

Young Engineers in ASHRAE Committee Minutes  
2025 Winter Conference, Orlando, FL  
Saturday 8 February 2025, 8:00am-3:00pm EST

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**AGENDA**

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

- |     |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      |                 |
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| I.  | <u>Call to Order (Bruno)</u>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         | 08:00 (5 mins)  |
|     | <ul style="list-style-type: none"><li>a. Review of Agenda</li><li>b. Hybrid Meeting Meeting Etiquette:<ul style="list-style-type: none"><li>i. Sign in to Zoom: <i>Reg XX – Name</i></li><li>ii. Virtual attendees:<ul style="list-style-type: none"><li>1. Camera on when possible and professional</li><li>2. Please remain muted when not speaking</li><li>3. Use hand raising feature<ul style="list-style-type: none"><li>a. Jr. Vice Chair (Bruno) to advocate in the room</li></ul></li></ul></li><li>iii. Etiquette and Tips from ASHRAE’s Communication Committee can be found <a href="#">here</a>.</li><li>iv. Raise hand. Wait to be recognized by Chair.<ul style="list-style-type: none"><li>1. Be inclusive, please limit sidebar conversations.</li></ul></li><li>v. Utilizing Simplified Rules of Orders (<b>ATTACHMENT A</b>)</li></ul></li><li>c. ASHRAE Code of Ethics Commitment<ul style="list-style-type: none"><li>i. 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.</li><li>ii. <b>Code of Ethics</b> - <a href="https://www.ashrae.org/about/governance/code-of-ethics">https://www.ashrae.org/about/governance/code-of-ethics</a></li><li>iii. <b>Core Values</b> - <a href="https://www.ashrae.org/about/ashrae-s-core-values">https://www.ashrae.org/about/ashrae-s-core-values</a></li><li>iv. <b>Diversity Statement</b> - <a href="https://www.ashrae.org/about/diversity-equity-and-inclusion-dei">https://www.ashrae.org/about/diversity-equity-and-inclusion-dei</a></li></ul></li></ul> |                 |
| II. | <u>2022-2023 Roster Role Call (Jeanette)</u>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         | 08:05 (20 mins) |
|     | <ul style="list-style-type: none"><li>i. Region and Role</li><li>ii. New Year’s Resolution or Goal for the Year</li><li>iii. Absent: Keiron Nanani, Lukas Lam</li></ul>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              |                 |

- III. Approval of Minutes from the 2024 Annual Meeting – Indianapolis (Bruno)  
08:25 (1 min)
- a. **ATTACHMENT B**
  - b. Motion to Approve brought by: Bruno / Seconded by: Ben Oliver
  - c. Vote: 18-0-0 passed unanimously CNV
- IV. Group Photo 08:26(10min)
- V. Team Building (Bruno, Elise, Liz) 08:36 (24 mins)
- VI. Coordinating Officer and Board Ex-Officio (Scott) 09:00 (15 mins)
- a. Ex-O presentation via PPT also on Basecamp
  - b. ASHRAE added “Global” to the tagline
  - c. ONLY the President can speak on behalf of ASHRAE
  - d. Council and Committee nomination deadlines are due 2/14 to Scott
- VII. Liaison Updates (Bruno) 09:15 (15 mins)
- a. List of liaisons is available on Basecamp
  - b. Liaison Update from CEC – (Josh) CEC – Ragan McHan
    - i. No Updates
  - c. Liaison Update from CTTC – (Paul) CTTC – Rhiannon Masterson
    - i. YEA Members are becoming DLs
    - ii. Have YEA more involved in the Tech Talks
  - d. Liaison Update from GAC – (Paul) GAC – Colin Laisure-Pool
    - i. 136+ days on the hill SY 23-24
    - ii. If you are interested in talking to your government official you should if you have questions contact [GOVAffairs@ashrae.org](mailto:GOVAffairs@ashrae.org)
  - e. Liaison Update from H&A – (Ben B.) H&A – Ron Gagon
    - i. No Updates
  - f. Liaison Update from MP – (Vineet) MP – Jonathan Smith
    - i. Want to open YLW 2.0 to broader membership and YEA will meet with MP at this conference
  - g. Liaison Update from RP – (Lukas) RP – Julia Mumford
    - i. New YEA Endowment has been set up
  - h. Liaison Update from SA – (Keiron) SA – Shaun Neunhauser
    - i. No Updates
  - i. Liaison Update from TC – (Liz) TC – Steve Hammerling
    - i. Trying to get more YEA involved with TCs
  - j. Liaison Update from TEC – (?????) TEC – Karen Murray
  - k. Liaison Update from BeQ – (Keiron) BeQ – John Constantinide
  - l. DEI Liaison update (Marie)- DEI maybe changing
  - m. Liaison Update for Publications – Alekhya
    - i. Looking to do more podcasts and webinars with YEA
    - ii. YEA committee to select a liaison to the Publications committee
  - n. Liaison Update from Communications (Daniel)- Joslyn Ratcliff
    - i. if you have any communications needs or ideas contact them
    - ii. YEA working with them on a Living Calendar
    - iii. Communications webpage has a Chapter Event planner that may work for chapters to promote YEA and other events
    - iv.
- VIII. Ad Hoc Updates (Bruno) 09:30 (20 mins)
- a. YEA Endowment Fund (Bruno)
    - i. Our goal is to use the funds for YLWs scholarships for travel and registration fees
    - ii. This will allow YEA to have their own money to send YEA members to YLW
    - iii. This fund is not related to RP

- iv. The goal is to raise \$30k
  - v. Bruno will add to Basecamp to be added to the CRC Presentation
  - vi. Asking everyone to buy a drink for YEA and the funds be donated to the YEA Endowment Fund
- b. MOP (Elise)
  - i. Went over MOP updates during the Pre-Conference Call in January 2025
- c. Decarb Challenge/Annual Chapter Challenge (Marisa)
  - i. The challenge will be rebranded as the Presidential Initiative
  - ii. 18 applications this year for Decarb and Workforce development theme
  - iii. Teams selected will be announced at the Presidential Luncheon this Winter Meeting
- d. ASHRAE Connect (Cailin)
  - i. Trial run at the Winter Conference
  - ii. 3 applicants for this conference who will be shadowing our YEA ExCom
  - iii. Looking into partnering with TAC to have some one shadow them
- IX. Motions (Bruno) 09:50 (10 mins)**


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  - a. Decarb Challenge/Annual Chapter Challenge permanent resource- **ATTACHMENT C**
    - i. Lead: PEAC
    - ii. Help: Marisa, Zach
    - iii. Discussion: add to the YEA Committee a permanent 3-yr position that will be mainly working on the Presidential Initiative and be a voting member of the committee
    - iv. Maybe look into creating a fourth subcommittee to support the position if approved by Members Council and the Board
    - v. Motion Vote: 17-0-1 CNV passed
      - 1. Brought by: Bruno /Seconded By: Drew
- X. BREAK 10:00 (20 mins)**


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- XI. RVCs presentation (Bruno) 10:20 (80 mins)**


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  - a. Region I - Vineet Nair (5min)
    - i. 4.5% total increase in YEA Members for the Region
    - ii. Challenges:
      - 1. Low response from YCCs (7 out of 15)
      - 2. YCCs have challenges with finding the right time for social events
  - b. Region II – Ben Oliver (5min)
    - i. Working on a cohort led leadership training with Ralph
    - ii. Technical Event with a Master Brewer
    - iii. Have had an exceptional YLW attendance rack record
    - iv. Challenges:
      - 1. Never hear back from YCCs/ lack of communication
  - c. Region III – Tyler Berry (5min)
    - i. Had a lot of social and technical events this year in the Region
    - ii. Every chapter in the region has grown in YEA members
    - iii. Challenges:
      - 1. YCC responses
        - a. If the chapter President is involved it effects how active the YCC is within the chapter
      - 2. Chapter engagement/YCC meetings/events where YEA members are not that plentiful
  - d. Region IV – Ben Bingham (5min)
    - i. Challenges:
      - 1. No YLW sign ups
      - 2. Communication with YCCs is spotty

- e. Region V – Paul Fernandez (5min)
  - i. 2 attendees attending YLW 1.0 from the Region which is a rarity
  - ii. Challenges:
    - 1. Struggling chapters
    - 2. Communication with YCCs not great
- f. Region VI – Drew Samuels (5min)
  - i. 4 highly engaged chapters
  - ii. Awarded 2 scholarships for YLW 1.0 SF
  - iii. Challenges:
    - 1. Engaging smaller chapters
    - 2. Getting YEA and YCCs attendance at the CRCs
- g. Region VII – Blake Forsythe (5min)
  - i. Nashville chapter hosted Dennis Knight w/a meeting with TN Governor
  - ii. Student Industry nights are growing
  - iii. Challenges:
    - 1. Time commitments from young professionals
    - 2. Activity and engagement in the smaller/remote chapters
    - 3. Communications across the region on ideas and events
- h. Region VIII – Chris Kriepps (5min)
  - i. 3 Regional members attending YLW in Louisville (2 of which are scholarship winners)
  - ii. YEA membership has grown over the year
  - iii. Challenges:
    - 1. Small Chapters and support for international region
      - a. Financial gap between chapters
      - b. Difficulty raising regional dues
      - c. Low regional subsidies for YEA
- i. Region IX – Marie VanderVliet (5min)
  - i. YLW engagement is strong in the Region
  - ii. LeaDRS program (always have participants)
  - iii. 11 out of 13 YCCs met with for one on ones
  - iv. Pushing PAOEs in relation to size of the chapter
  - v. Challenges :
    - 1. Chapter visits
      - a. Region IX is massive
    - 2. YLW Signups that are not BOG or YCCs
    - 3. YLW Signups from the smaller chapters
    - 4. Having accurate contact information
    - 5. YCC updates/communications
- j. Region X – Elise Backstrom (5min)
  - i. Great enthusiasm at the CRC
  - ii. Two YEA events at the CRC
  - iii. Alternative CRC YEA workshop presentations to keep interest
  - iv. Challenges:
    - 1. Time Balance/Commits
- k. Region XI – Roisin Welch (5min)
  - i. Golf tournament yearly raises about \$40k
  - ii. Regional YLW Scholarship awarded to Southern Alberta attended YLW 1.0 SF
  - iii. Oregon YLW Scholarship will send someone to YLW 1.0 Louisville
  - iv. Challenges:
    - 1. Chapter visits
    - 2. Low YCC engagements

### 3. YLW Scholarships-tight deadlines

- l. Region XII – Keiron Nanan (5min)
  - i. absent
- m. Region XIII - Lukas Lam (5min)
- n. absent
- o. Region XIV – Josh Vasudevan (5min)
  - i. YEA growth for the year
  - ii. Awards for Young Engineers to encourage YEA involvement
  - iii. Organizing student data center competition
  - iv. Regional level career fairs
  - v. Challenges:
    - 1. Setting up YEA Committee in new Chapter and new section
    - 2. Recruiting YEA members for YLI
- p. Region XV – Money Khanna (5min)
  - i. Increase YEA membership-focus on SMartStart
  - ii. Chapter Level engagement
  - iii. 4 members attended YLI Singapore
  - iv. Regional level YEA program like YLI
  - v. Technical programs and social /networking programs
  - vi. Webinars held monthly for YEA
  - vii. Challenges:
    - 1. Involvement of YEA Members
    - 2. Awareness of events
    - 3. Lack of communications
    - 4. Receiving reports from YCCs
    - 5. Awards & Scholarship less in Region XV
- q. Region at Large – Emmy Sherif (5min)
  - i. YEA Workshop in Karachi (held first fashion show)
  - ii. First chapter visit to ASHRAE Falcon
  - iii. YLI Singapore (6 RAL attendees and 2 scholarships)
  - iv. Challenges:
    - 1. Currency fluctuations ( can't pay dues, devaluations in Developing economies)
    - 2. Inactive chapters

#### XII. CIBSE Report (Sundara)

- a. Upcoming events that YEA attendance/involvement is encourages:
- b. CIBSE Awards will be held October 8-9, 2025
- c. YEN Gala will be held October 23<sup>rd</sup>, 2025
- d. CIBSE Graduate of the Year is attending this conference to receive their award

#### XIII. 2024-2025 PAOE Points (Elise) 11:40 (20 mins)

- a. YEA has been asked to streamline/reduce PAOE points
- b. Look at automating more of the YEA PAOEs that can easily be automated
- c. The sizes of the chapters should be considered with the PAOE structure reducing the number of PAOEs would make it more difficult for smaller chapters
- d. Are the current PAOE points aligned with our MBOs?

#### XIV. LUNCH BREAK 12:00 (55 mins)

#### XV. Meetings and Events (Bruno) 12:55 (5 mins)

- a. Please note that room assignments may change, so please check the schedule in your printed program or in the ASHRAE 365 App.

| Date | Time | Meeting | Location | Attendance |
|------|------|---------|----------|------------|
|------|------|---------|----------|------------|

|                            |                   |                                            |                                          |                    |
|----------------------------|-------------------|--------------------------------------------|------------------------------------------|--------------------|
| Friday 7 February          | 6-6:30pm          | Leadership U Meet and Greet                | Winter Park (Lobby Level)                | Encouraged         |
| <b>Friday 7 February</b>   | <b>7-9pm</b>      | <b>Committee Dinner</b>                    | <b>Todovos Mechican Cantina - Hilton</b> | <b>Required</b>    |
| <b>Saturday 8 February</b> | <b>8am-3pm</b>    | <b>Committee Meeting</b>                   | <b>Key Largo A (Lower Level)</b>         | <b>Required</b>    |
| <b>Saturday 8 February</b> | <b>5-6:30pm</b>   | <b>Student/YEA Mixer</b>                   | <b>Orlando III (Lower Level )</b>        | <b>Recommended</b> |
| Sunday 9 February          | 8-9am             | Seminar 1: ASHRAE Conference Crash Course  | LL, Orange A                             | Encouraged         |
| Sunday 9 February          | 10:30am-12pm      | ASHRAE College of Fellows Meeting          | Championsgate, (Lobby Level)             | Encouraged         |
| <b>Sunday 9 February</b>   | <b>4-6pm</b>      | <b>YEA Hospitality Reception</b>           | <b>Florida 5&amp;6 (Lower Level)</b>     | <b>Recommended</b> |
| Tuesday 11 February        | 8:15am-12pm       | Members Council                            | Lake Eola AB, (Lobby Level)              | Encouraged         |
| Tuesday 11 February        | 10:00 AM-11:30 AM | ASHRAE Life Members Club Committee Meeting | Hilton Orlando, Key West D (Lower Level) | Encouraged         |
| Wednesday 12 February      | 9:30-11:00am      | Leadership U Wrap-Up Breakfast             | Lake George B (Lobby Level)              | Encouraged         |

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

| <b>Date</b>        | <b>Time</b>           | <b>Presentation</b>                                            | <b>Location</b>                           |
|--------------------|-----------------------|----------------------------------------------------------------|-------------------------------------------|
| Sunday, February 9 | 8:00 AM – 9:00 AM EST | Seminar 2: ASHRAE Conference Crash Course                      | Hilton Orlando, LL, Orange A              |
| Sunday, February 9 | 9:00 AM-10:15AM       | Member Resource Group (MRG): Professionals with Young Families | Hilton Orlando, Lake Nona B (Lobby Level) |
| Sunday, February 9 | 10:30 AM-11:45 AM     | Member Resource Group (MRG): New Members                       | Hilton Orlando, Lake Nona B (Lobby Level) |

**XVI. MBOs (Bruno) 13:00 (30 mins)**

- a. Review of Progress to Date – [2024-2025 Members Council MBOs Master Tracking](#)
- b. MBO 1 Update – 1134 followers currently goal is 1200
  - i. Look into measuring our reach for the MBOs to see if we are at the 20% goal
- c. MBO 2- Continue to work with IT and will complete more testing next week (February)
- d. MBO 3- just need to create MOP if motion approved
- e. MBO 4- complete
- f. MBO 5- start tracking the number of YEA members that are apart of TCs for the Annual Conference
  - i. TAC has interest in shadowing program and this will hopefully increase the interest in YEA joining TCs

**XVII. CEBD presentation 13:30(30min)**

- a. The Center of Excellence for Building Decarbonization (CEBD) added several questions to the recent ASHRAE member satisfaction survey focused on

decarbonization training and education needs. Analysis of the survey results shows that YEA-aged members have unique priorities regarding priority building decarbonization topics and preferred methods of delivery. CEBD members will provide a short summary of survey results and then lead an interactive exercise to get more input on priorities for YEA and other early career ASHRAE members.

- XVIII.** Standard 90.4 14:00(15min)
- a. Looking for YEA members to join TC 9.9 and/or Standard 90.4
  - b. Datacenter series
- XIX.** Executive Session (Bruno) 14:15 (5 mins)
- a. YEA Award of Individual Excellence
  - b. Moved by: Bruno/ Seconded By: Liz
    - i. Vote:18-0-1 passed
- XX.** New Business (Bruno) 14:20 (20 mins)
- a. 2025-2028 Strategic Plan feedback– Discussion (Madison)
    - i. PLC want to help you with your MBOs and the committee to make sure they are aligned with the strategic plan
    - ii. If you have any ideas that align with the strategic plan let the PLC know so that we can get funding
    - iii. ASHRAE could do a better job with relaying the survey feedback that they ask for so people can see what are the results
    - iv. There needs to be more alignment with the industries involved at ASHRAE and programs to address their issues, interests and concerns
  - b. Future of ASHRAE Connect – Discussion (Cailin)
    - i. Pilot program created: ASHRAE Connect
      1. It is a conference shadowing program where for the pilot, 3 people are shadowing YEA ExCom at the Winter Conference in Orlando
      2. There is interest from TAC to have people shadow them at future conferences
      3. Thinks this program will work well with the Professional Development subcommittee going forth after Cailin rolls off the committee
      4. Currently there is an application online that results are sent to Cailin for review.
      5. There is some marketing and administrative work involved
      6. Looking to do this again at the 2025 Annual Conference in Phoenix but push to get more applicants and people involved that want to be shadowed
      7. May want to wait to see if the motion passed for the new permanent member to YEA to see where this program should land or if a new subcommittee be set up.
- XXI.** Announcements (Bruno) 14:40 (5 mins)
- a. Reminder to send CRC YEA workshop sign-in sheet to Jeanette
    - i. Awaiting Spring 2025: Regions VI, VIII, XI
    - ii. Missing from Fall 2024: Region XV
  - b. Upcoming Events
    - i. YLW 1.0
      1. 14-16 March 2025
      2. Louisville, Kentucky
      3. Registration Open until February 13, 2025
    - ii. YLW 2.0
      1. May 30-June 1 2025
      2. Charleston, South Carolina

3. March 1<sup>st</sup> over 35 and new perquisite will go into effect and there will be an extra fee to cover the Traits assessment that they will need
4. Registration Open until April 27, 2025

iii. YLI

1. 10 -12 October 2025
2. Chandigarh, India
3. Registration Open until August 22, 2025

- c. WhatsApp group for committee and sub-committees
- d. Submit sessions for Annual Conference 2025 (Phoenix) by February 26

**XXII.** Next Meeting (Bruno) 14:45 (1 min)

- a. Annual Meeting (Phoenix) – Saturday 21 June 2025, 8am-3pm EST
- b. Applications for Monitors are now being accepted and they receive a discounted rate.

**XXIII.** Adjournment (Bruno) 14:46 (1 min)