MOTION 2 be amended as shown below: The Nominating Committee recommend that the Finance Committee restore funding for transportation for the ASHRAE Nominating Committee to travel to <u>and meet at the Annual Conference, summer (Annual) Meetings</u> beginning with the meeting in Austin, Texas in June 2026. |

ACTION ITEMS
Nominating Committee Meeting
November 7-8, 2025

| No. - Pg. | Responsibility | Summary of Action | Status | Goal Date |
|------------------|----------------------------------|---|---------------|------------------|
| 1 - 4 | Process Improvement Subcommittee | Develop recommendations for Nominating Committee orientation based on discussions at the fall 2025 meeting. | | |
| 2 - 5 | Process Improvement Subcommittee | Review section 10 of the Nominating Committee MOP and provide recommendations to clarify the intent behind and perception of self-nominations for officer and director positions. | | |



MINUTES
NOMINATING COMMITTEE MEETING
November 7-8, 2025

MEMBERS PRESENT:

Ginger Scoggins, Chair
Dennis Knight, Vice Chair
Richard Vehlow, Region I Member
Chris Phelan, Region I Alternate
Isabelle Lavoie, Region II Member
Ron Gagnon, Region II Alternate
Roger Jones, Region III Member
Steph Kunkel, Region III Alternate
Jimmy Leonida, Region IV Member
Bryan Holcomb, Region IV Alternate
Lane Snowberger, Region V Member
Steve Ehrman, Region V Alternate
Dan Chudecke, Region VI Member
Jason Leffingwell, Region VI Alternate
Grant Page, Region VII Member
Casper Briggs, Region VII Alternate
Chris Ahne, Region VIII Member
Bill Simpson, Region VIII Alternate
Rachel Romero, Region IX Member*
Kevin Amende, Region IX Alternate
Cindy Moreno, Region X Member
Marites Calad, Region X Alternate*
Greg Fluter, Region XI Member
Eileen Jensen, Region XI Alternate
Robin Bryant, Region XII Member
Timothy Theriault, Region XII Alternate
Tracy Pang, Region XIII Member
Jojo Castro, Region XIII Alternate

Bratislav Blagojevic, Region XIV Member
Marko Ignjatovic, Region XIV Alternate
Krishnan Viswanath, Region XV Member
Sandesh Bhure, Region XV Alternate
Abbas Sajid, RAL Member
Mohamed Alagraa, RAL Alternate*
Darcy Carbone, BOD-Elected Member*
Art Hallstrom, BOD-Elected Member
Sheila Hayter, BOD-Elected Member*
Tom Lawrence, BOD-Elected Member
Jen Leach, BOD-Elected Member
Karine Leblanc, BOD-Elected Member
Kevin Marple, BOD-Elected Member
Dennis Wessel, BOD-Elected Member
Chris Gray, BOD-Elected Alternate
Eric Johansen, BOD-Elected Alternate
Julia Keen, BOD-Elected Alternate
Bill Klock, BOD-Elected Alternate
Louise McKenzie, BOD-Elected Alternate*
Richie Mittal, BOD-Elected Alternate
Guy Perreault, BOD-Elected Alternate
Mick Schwedler, BOD-Elected Alternate*

*Indicates Virtual Attendee

STAFF PRESENT:

Candace Denton, Sr. Manager - Board Services
Chandrias Jolly, Manager - Board Services

CALL TO ORDER

The meeting was called to order at 1:00 pm.

VALUE STATEMENT

Ms. Scoggins read the value statement and advised that the full code of ethics, core values and diversity statements were available online.

ROLL CALL/INTRODUCTIONS

Members and alternates introduced themselves; attendance is noted above.

CONFIDENTIALITY

Ms. Scoggins reminded the committee that everyone signed a confidentiality agreement prior to receiving any confidential information. She stressed that everything that happens in executive session is confidential.

She stated that the final slate in Las Vegas should not be discussed until after the announcement at the BOD meeting.

APPROVAL OF MINUTES

It was moved and seconded that

1. The open session minutes from the June 22, 2025 meeting be approved.

MOTION 1 PASSED (Unanimous Voice Vote, CNV).

EXECUTIVE SESSION

Executive session was called at 1:08 pm on Friday, November 7.

Open session reconvened at 8:23 am on Saturday, November 8.

NEW BUSINESS**AUSTIN NOMINATING COMMITTEE MEETING**

Mr. Vehlow presented recommendations for the Nominating Committee meeting at the Annual Conference. His recommendations were shown on screen and attached to the agenda.

Mr. Vehlow moved and Ms. Leach seconded that

2. The Nominating Committee recommend that the Finance Committee restore funding for transportation for the ASHRAE Nominating Committee to travel to summer (Annual) Meetings beginning with the meeting in Austin, Texas in June 2026.

Ms. Scoggins reported that in Phoenix, the Nominating Committee was advised that the Nominating Committee meeting at the Annual Conference would no longer be funded. She advised that new member orientation could be handled virtually.

She reported that she and Mr. Vehlow addressed the BOD in Phoenix and suggested that the BOD should have asked the committee before making that decision.

Mr. Vehlow reviewed his comments to the BOD. He suggested that \$50,000 in travel reimbursements was a small cost to fund the group that selects officers and directors. He shared what serving on the Nominating Committee meant to him and he expressed that he sees himself as the eyes and ears of his region at the conferences. He also stated that he sees value in networking at the conferences and using those interactions to help him make decisions during Nominating meetings.

He expressed that he takes his role on the Nominating Committee very seriously and suggested that it takes a lot to get to know the members that are running Society. He suggested that regardless of how long the Nominating Committee meets at the Annual Conference, the meeting should be held in person.

There was discussion of the motion on the floor. A summary of that discussion is below:

Suggested an editorial update to the motion to read 'transportation' and not 'travel.'

Recommended that, if passed, the background of the motion be written to convey the intent behind an in-person meeting at the Annual Conference.

Spoke in favor of the motion and suggested that funding for the meeting could be capped to help manage expenses.

Stated that 15-years ago, the Nominating Committee did not meet at the Annual Conference.

Suggested that there was value in face-to-face training at the Annual Conference.

The conferences are an opportunity for members from outside of North America to interact with the candidates and others outside of our home regions.

If transportation is restored, would need to also restore the costs of conducting an in-person meeting.

Unclear of the intent of the motion. Is the intent to have members present to interact with candidates and other members? Or is the goal that there be a formal meeting?

Mr. Vehlow advised that the intent was both networking and a formal meeting. He suggested that the more members know, the better the Nominating Committee functions.

Spoke against the motion. Suggested that the committee shouldn't meet just to meet. Stated that it was reported that the committee's business was complete at the Winter Conference and a meeting at the Annual Conference wasn't needed.

Suggested that candidates did not get adequate introductions at this meeting because members didn't understand the value of their job and/or didn't receive adequate training.

Mr. Vehlow moved and Ms. Moreno seconded that

3. MOTION 2 be amended as shown below:

The Nominating Committee recommend that the Finance Committee restore funding for transportation for the ASHRAE Nominating Committee to travel to and meet at the Annual Conference, summer (Annual) Meetings beginning with the meeting in Austin, Texas in June 2026.

There was discussion of the proposed amendment. A summary of that discussion is below:

Will there be online training prior to the meeting at the Annual Conference?

Mr. Knight advised that if the recommendation passes, he would structure a more formal training in Austin.

Suggested that the committee should think differently about Nominating Committee training and workshops. There were quite a few candidates that did not meet the minimum requirements. Is more training needed for Regional Members and Alternates?

In order to sell this, the committee needs to know what success looks like. Suggested that the meeting at the Annual Conference needed to be more than just orientation.

Spoke against the motion. There is no strategic focus or official business for the committee at the Annual Conference.

Spoke in favor of the motion. Expressed concern that the wording of the motion could be misinterpreted and may not convey the wishes of the committee.

Mr. Knight spoke in favor of the motion. He volunteered to write the background and fiscal impact if the recommendation is accepted.

Have spent a lot of time traveling for a 45-minute meeting.

Ms. Keen moved and it was seconded that

4. MOTION 3 be amended as shown below:

MOTION 2 be amended as shown below:

The Nominating Committee recommends that the Finance Committee restore funding for ~~transportation for~~ the ASHRAE Nominating Committee to travel to and meet at the Annual Conference, summer (Annual) Meetings beginning with the meeting in Austin, Texas in June 2026.

MOTION 4 PASSED (24:1:0, CNV).

The Process Improvement Subcommittee will develop recommendations for Nominating Committee orientation based on discussions at the fall 2025 meeting.

AI - 1

AMENDED MOTION 3 PASSED (25:0:0, CNV).

AMENDED MOTION 2 PASSED (22:2:1, CNV).

DIRECTION ON SELF-NOMINATIONS

Ms. Keen expressed that consistency was needed related to how self-nominations are viewed and considered by the Nominating Committee.

Ms. Scoggins stated that it was her understanding that self-nominations were encouraged.

Mr. Perrault spoke in favor of self-nominations. He suggested that there may have been mixed feelings related to self-nominations in the past based on an interpretation that self-nominations were a form of politicking and members seeking the position.

Other members spoke in support of self-nominations.

It was suggested that section 10 of the MOP could be updated to provide more clarity on self-nominations.

The Process Improvement Subcommittee will review section 10 of the Nominating Committee MOP and provide recommendations to clarify the intent behind and perception of self-nominations for officer and director positions.

AI - 2**CANDIDATE INTRODUCTIONS**

There was discussion of how to best prepare for candidate introductions when a member doesn't know a candidate personally.

It was suggested that the Process Improvement Subcommittee could develop a process for distributing candidate names to the committee to determine if anyone on the committee knows them.

Ms. Keen suggested that a spreadsheet be created where Regional Members have the opportunity to remove their name if they feel they cannot provide a positive endorsement of a candidate, opening up the opportunity to the full committee. She suggested that Regional Members should not be required to make a candidate introduction if they are not comfortable doing so.

Ms. Scoggins expressed her opinion that Regional Members did a really good job making introductions at this meeting. She supported Ms. Keen's spreadsheet recommendation. She stated that it was up to Mr. Knight how introductions would be handled at the next fall meeting.

Mr. Vehlow suggested that the member of the committee that knows a candidate best make the introduction.

Mr. Knight encouraged members to contact him directly if they are assigned to make an introduction and are not comfortable doing so.

NEXT MEETING

Ms. Scoggins reported that the next meeting would be held in Las Vegas on Sunday, February 1 at 6:30 am.

ADJOURNMENT

The meeting adjourned at 9:19 am on Saturday, November 8, without objection.

Ginger Scoggins

Ginger Scoggins, 2025-26 Nominating Committee Chair