

# Lehigh Valley Insights

*A distribution of the ASHRAE Lehigh Valley Chapter*



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We look forward to getting everyone's opinion on the chapter Election survey sent earlier last month!

<https://forms.gle/g1t3fABfK7pEvDim6>

## March Meeting Details

**Tuesday March 19<sup>th</sup> at 12:00 PM**

### **Presentation:**

Recruiting and Retention of the next Generation - Gen Z

### **Presented by:**

DL Julia Keen, PhD, PE, HBDP, FASHRAE  
Professor, Kansas State University, ARE/CNS

### **Location:**

Hops Fogelsville  
7921 Main Street, Fogelsville PA 18051

### **Schedule:**

12:00 PM Networking  
1:00 PM Lunch & Presentation

### **RSVP Details:**

\$35 cash or check to LV ASHRAE  
\$37 By credit card at the door or on our website

[www.lvashrae.org/store/p/chapter-meeting-fee](http://www.lvashrae.org/store/p/chapter-meeting-fee)

Please rsvp for dinner to Doug Cowan at [c098sec@ashrae.net](mailto:c098sec@ashrae.net) or on the chapter website by paying for the meeting in advance

## Meet the Presenter

### DL Julia Keen, PhD, PE, HBDP, FASHRAE



Julia Keen is a Professor of Architectural Engineering and Construction Science at Kansas State University holding the Bob and Betty Tointon Engineering endowed chair. She also owns her own consulting company, Keen Designs, PA. Her specific areas of interest include HVAC design, energy codes, high performance design, HVAC education, and the advancement of women in the building design and construction industry.

Julia Keen received her Bachelor's Degree in Architectural Engineering from Kansas State University. Upon graduation, she worked as a Mechanical/Electrical Project Engineer in Waterloo, Iowa. In this capacity she was responsible for the design of building systems from initial planning stages through final project inspection and completion. In July 2003, Julia accepted a faculty position with K-State in the Architectural Engineering and Construction Science Department. She completed her Master's degree in Architectural Engineering (2005) and her Doctorate (2010) in Education both from K-State. She is a Licensed Mechanical Professional Engineer in Kansas and Iowa and holds the ASHRAE Certification - High-Performance Building Design Professional (HBDP).

In addition to her 9-month faculty appointment at K-State, Julia has the opportunity to stay current with the HVAC industry in a consulting capacity. Her consulting endeavors include performing as HVAC professional education consultant, engineering design, plan check and quality review, and acting as an owner's representative in facility planning and project implementation.

## About the Presentation

All employers are in the position that they need to replace long-term employees who change jobs or retire. One of the obvious choices to fill these voids in personnel is to promote existing employees and hire individuals that just completed their degrees to the newly vacated positions. The success of these hires does not typically depend on their technical capacity or capability but instead is related to issues of expectation, communication, motivation, and fit. Success of recruiting and retaining generation Z hires is important for the success of companies. This presentation identifies the unique attributes of this newer generations entering the workforce and provides recommendations to increase the odds of retaining these employees.

## President's Message

Dear Lehigh Valley ASHRAE Chapter members,

It's always a pleasure to see our members helping others and our meeting with ASME at Penn State Lehigh Valley was just that. Thank you to everyone who attended and shared insight into different parts of the industry! This month we have Distinguished Lecturer Julia Keen making a stop with our chapter on her tour throughout NY and PA. Come stop by for lunch and learn some new strategies for hiring.

Shortly we'll be sending out an updated copy of the ballot including a LOT of ideas for topics next year. Make sure to vote again to show us what topics we should prioritize!

We are lucky enough to have volunteers that sign up year after year, but if you'd like to get more involved, please reach out! We are always looking for new ideas to give back to those that support ASHRAE. We will be hosting the Chapter Regional Conference for all ASHRAE chapters throughout PA all the way down to Virginia next August and will need as many people as we can to help!

Christine Smith  
LV ASHRAE President  
[c098@ashrae.net](mailto:c098@ashrae.net) 717-793-7990

### CHAPTER REMINDERS & ANNOUNCEMENTS

Our Board of Governors and Committees are always looking for members to get involved. If you may be interested in getting involved in ASHRAE in a new way, reach out to:

Christine Smith  
[c098@ashrae.net](mailto:c098@ashrae.net)  
(717)793-7990

## Upcoming Meetings & Events

Date & Time	Location	Topic	Theme
September 6 <sup>th</sup> , 2023	Hops Fogelsville Evening Meeting	<i>High Efficiency Infrared Heating</i> Timothy Steel	Donor Recognition Night
September 27 <sup>th</sup> , 2023	Green Pond Country Club	<i>Golf Outing</i>	
October 24 <sup>th</sup> , 2023	Horsham Evening Meeting	<i>2023 Refrigerant Changeover</i>	Combo meeting with Philly Chapter
November 15 <sup>th</sup> , 2023	Hops Fogelsville Evening Meeting	<i>Tackling the Climate Crisis</i> Tracey Jumper	
December 14 <sup>th</sup> , 2023	Seven Sirens Brewery Evening Meeting	<i>Holiday Meeting with a Brewery Tour</i>	MP Night

January 17 <sup>th</sup> , 2024	RPA Engineering Evening Meeting	<i>HVAC Design of Laboratories and Clean Rooms</i>	
Feb 15 <sup>th</sup> , 2024	Penn State LV	<i>Combo Meeting with ASME</i>	GA Meeting
March 19 <sup>th</sup> , 2024	Hops Fogelsville Lunch Meeting	<i>Recruiting and Retention of the next Generation - Gen Z by DL Jullia Keen</i>	
April 10 <sup>th</sup> 2024	Coca Cola Park	<i>Iron Pigs Tour and game</i>	MP Night
May 8 <sup>th</sup> , 2024	TBD	<i>Distinguished Lecturer</i>	
Aug 15 <sup>th</sup> -17 <sup>th</sup> 2024	Hotel Bethlehem	<i>Chapter Regional Conference</i>	
Aug 30 <sup>th</sup> , 2023	Green Pond Country Club	<i>Golf Outing</i>	

## Government Activities

Dear Chapter Members,

We are entering new state and federal legislative sessions.

On April 16<sup>th</sup>, 2024, we will team up with ASHRAE Central PA Chapter and have our annual “Day on the Hill” proceedings in Harrisburg PA. All are welcome to attend!

So, why join the Government Affairs Committee at this event?

- You will learn more about our local, state, and federal government and how it operates.
- You will directly help educate our elected officials and their staff about topics of interest to you and to them, so they are prepared to address industry issues as they arise through legislation.
- You will meet other ASHRAE members from our chapter and beyond who are interested in ASHRAE policy issues.
- You will meet with your elected representatives at least once during a Spring meeting when the ASHRAE GA Committee goes to Harrisburg.
- If you would like to know more, please contact me. I can answer any questions you may have.

Thanks,

Patrick Villaume  
Government Affairs Chair, Lehigh Valley

## Thank you to our Sponsors!


We offer the opportunity to sponsor our monthly newsletter. Sponsors will be recognized in each issue. The donation is \$150 for the entire year (September-May). Please contact Christine Smith at [co98@ashrae.net](mailto:co98@ashrae.net) to participate.

*The display of advertisements below recognizes the financial support by the business for this ASHRAE chapter. It does not constitute an endorsement or recommendation by ASHRAE or the Lehigh Valley Chapter.*

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<p><b>HVACR Certificate</b> Your quickest way to a <b>Cool Job</b> in a <b>Hot Field</b></p> <p>Three semesters – ONE accelerated certificate!</p> <p>Classes held in Schnecksville, Pa.</p> <p><b>Info:</b> Tim Brady, Assistant Professor 610-799-1028 TBrady@LCCC.edu</p> <p> <b>Lehigh Carbon COMMUNITY COLLEGE</b> Start here. Go anywhere.   LCCC.edu</p>	<p><b>Accelerated Heating Ventilation Air Conditioning Refrigeration (HVACR) certificate program now available at LCCC.</b></p> <p><i>Training will be identical to the existing certificate program but at an accelerated pace, and students will receive the same training and certifications as other programs. The program, when followed as designed, will take 12 months instead of 24 months, with HVACR classes to be offered during the summer, as well as both morning and evening classes, which allows students the flexibility to take classes no matter what their work schedule responsibilities are.</i></p> <p>All of the HVACR programs are variations of the Associate in Applied Science (A.A.S.) degree. Students can switch from one program to another, and those who have completed the certificate program can continue to earn credits towards the A.A.S. in the following semester if desired. For more information, enrollment and schedule options on this program, contact LCCC Advisor Mary Black at <a href="mailto:mblack@lccc.edu">mblack@lccc.edu</a>. For academic, training and facilities information, contact Timothy Brady, assistant professor, at <a href="mailto:tbrady@lccc.edu">tbrady@lccc.edu</a> or 610-799-1028.</p>
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