



April 8, 2022

To Faculty and Staff:

Vice President for Human Resources Warren Petty has announced his decision to leave Stevens. His last day at Stevens will be June 8th.

On behalf of my Cabinet colleagues and all the members of the Stevens community, I am profoundly grateful to Vice President Petty for his contributions to the university's progress during the last five years. His professional expertise, sincere and collegial leadership style and his ability to work across the university on shared goals have made Stevens a better place.

During his tenure in this role, Vice President Petty has transformed the Division of Human Resources into a professional and high-performing team that has resulted in improved operational effectiveness—through streamlining and automating business processes, optimizing technology to improve productivity and creating a welcoming and supportive workplace environment that strives for excellence.

Vice President Petty has implemented a number of programs to create and sustain a culture of health and well-being and to enhance the physical, mental, and financial well-being of Stevens faculty and staff. He has played a key role in strengthening Stevens' talent management programs; expanded professional growth and development opportunities; and worked with external brokers to manage retirement assets and health care costs more effectively for employees and the university. He has co-chaired the President's Task Force for Equity and Inclusive Excellence and the Pandemic Response Team. He also developed the pilot Flexible Work Arrangement (FWA) program to provide greater flexibility and more agile and remote ways of working in order to attract and retain top talent.

His demonstrated commitment to the university's core values of diversity and inclusion and his contributions to the creation of a culture of trust and transparency will have an enduring impact on our university.

We will launch a search for a successor to Vice President Petty immediately. I will appoint a search committee and announce a timeline for this process in the near future.

Until a new Vice President for Human Resources is appointed, Assistant Vice President Maria (Sin) Ouckama will represent the Division of Human Resources on the Cabinet and lead the Division of Human Resources. AVP Ouckama has led and has been integrally involved with numerous strategic, university-wide HR initiatives and is a member of the university's Strategic Planning Steering Committee. I have full confidence that AVP Ouckama will provide strong leadership and continuity throughout this transitional period. I ask that all members of the Stevens community provide their full support to AVP Ouckama during the coming months.

We will plan a tribute to Vice President Petty's contributions to Stevens, and I hope you will join colleagues in celebrating all that he has accomplished. I look forward to sharing more details soon.

Per aspera ad astra,



Nariman Farvardin
President

