

# Institute for American Apprenticeships



## Staff Bios

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### **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.

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### **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.

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### **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.

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## **Gerald P. Ghazi, J.D.**

### *Board Chair and President*

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.

Before dedicating himself to Vermont HITEC, he was the Director of the Institute of Technology at IDX Systems Corporation (now GE Healthcare). He developed and implemented an award winning academically approved corporate education program that received international recognition in the Financial Times. He also was a member of IDX's Redesign Team and Director of IDX's Corporate IS. Prior to joining IDX, Gerry was a practicing attorney for the law firms of Bogle & Gates in Seattle, Washington, and Smith, Stratton, Wise, Herr and Brennan in Princeton, NJ. While attending law school, Gerry worked as a law clerk for AT&T's Corporate Counsel, a legal intern for the U.S. Attorney's Office and judicial intern for a U.S. Federal District Court Judge. Prior to his law career, Gerry was a Software Engineer and then a Marketing Representative for IBM.

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.



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

### *Senior Subject Matter Expert*

### *Director of New Hampshire Operations*

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, focusing on apprenticeships for pharmacy technicians, medical assistants, patient access staff and medical coders. Julie currently works as an IAA subject matter expert for healthcare apprenticeships and in the area of youth apprenticeships.

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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 currently lives in New Hampshire. 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.

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**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.



**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.



**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). 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. She has successfully coached and mentored numerous apprentices and hospital staff members on the management of apprenticeships.

As part of her teaching responsibilities, Lynn obtained her national certifications in phlebotomy (PBT(ASCP))<sup>CM</sup>, professional medical coding (CPC), certified medical assisting (CCMA), and certified tumor registry (CTR).

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.



**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.