

# Institute for American Apprenticeships



## Staff Bios

---



### **Amy Bailey, M.S.** *Subject Matter Expert & Instructor*

Amy joined IAA in 2022 as an instructor for the phlebotomy program at the University of Vermont Medical Center. She came to IAA with over 10 years of healthcare experience, primarily as a Vascular Ultrasound Technologist at UVMHC.

She earned her Bachelor of Science in Vascular Technology through the Oregon Institute of Technology and earned a Master's Degree in Healthcare Administration through Champlain College. Originally from Oregon, Amy has made Vermont her home since 2011.



### **Tara Butler, M.A.** *Subject Matter Expert & Instructor*

Tara joined IAA in 2022 as an instructor. Prior to joining IAA, Tara worked as a Special Education Director and special education teacher specializing in mental health for 19 years and as a professor at the University of Colorado Denver. She is certified in the state of CO to teach grades K-12 in Special Education, grades K-6 in Elementary Education, grades 6-12 in Science Education, and holds licenses as a School Administrator and Special Education Director.

Tara graduated from Hamilton College in 2003 with a B.A. with dual majors in Psychology and Communications. She also holds an M.A. in Special Education and an M.A. in Curriculum and Instruction in Science from the University of Colorado Denver. She also holds an Educational Leadership Certificate from the University of Colorado Denver and has additional studies in autism disorders. Tara has lived in Massachusetts, New York, and North Carolina, and has called Colorado home since 2004.

---



## **Rebecca H. Carter**

### *Subject Matter Expert & Project Leader*

Rebecca joined IAA in 2014 and is a subject matter expert and project leader in all areas of IAA apprenticeship programs. Previous to IAA, Rebecca worked as a quality control manager at FoodScience Corporation in Essex Junction.

Rebecca has a B.S. in Animal Science with a concentration in Psychology from the University of Vermont (2003). Rebecca grew up in Arlington, Massachusetts and has lived and worked in Vermont since 2000.



## **Anna Casserly, Ph.D.**

### *Subject Matter Expert & Project Leader*

Anna joined IAA in 2022 as a Project Leader. Prior to joining IAA, Anna was a Site Coordinator and Instructor for an educational non-profit. She also taught and did research at a few universities in Kentucky and Indiana. She has experience in project management, program assessment, data analysis, and community outreach.

Anna was born and raised in Indiana and spent nearly a decade in Kentucky. She obtained her M.S. from the University of Indianapolis in Anthropology (Bioarchaeology), and her M.A. and Ph.D. in Anthropology from the University of Kentucky. She moved to Colorado in 2020 and has since found her calling creating opportunities through nonprofit work.



## **Tasha Choi, M.B.A.**

### *Subject Matter Expert & Project Leader*

Tasha joined IAA in 2022 as a Project Leader. Prior to joining IAA, Tasha worked in healthcare as a Sr. Specialist for a managed care organization. Tasha is experienced in program management, delivering health and wellness evidence-based education, and community outreach.

Tasha earned her B.S. in Healthcare Administration from the University of Nevada Las Vegas in 2016. Shortly after she pursued her M.B.A in Healthcare Management from Western Governors University and graduated in 2019. She was born and raised in San Francisco but has called Las Vegas her home since 2004.



**James R. Eddy, M.S.**  
*Chief Technology Officer*

Jim joined IAA in 2005 as an instructor for information technology programs. His willingness to learn any job, including how to be a bridge welder, helped expand the reach of IAA programs to create more jobs. Jim is also responsible for the technology for the organization.

Jim obtained his B.A. in Physics and a B.A. in Applied Mathematics from the University of Vermont (2004), and holds a M.S. in Information Systems from Northwestern University. Also a Lecturer for the University of Vermont in the Department of Computer Science, Jim is a life-long Vermonter.



**Denise Girard**  
*Data Administrator*

Denise joined IAA in 2015 as a faculty member in the Business Services department and is responsible for data administration for IAA. Previous to IAA, Denise provided executive support to the City of Burlington, Vermont for thirty years.

Denise has experience in project management, grants management and customer service. Denise attended Champlain College (1983). She is a native Vermonter, born and raised in Burlington, Vermont.



**Gerald P. Ghazi, J.D.**  
*Board Chair and President Emeritus*

Gerry is founder of the Institute for American Apprenticeships at Vermont HITEC and has been its Board Chair and President since its creation in 2000. Gerry Ghazi is also a state/federal apprenticeship subject-matter expert on various US DOL OA contracts with Maher & Maher, Jobs for the Future, The INS Group, National Governors Association, and the Urban Institute. Gerry has extensive business knowledge and experience in the areas registered apprenticeships, federal and state funding, corporate and academic universities/colleges, corporate education, instructional design, curriculum development, entrepreneurial leadership, corporate management and process redesign, business strategies, corporate and employment law, sales, information technology, and software engineering.

Born and raised in New Jersey, Gerry obtained his J.D. from Seton Hall University School of Law, his B.A. in Computer Science from Rutgers State University, and his A.A.S. in Computer Science from County College of Morris. Gerry has made Vermont his home for the past 30 years.



## **Denise Graham**

### *Subject Matter Expert & Instructor*

Denise joined the IAA team in 2022 as an instructor for healthcare apprenticeship programs. Prior to joining IAA, Denise worked as a clinic manager in occupational medicine, community health and dermatology clinics. Denise has extensive knowledge of clinic operations, staff development and healthcare curricula in allied health fields.

Denise earned her A.A.S degree in Medical Assisting from Normandale Community College (1984) in addition graduated summa cum laude from South University with a B.S. in Healthcare Management (2017). She is a native of Minnesota.



## **Jeff Grey**

### *Senior Subject Matter Expert & Project Leader*

Mr. Grey joined Vermont HITEC in 2013 and is currently an Apprenticeship Subject Matter Expert. He has worked with a variety of IAA employer partners in a number of apprenticeship program roles, including as Project Leader for several apprenticeship cohorts.

Prior to joining IAA, Mr. Grey served as Executive Officer/Assistant Professor of Military Science for the University of Vermont's ROTC program. Mr. Grey's experience portrays an extensive military career in the United States Army Special Forces, including over fifteen years of specialized curriculum development and delivery to armed forces personnel.

Mr. Grey obtained his B.S. in Foreign Language and Political Science from the United States Military Academy in West Point, New York, with an emphasis on Engineering. Following his B.S. degree, Mr. Grey continued his education with distinguished honors through both the Defense Language Institute in Presidio of Monterey, California, and Harvard Extension School in Cambridge, Massachusetts.



## **Juliane K. Hegle, J.D.**

### *Senior Technical Consultant Director of Education Relations*

Julie was a volunteer for Institution for American Apprenticeships at Vermont HITEC in its early days and worked as a distance education and curriculum development consultant to IAA starting in 2004. She joined Vermont HITEC as a full-time employee in 2009. Julie has worked primarily in healthcare. Julie

---

currently works as an IAA apprenticeship subject matter expert, providing technical assistance in a variety of occupations.

Prior to dedicating herself to the mission of IAA, Julie was a practicing attorney in private practice, a business transition consultant, an author and an adjunct faculty member at Champlain College where she began remote teaching in 1995 and at Woodbury College in Vermont. Julie was born in North Dakota and called Vermont home for over two decades. She obtained a J.D. from Seton Hall University School of Law in 1986 and a B.S. in Business Administration, *magna cum laude*, in 1981 from the University of Missouri.



---

## **Rebecca Hollister**

### *Subject Matter Expert & Project Leader*

Rebecca joined IAA in 2021 as a project manager and subject matter expert. Prior to joining IAA, Rebecca worked as a teacher for 17 years. She is certified in the State of VT to teach grades K-6 as well as middle school mathematics.

Rebecca graduated *summa cum laude* from the University of Delaware in 2004 with a B.S. in Elementary Education. She also holds a M.S. in Curriculum and Instruction, with a specialization in administration, from McDaniel College. Rebecca has lived in Ohio, New York, New Jersey, and Maryland. She has called New Hampshire home since 2008.



---

## **Nancy Kunkle**

### *Senior Subject Matter Expert*

Nancy joined the IAA team in 2022 as a technical advisor and mentor in all areas of IAA apprenticeship programs and employer/employee engagement. She comes to IAA with a passion for supporting organizations in building and implementing creative talent development and business solutions to meet employers' current and growth needs. Nancy has over 30 years of experience in engineering, leadership, and talent development with the Aerospace & Defense (Battelle, Boeing, and Lockheed Martin) and E-commerce (QVC, ShopNBC) industries. She is skilled in leading project portfolios, conducting strategic planning, and designing/implementing talent development solutions for early career as well as advanced engineering.

Nancy has a BS in Physiological Psychology from The Ohio State University. Additionally, she holds an engineering certificate from the Univ of Michigan and several certificates of completion from the Defense Acquisition University (DAU). An apprentice herself, Nancy earned a USDOL credential for the Lockheed Martin Career Development Registered Apprenticeship. Nancy has called Southeastern PA home since 1985.



## **Kathleen Longe**

### *Special Projects and Financial Management Support*

Kathy joined IAA in 2010 as the Financial Officer and now assists with special projects and supports the current Financial Officer. Previous to her commitment to IAA, she was a Finance Director for the City of Burlington for over 25 years and was responsible for the department budget, annual financial audit, manager of the loan portfolio and supervised financial assistants.

Kathy received a Certification in Concentrated Studies in Accounting from Champlain College. She is a native Vermonter, born and raised in Burlington, Vermont.



## **Andrew J. Lutton, CPC-A**

### *Subject Matter Expert & Instructor*

Andrew joined IAA in 2011 as an instructor in the area of advanced manufacturing. After becoming proficient in this area, he studied for and passed his Certified Professional Coder exam to prepare to teach in a second subject area. Andrew has taught advanced manufacturing both in Vermont and in the State of Kentucky.

Andrew obtained his B.S. in Mechanical Engineering from the University of Vermont (2012), an A.S. in General Studies from River Valley Community College (2013, summa cum laude) and has completed the Career Technologies program from IAA (2012). He also completed his Certificate in National Institute for Metalworking Skills. He is a native Vermonter, born and raised in the city of Cambridge.



## **Lida Lutton**

### *Subject Matter Expert & Project Leader*

Lida joined IAA in 2022 as a subject matter expert and project leader. Prior to joining IAA, Lida worked at a restorative justice center as a clinical case manager supporting children who have experienced parental incarceration. She then worked as a project manager providing statewide training and technical assistance to teams around the state of Vermont interested in implementing programs or initiatives to better support children whose parents are incarcerated.

Lida earned her B.A. in Anthropology/Sociology from Saint Michaels College. She is a native Vermonter.



**Steven J. Lutton**  
*Senior Subject Matter Expert*  
*Director of Vermont Operations*

Steve joined the Institute for American Apprenticeships (IAA) in 2010 as Executive Director. For the past 10 years, Steve has been developing and implementing registered apprenticeship programs for IAA employer-partners in the fields of advanced manufacturing, IT, business services and healthcare. Steve has worked on every aspect of registered apprenticeship, from developing and registering standards with USDOL and State Apprenticeship Agencies, to instructing and mentoring apprentices. Most recently, Steve has been responsible for implementing the registration of Lockheed Martin's National Standards with the Veteran's Administration under the VALOR Act.

Previous to joining IAA, Steve worked at Lane Press for over twenty years as a project manager, team leader and mentor. Steve has experience in project management, account management, customer service and mentoring. He has implemented and assisted in the design and redevelopment of processes and procedures related to employee development.

Steve obtained his B.S. from the Rochester Institute of Technology and is a native Vermonter.



**Molly McHugh, CPA**  
*Financial Officer*

Molly joined IAA in 2016 as the Financial Officer. Prior to IAA, Molly worked as an accountant at Bilodeau Wells & Company for 6 years.

Molly has a B.S. in Accounting from Champlain College. She is a native Vermonter.



**Matthew McKenney**  
*Chief Executive Officer*

Matt joined IAA in 2021 as Chief Executive Officer. Prior to IAA, Matt was employed as the Director of Workforce Development for Hypertherm, Inc., in Lebanon, New Hampshire. Matt began his career at Hypertherm in 2004 and has held various supervisory and management positions there.

Matt is a Bachelor of Science candidate at Columbia College. He is a native of New Hampshire.



## **Katy Morley**

### *Subject Matter Expert & Project Leader*

Katy joined IAA in 2014 and is a subject matter expert and project leader. Previous to IAA, Katy was a Sales and Marketing Manager for a nutritional supplement company. Katy has experience in account management, sales and marketing, customer service, team building, and community outreach.

Katy has a B.A. in Professional Studies from Johnson State College (2012) and is completing a Master's Degree in Clinical Counseling. She is a native Vermonter, born and raised in the Northeast Kingdom.

---



**Lynn G. Romagnoli, M.S., CTR, CPC,  
PBT(ASCP)<sup>CM</sup>, CCMA**

*Senior Subject Matter Expert & Senior  
Instructor*

Lynn joined the IAA team in 2004 as an instructor and mentor on the FAHC medical transcription program (now University of Vermont Medical Center) and formally began her employment in 2006. She is a senior subject matter expert as well as a senior instructor for healthcare apprenticeship programs. Lynn possesses a broad knowledge of the medical field and has designed, developed, and delivered many healthcare related instruction curricula suited for both in person and remote use. She has created innovative programs for both Dartmouth Hitchcock Medical Center, as well as the University of Vermont Medical Center.

Lynn earned her M.S. in Food Science and Biotechnology (1987) in addition to her B.S. in Food Science and Nutritional Science (1983) from the University of Delaware. She launched her career as a lab analyst for the Anheuser-Busch Company in Newark NJ. She also worked for several years as a self-employed medical transcriptionist and substitute teacher while raising her family in Vermont.



**Rebecca Spencer**

*Subject Matter Expert & Project Leader*

Rebecca Spencer is a subject-matter expert and project leader who joined IAA in 2017. Prior to joining IAA, Rebecca worked as a Para-Professional in the Champlain Valley Union School District for 10 years.

Rebecca has experience in the areas of creating curricula for Special Education, retail sales management, human resources, account management, customer service, team building and community outreach. Rebecca obtained her Producers Property and Casualty Producer's License in 2017 and served as an IAA instructor for cohorts of Insurance Associate apprentices. She is a native Vermonter, born in the town of Bennington.



**Lisa A. Tellstone, M.S.**

*Senior Subject Matter Expert & Senior Project  
Leader*

Lisa Tellstone is a senior subject-matter expert with the Institute for American Apprenticeships at Vermont HITEC and served in various roles in the organization since 2007. Ms. Tellstone has extensive knowledge and experience in with registered apprenticeship, including project management;

---

federal and state funding; grant writing and management; organizational development and process redesign; business engagement; adult learning and curriculum development; outreach and recruitment; alignment of workforce systems and supportive services; and coaching and mentoring. She served on the Apprenticeship Council for the State of Vermont and represents the Institute with the Vermont Department of Labor on a variety of federal and state apprenticeship grant initiatives. Most recently, Ms. Tellstone works as an apprenticeship subject-matter expert on various US DOL OA contracts and grants with Wireless Infrastructure Association, West-LA College, and the Urban Institute.

Before joining the Institute, Ms. Tellstone worked in quality control and new product development for FoodScience Corporation, a Vermont-based nutritional supplement company.

Ms. Tellstone was born and raised in upstate New York. She obtained her M.S in Psychology and Organizational Development from Walden University, her B.S with dual majors in Biology and Psychology from Rensselaer Polytechnic Institute, and pursued a PhD in Health Psychology. Ms. Tellstone has made Vermont home for the past 19 years.



## **Sydney Tryon**

### *Subject Matter Expert & Project Leader*

Sydney joined the Institute of American Apprenticeships (IAA) in early 2022 as a Project Leader. Prior to joining the IAA team, Sydney was the North Program Manager at The Congressional Award in Washington, DC. Sydney is experienced in program and project management, youth development, and education.

Sydney was raised in Baltimore, Maryland, but ventured out to Indiana for college. She graduated from Indiana University in May of 2020 and earned her B.A. in International Studies with a concentration in Human Rights and International Law, with minors in Political Science and African American and African Diaspora Studies.



## **Emily Willard**

### *Assistant to the Financial Officer*

Emily joined IAA in 2014 as Assistant to Financial Officer, Financial Aid. Prior to that, she retired from Maintenance Operations of the US Postal Service. She has experience administering service contracts, and extensive training in stockroom management, government purchasing and procurement, material management and government finance requirements.

---

Emily worked in a stock brokerage firm in the NYC Financial District before coming to Vermont to attend St. Michael's College. She was an emergency services dispatcher and confidential secretary for a local police department before working at the US Postal Service. Vermont has been her home since 1974.

---