

Young Engineers in ASHRAE Committee Minutes
2025 Annual Conference, Phoenix, AZ
Saturday 21 June 2025, 8:00am-3:00pm MST

Join from the meeting link

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AGENDA

(times are listed in 24-hour format, MST)

- I. Call to Order (Bruno) 08:00 (5 mins)
 - a. Review of Agenda
 - b. Hybrid Meeting Meeting Etiquette:
 - i. Sign in to Zoom: *Reg XX – Name*
 - ii. Virtual attendees:
 - 1. Camera on when possible and professional
 - 2. Please remain muted when not speaking
 - 3. Use hand raising feature
 - a) Jr. Vice Chair (Elise) to advocate in the room
 - iii. Etiquette and Tips from ASHRAE’s Communication Committee can be found [here](#).
 - iv. Raise hand. Wait to be recognized by Chair.
 - 1. Be inclusive, please limit sidebar conversations.
 - v. Utilizing Simplified Rules of Orders (**ATTACHMENT A**)
- II. ASHRAE Code of Ethics Commitment (Bruno) 08:05 (1 min)

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>

- III. Roster Role call (Jeanette) 08:06 (20 min)
 - a. If you were ASHRAE president for a day, what is the one change in our Society you would make and why is it that important to you?
 - b. Recognize ASHRAE Connect participants
- IV. Meeting Minute Approval (Bruno) 08:26 (4 mins)
 - a. 2025 Winter Meeting (Orlando) – **ATTACHMENT B**
 - b. 09 June 2025 Pre-Conference Call – **ATTACHMENT C**
 - c. **Vote: 15-0-0 CNV passed unanimously**
- V. Group Photo (Jim) 08:30 (10 mins)
- VI. Team Building/Ice Breaker (Elise K) 08:40 (30 mins)
- VII. YEA Individual Award of Excellence (Bruno) 09:10 (5 mins)
 - a. Aaron Besseling, Personal Development, Region II, Hamilton Chapter
 - b. Jayson Bursill, Professional Development, Region II, Ottawa Valley Chapter
 - c. Akshay Bhargava, Outreach, Region V, Central Indiana Chapter
- VIII. Coordinating Officer and Board Ex-Officio (Scott) 09:15 (30mins)
 - a. Ex-O presentation via PPT also on Basecamp
 - b. ASHRAE has a new tagline (Shaping Tomorrows **Global** environment)
 - c. 25-28 Strategic Plan
 - i. Chapters should be using this to make sure they are aligning with society
 - d. Motions need to be tied into a key initiative of the Strategic Plan
 - e. Gov. Outreach- sign up for their newsletter to get more information
 - f. GOE is looking for subject matter experts
 - g. CEBD has just released 2 new decarbonization guidelines
 - h. There are 3 new Standards and a new Guideline
 - i. New Certifications available
 - j. Farr & Setty Family are offering 35% off ASHRAE membership to get younger members to join
 - k. New member benefits are coming out soon
 - l. Proposed Change Membership Model
 - i. The Affiliate grade is going away and smartStart
 - ii. This plan has been approved by the board but still needs to be voted on
 - 1. If approved it would be implemented July 1, 2027
 - iii. The rates will be based on the World Bank classification
 - iv. It will be Member Grade, Student Member Grade, Other
 - 1. Inquiries about installment payments for countries outside the US including developing and non-Developing countries
- IX. Liaison Updates (Bruno) 09:45 (10 mins)
 - a. Liaison Update from CEC – (Josh) CEC – Ragan McHan-staff
 - i. No update from CEC
 - b. Liaison Update from CTTC – (Paul) CTTC – Rhiannon Masterson
 - i. Changes coming for SmartStart could possibly be going away
 - ii. Working on getting more DLs that are YEA members
 - iii. Budget item passed for carbon-off for the DLs traveling
 - c. Liaison Update from GAC – (Paul) GAC – Jacob Karson (Emily Porcari-staff)
 - i. 173 Gov't outreach events
 - ii. Bills to effect the levels of carbon dioxide are being presented and not all are to help regulate it
 - iii. Oregon chapter had a Day on the Hill that was encouraged by GAC

- d. Liaison Update from H&A – (Ben B.) H&A – Ronald Gagnon (Rhiannon Masterson-staff)
 - i. No update
- e. Liaison Update from MP – (Vineet) MP – Currently Robert Michael Druga, PE (incoming 25-26 Akshay Bhargava)
 - i. MP is looking at the new membership structure
- f. Liaison Update from RP – (Lukas) RP – Julia Mumford
 - i. No Update
- g. Liaison Update from SA – (Keiron) SA – Currently Robert Edward Snow III (incoming for 25-26 Omar Rojas)
 - i. No Update
- h. Liaison Update from TC/TAC – (Liz) TC – Steve Hammerling/ Kyle
 - i. One of the ASHRAE Connect participants is following a TC Member
 - ii. TAC reports to Tech Council and they help facilitate all the TCs
 - iii. TAC host the Chairs breakfast with all the TC chairs and YEA is invited to attend
- i. Liaison Update from TEC – (Rosie) TEC – Karen Murray
 - i. No update they meet tomorrow
- j. Liaison Update from BeQ – (Keiron) BeQ – John Constantinide (Derrick Nesfield-staff)
 - i. Articles
- k. DEI Update (Marie)
 - i. They are trying to becoming a committee
- X. CIBSE Report (Drew/Josh/Sundara) 09:55 (5 mins)
 - a. CIBSE had a meeting last month and Max Mccum is the new incoming CIBSE YEN chair
 - b. YEN Gala will be Glasgow UK -Oct. 23-26, 2026
 - i. If we send someone they can shadow Sundara or Max
 - ii. YEA participant will get a chance to speak and liaise
 - iii. Sundara working on a joint webinar for CIBSE and ASHRAE and aiming for late September 2025
 - iv. Dinner included with some seminars
 - v. CIBSE under 30 award
 - vi. Deadline for the awards is in 5 days
 - c. Sundara will be the CIBSE liaison for 1 more year
- XI. Award Automation (Jeanette) 10:00 (10 mins)
 - a. New award automation tool
- XII. Ad Hoc: PIC (Elise K.) 10:10 (5 mins)
 - a. MOP Update – **ATTACHMENT D**
 - b. Proposed changes have been made to include the Presidential Initiative Coordinator and to add a 4th subcommittee to the YEA Committee
 - c. MOP changes will go to Members Council to be voted on/accept the changes
- XIII. PIC Subcommittee (Marisa) 10:15 (10 mins)
 - a. Decarb Challenge update
 - i. We initially were given \$50k but this year we awarded over \$70K
 - ii. Work with Accounting with getting the funds to the winners sooner so that they can have an update at the Annual Conference
 - 1. **Action Item for Staff-** work with Accounting on notifying chapters when the money is wired as well as set up proactive notifications
 - iii. Most winners have completed or almost near completion
 - b. Subcommittee structure
 - i. The name has been changed to Presidential Initiative Coordinator (PIC)
 - ii. A Gordon Holdnesson fund was created to provide funds for this into perpetuity. He donated \$1 million

- iii. The competition will be changed each year based on the Society President theme
 - iv. PIC Subcommittee will be hosting information webinar
 - v. Topical conference attendance will be included
- XIV. YEA Endowment (Bruno) 10:25 (15 mins)**
- a. Update status and goal
 - i. \$2,030 already raised
 - ii. Aim to raise at least \$6k/year for 5 years
 - iii. Target amount to give our first scholarship is \$30K
 - iv. **Action Item** for - Can YEA have a fundraising event at the conference to get donations for the endowment fund
 - b. Fundraising campaign ideas (discussion)
 - i. Fundraising events at the conferences
 - ii. Pitch the ideas to chapters at the YEA activities
 - iii. Do a raffle where people give money/ or incorporate entertainment
 - iv. Ask if the regions would contribute a certain amount per YEA RVC
 - v. Collaboration with DEI to generate donations/support
 - vi. Provide testimonials from people that have benefited from YEA funds/scholarships
 - vii. Company sponsorships
 - viii. Competitions between the DRCs/Regions to get donations
- XV. Review of 2024/2025 MBOs (Bruno) 10:40 (15 mins)**
- a. MBO 1- Social Media: goal was to have 1200 currently at 1200 followers (completed)
 - b. MBO 2- Setup Automated Email to reach more qualified candidates (completed)
 - c. MBO 3- Create a Decarbonization subcommittee; create the PIC subcommittee and got a new PIC to lead the subcommittee (completed)
 - d. MBO 4- Future of YLW/YLI
 - i. Increase YLW 2.0 attendance by 20% we did 30% (met)
 - ii. Set up scholarships
 - iii. Create an endowment (met)
 - iv. Succession plan for the YLW/ YLI facilitators (met)
 - e. MBO 5- TC involvement
 - i. Increased by 24 % instead of 15% goal (done)
 - ii. Increase Topical Conferences attendance (not done this year but PIC subcommittee volunteers for upcoming Year)
 - iii. Increase speakers at the Conferences (not met)
 - f. MBO 6- Mentorship Program
 - i. ASHRAE Connect was created and piloted first occurrence at the Winter Conference 2025
 - ii. Cailin headed this program and it will not be under the Outreach Subcommittee
- XVI. Executive Session (Bruno) 10:55 (5 mins)**
- a. Approval of YEA Developing Leader Awards Nominee
 - i. Moved by Drew/Seconded by Paul
 - 1. Vote: 16-0-0 CV passed unanimously
 - b. Approval of YEA Inspirational Leader Awards Nominee
 - i. Approval pending results of Motion
- XVII. BREAK 11:00 (10 mins)**
- XVIII. YEA-Related Meetings and Events during the Conference (Bruno) 11:10 (5min)**

- a. Please note that room assignments may change, so please check the schedule (ASHRAE 365 app) to confirm a meeting's location.
- b. Overview of the YEA-related meetings during the conference:

Date	Time (EDT)	Meeting	Location	Attendance
Friday 20 June	6-6:30pm	Leadership U Meet & Greet	Sheraton Phoenix Downtown, Laveen B (Level 2)	Encouraged
Friday 20 June	7-9pm	Committee Dinner	The Churchill – 901 N 1st St., Phoenix, AZ 85004	Required
Saturday 21 June	8am-3pm	Committee Meeting	Sheraton Phoenix Downtown, Laveen A (Level 2)	Required
Sunday 22 June	9-10:15am	MRG – Professionals with Young Families	Sheraton Phoenix Downtown, Laveen A (Level 2)	Suggested if applicable
Sunday 22 June	4-6pm	YEA Hospitality Reception	Sheraton Phoenix Downtown, Paradise Valley (Level 2)	Strongly Encouraged
Tuesday 24 June	8:00am-12pm	Members Council	Sheraton Phoenix Downtown, Phoenix A (Level 3)	Encouraged
Wednesday 25 June	9:30am-11:00am	Leadership U and LeaDRS Wrap-Up Breakfast	Sheraton Phoenix Downtown, Cave Creek (Level 3)	Encouraged

- c. Overview of conference sessions that are either presented or sponsored by YEA:

Date	Time	Presentation	Location
Sunday 22 June	8-9am	Seminar 2: ASHRAE Conference Crash Course	Phoenix Convention Center North Building, Level 2, 227AB
Monday 23 June	7:30-9:45am	Foundation Trustees	Sheraton Phoenix Downtown, Estrella (Level 2)
Monday 23 June	9:45-10:05am	Seminar 30: Presentation 1: Developing a Talent Pipeline Though Creative Inquiry of Undergrad, Grad and Young Professionals	Phoenix Convention Center North Building , 226A
Tuesday June 24	9:45 AM – 10:05 AM	Seminar 46: Presentation 1: Get 'Em: Attracting Talented Engineers	Phoenix Convention Center North Building , 229B
Tuesday 24 June	11-12:30pm	Seminar 51: Building a Strong Foundation: Psychrometry and Fan Design Essentials for New Engineers	Phoenix Convention Center North Building , Level 2, 226A
Tuesday 24 June	11-12:30pm	Seminar 22: Career Ownership for New Engineers	Phoenix Convention Center North Building , Level 2, 226A

XIX. New Business (Elise K)

11:15 (10 mins)

- a. Incoming YEA Executive Committee
 - i. Elise Kiland –Chair
 - ii. Liz Jedrlnic – Senior Vice Chair
 - iii. Drew Samuels - Junior Vice Chair
- b. Subcommittee Organization for 2025/2026

YEA Subcommittees 2024/5															
Professional Development		Term End		Personal Development		Term End		Outreach Development		Term End		Presidential Initiative Challenge		Term End	
Chair	Region VIII Chris Krieps	2027		Chair	Region II Benjamin Oliver	2026		Chair	Region X Elise Backstrom	2026		Chair	PIC Coordinator Marisa Higgins	2028	
	Region IV Ben Bingham	2026			Region VII Blake Forsythe	2026			Region XV Money Khanna	2026			Region XIV Joshua Vasudevan	2026	
	Region XI Rosie Welch	2027			At Large Member Zach Alderman	2027			Region at Large Emmy Sherif	2027			Region I Vineet Nair	2027	
	Region XIII Zhi Yi Lim	2028			At Large Member John Daher	2028			At Large Member Zach Alderman	2027			At Large Member John Daher	2028	
	Region XII Bernardo Baldasso	2028			Region IX Sarah Bordenkecher	2028			Region VI Heather Kozlowski	2028					
	Region V Ryan Michel	2028							CIBSE Consultant Sundara Grudshiev	2026					
	Region III	2026			Chair Elise Kiland	2026									
	Region V Ryan Michel	2028			Sr Vice Chair Elizabeth Jedrlnic	2027									
	Region VI Heather Kozlowski	2028			Jr Vice Chair Drew Samuels	2028									
	Region IX Sarah Bordenkecher	2028													
	Region XII Bernardo Baldasso	2028													
	Region XIII Zhi Yi Lim	2028													
	At Large Member John Daher	2028													
	Presidential Initiative Coordinator Marisa Higgins	2028													

c. WhatsApp Groups

XX. Review of 2025/2026 MBOs (Elise K) 11:25 (30 mins)

- a. MBO 1- 25-26 SY ASHRAE Marketing staff will be helping with YEA social media
 - i. Proposing that YEA has a post of at least once a week
- b. MBO 2- Set up and automate emails for all YEA awards
 - i. Create a list of the awards that can be automated and review the requirements and rubrics to get away from a lot of essay based awards
- c. MBO 3- Establish a guide for participation in technical conferences
 - i. This will require early execution to get this done since the topical conferences a earlier in the new SY
- d. MBO 4- Update YLW 2.0 Branding/Marketing/Timing
 - i. Move away from YEA in the name to attract more individuals
 - ii. Look at the locations of future YLW 2.0s
 - iii. Have someone like a mentor at Regional events/CRCs to invite people to YLW 2.0 after the rebranding
 - iv. Maybe link YLW attendance be linked to being in a leadership Role within ASHRAE like DRC...etc.
 - v. Creating a simple chart that defines the difference in 1.0 and 2.0
 - vi. Figure out who are we rebranding to target
 - vii. Measurable matrix-
 - revise the website
 - look at trying to get someone from every region to attend
 - challenge is that not every region is accessible to everyone
- e. MBO 5- Complete YLW/YLI Scholarship Endowment by 2027
 - i. Raise at least \$90k by June 30, 2026
- f. MBO 6- Increase YEA Participation in Technical Program
 - i. Beneficial to have a workshop/webinar to put together a conference program
 - ii. YEA members that are interested in the TC is set up with a mentor
- g. MBO 7- Expand ASHRAE Connect Program
 - i. Include mentors from at least two groups from outside of our committee
 - ii. How do we better reach the people that are attending the conference to apply for the program

- iii. Tell the people that are not selected as LeaDRS or LeadershipU about the ASHRAE Connect program
 - iv. Also look at contacting the DALs to get them involved
 - h. MBO 8- Create an additional CRC training Package
 - i. To keep everyone interested and involved
 - ii. Powerpoint s are not useful at the CRCs

XXI. Announcements (Bruno) 11:55 (5 mins)

- a. Reminder to send CRC YEA workshop sign-in sheet to Jeanette
- b. Upcoming Events

- i. Leadership U
 - 2026 Annual Conference – Las Vegas
 - ii. YLI 2025
 - 10-12 October 2025
 - Chandigarh, India
 - Registration closes -August 22th, 2025
 - iii. Fall 2025 YLW 1.0
 - 7-9 November 2025
 - Seattle, Washington
 - Registration to open by end of June

- c. Submit sessions for Winter Conference 2026 (Las Vegas) by Friday, August 1, 2025

XXII. SSPC 90.4 Data Centers and YEA (Mukul Anand) 12:00(15mins)

- a. Marketing Outreach to YEA
 - i. YEA Update June 2025
 - Energy efficiency of Data centers-with focus on Sustainability design & data center
 - New compute types and needs
 - Focus on cooling technologies
 - Various engineering resources
 - Growth and new talent needs
 - Thomas Loxley (staff liaison)
 - Educational & Research Resources

XXIII. Next Meeting (Bruno) 12:15 (1 mins)

- a. Winter Conference Meeting (Las Vegas) – Saturday, 31 January 2026, 8am DST

XXIV. Adjournment (Bruno) 12:16 (1 mins)

XXV. LUNCH Break 12:18 (62mins)

XXVI. Sub-Committee Break-Out Sessions 13:20 (100 mins)