

A&WMA Leadership Training Academy Faculty Biographies

Michele Karnes, Principal, Coterie Environmental

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Michele graduated with a degree in Engineering from the University of Maryland in 1998 and has spent her entire career in the combustion industry, providing air and waste related services to clients in 25 different states and nine of the ten USEPA regions. After working for several consulting firms, Gehring started her own firm, Coterie Environmental, in 2008. Her favorite projects involve those that incorporate the design or troubleshooting of waste combustion devices and strategic permitting efforts, and those that provide training for clients, whether helping operators to better understand the complexities of their combustion and air pollution control processes and or helping management understand ways to optimize their process and reduce environmental deviations. Ms. Karnes has been recognized by multiple organizations for her contributions to the profession, receiving awards for her work mentoring younger employees, contributing to industry organizations and conferences, and making outstanding achievements in the science and art of waste management.

Michele joined A&WMA in 2000 while registering for an A&WMA specialty conference. She attributes many of her current relationships to the networking opportunities afforded her through A&WMA membership and conference participation. Over the years, she has assisted with courses and presented papers at many A&WMA conferences. Ms. Karnes served on the Board of Directors of the Delaware Valley Chapter in various capacities from 2007 to 2018 on the Mid-Atlantic States Section Board since 2015. Michele has also been very active in the International Association, joining the Board of Directors in 2015, serving as President in 2019, and is currently the Association Treasurer.

Mike Hult, Environmental Compliance Manager, 3M

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Mr. Hult is a Chemical Engineer with over 30 years' experience in air quality, environmental compliance, and process safety. Mike works for 3M as the Environmental Compliance Manager at 3M's Cottage Grove, Minnesota Site.

Mr. Hult has been an active member of the Air & Waste Management Association Upper Midwest Section (A&WMA UMS) since 2008. He served as the section's Secretary from 2008-2010, as the Vice Chair, Chair, and Past Chair from 2010-2012, and as a Director from 2014-2018. Mike co-chaired the A&WMA UMS's Annual Conference on the Environment (COE) in 2012, developed a Student Environmental Challenge Problem for the 2016 COE, and has helped organize and host numerous A&WMA UMS local events. He is a co-chair on the A&WMA UMS 2024 COE Planning Committee.

Mr. Hult currently serves the International Air & Waste Management Association (A&WMA) as the Vice Chair, is a former Membership Chair, and has been an active A&WMA member, attending several recent Annual Conferences & Exhibitions (ACE), participating in the A&WMA Sections and Chapters meetings, presenting at Periodic Online Sharing Sessions (POSS) focused on membership development in 2019 and 2021, presenting at the 2017, 2018, and 2020 ACE on international environmental compliance, and was

part of the host team for the 2017 A&WMA Sections and Chapters Fall Meeting in Minneapolis. Mike served as an instructor at the 2022 and 2023 A&WMA Leadership Training Academies (LTAs) and attended LTA in 2011.

Jennifer Tullier, Senior Air Project Manager, Spirit Environmental

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Jennifer Tullier is a Senior Project Manager with Spirit Environmental in Baton Rouge, Louisiana, with over twenty years of consulting experience. Ms. Tullier's experience with A&WMA began in 2000, as a student in the Louisiana State University (LSU) A&WMA Student Chapter and included serving as Vice-Chair of the LSU Student Chapter. She has been involved in her local Louisiana Section, serving in various roles (Secretary, Director, Special Director, YP Program Chair, Conference Chair, Vice-Chair, and Chair) for more than a decade. She has also served multiple positions with the Young Professional Advisory Council (YPAC) before "graduating" from YPAC and becoming a member of S&CC leadership including serving as Chair (2022-2024). She is excited to return to the Association's Board of Directors in her position of S&CC Chair.

Ms. Tullier has served as the Louisiana Section YP Golf Tournament Chair, the Section's Annual Conference Chair, and served as Vice-Chair for the Association's Annual Conference & Exhibition (ACE) in 2016.

Tony van der Vooren, President, Vooren Air Quality Management Services

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Tony van der Vooren has his own small consulting company Vooren Air Quality Management Services (VAQMS), which he started in 2017. Prior to striking out on his own, Tony was the senior consultant at AMEC Foster Wheeler responsible for air quality. AMEC Foster Wheeler is large (40,000 employees) international provider of environmental services and engineering solutions to infrastructure, manufacturing and process industries. Tony has been involved in environmental issues for nearly 40 years. His expertise includes industrial air pollution control (all industrial sectors), compliance testing, regulatory review, environmental assessment (industrial facilities, landfills, incinerators, contaminated sites) and impact modelling (air quality, regulatory, stochastic risk assessment, multi-media pathways). In this capacity, he has developed extensive expertise in air pollution control and environmental legislation.

His graduate degrees (M.A.Sc. and Ph.D.) are from the University of Toronto, Department of Chemical Engineering and Applied Science. He is a licensed Professional Engineer in Ontario and a Certified Toxic Reduction Planner. He is a Fellow Member of the Air & Waste Management Association in recognition of his work in the environmental profession. He is also the recipient of the Association's 2016 Charles Gruber award to honor his leadership in A&WMA.

Tony has been involved with the Air & Waste Management Association for over 30 years. He continues to be active in both the Ontario Section and the international Association. He was the President of the Association during A&WMA's Centennial Year (2007). Throughout his work with the A&WMA Tony has been involved extensively with the leadership training academy.

James Walker, Air Quality Supervisor, CMS Energy

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Mr. Walker currently works for Consumers Energy in Jackson, Michigan as the Air Quality Supervisor for the Environmental Department. His prior work experience includes being the Corporate Environmental Manager for Rea Magnet Wire Company in Fort Wayne, Indiana and Environmental Supervisor for Ford Motor Company in Dearborn, Michigan.

Mr. Walker has served as the Secretary and Chair for the East Michigan Chapter, as a Board Member for the Indiana Chapter, and Board Member and Chair of the East Central Section. He was previously the Chair of the East Central Section, the Membership Chair for the Board of Directors and is currently the 2024 A&WMA President.

His education includes BSE, Chemical Engineering, University of Michigan–Ann Arbor, 1987 and MBA, Operations Management Concentration, Oakland University, 1994.

Staff Instructors

Stephanie Glyptis, Executive Director, A&WMA

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Stephanie Glyptis is the Executive Director for the Air & Waste Management Association. She has been with the Association since 1999. Her expertise includes working with not-for-profit organizations and for-profit corporations in the areas of communication, strategic business planning, market research, leadership training and program development, and cultural audits. Ms. Glyptis obtained her Bachelor of Arts in Corporate Communication, Bachelor of Science in Business Administration with an emphasis in Human Resource Management, and a Master of Business Administration all from Duquesne University. She has also pursued coursework toward a Ph.D. in Rhetoric with an emphasis in Organizational Communication and Integrated Strategic Marketing. As a guest lecturer at Carnegie Mellon University, University of Pittsburgh, and Duquesne University, Ms. Glyptis has taught classes in their respective business schools and communication departments. Additionally, she has been active in various professional organizations including the American Society for Association Executives (ASAE) where she served as a member of the *Power of A Awards Committee*. She has also served on the Board of Directors of CCI (Conservation Consultants, Inc.) and GTECH Strategies (Growth Through Energy + Community Health) both headquartered in Pittsburgh, PA.

Tracy Fedkoe, Director of Marketing and Project Management, A&WMA

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Tracy is the Director, Marketing and Product Management at A&WMA, beginning with the Association 12 years ago as the temporary editor of *EM Magazine*, later filling in for that position two more times before becoming the event planner for the Oil and Gas Conference series in 2014. She became the Marketing Manager in 2015, Director in 2016, and is responsible for marketing, new product development, the website, the NSR product line, and is team leader for ACE and other conferences.

Previously, she worked for SAE International for 14 years in the areas of marketing, membership, and publishing, and began her career at a local advertising agency. Tracy started her own freelance writing business in 2010 and still occasionally writes feature articles for community magazines and provides writing, marketing, and public relations for corporate clients. She has a B.S. in advertising from Syracuse University and a Master's Degree in corporate communications from Duquesne University.

Robin Lebovitz, Professional Development and Student Programs Manager, A&WMA
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Robin Lebovitz is the Professional Development and Student Programs Manager for the Air & Waste Management Association. Having joined the Association in 2011, Ms. Lebovitz has extensive professional experience in the non-profit sector, the healthcare industry, and human service agencies. Her expertise ranges from volunteer and program management, to strategic planning and the coordination of educational programs.

Ms. Lebovitz's longstanding career has also included a variety of roles involved with working with children in a healthcare setting. This includes co-founding and then assuming the program director role for Camp Chihopi, a camp for children who have undergone organ transplants. Ms. Lebovitz founded this camp 27 years ago, and it still continues today serving young transplant recipients. In addition, she was the Director of Volunteer Services at Magee-Womens Hospital where she oversaw the volunteer program, three auxiliaries, the hospital's gift shop, and a thriving junior volunteer program that employed young volunteers each year under her guidance.

A Pittsburgh native, Ms. Lebovitz received her BA in Education from Boston University and her MA in Human Development and Child Study, from the University of Maryland. She and her husband Jeff reside in Squirrel Hill. They have one son and a chocolate lab.

Lisa Moses, Volunteer Relations Coordinator, A&WMA
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Lisa joined A&WMA in September 2019 as Volunteer Relations Coordinator. Her primary responsibilities include working with the Technical Council to develop and execute the ACE technical program and other Tech Council initiatives, serving as staff liaison for two specialty conferences, and managing the Honors and Awards program.

Lisa has worked in the association world since 1993, first at the American Society of Association Executives (ASAE) and the Society of Automotive Engineers (SAE). Her association experience includes work in publishing, marketing, standards, committee management, and meeting planning. She started her own association consulting practice in 2004, and her clients have included SAE and several regional associations. She has a BA in English from Allegheny College. Lisa and her husband have two college-age daughters and two nutty Airedale terriers.