



## **Ms. Tonya Stephens**

**Universities Space Research Association  
Vice President, Human Resources and  
Chief Human Resources Officer**

With over 20 years of experience in the field of Human Resources, Ms. Stephens brings a wealth of expertise to USRA which she joined in 2017. Since that time, she has managed and mentored USRA's HR Business Partners and led HR operations, staffing, and recruiting. In 2019, Ms. Stephens also served as interim HR lead.

Currently she oversees all aspects of the human resources function including talent acquisition, employee development, performance management, learning and development, and diversity and inclusion initiatives. Collaborating with the executive team, she develops and implement HR strategies, supports professional growth of employees, and further strengthens USRA's position as a leading employer of choice.

Prior to joining USRA, she played a pivotal role in driving change at various organizations. She served as Managing Director, Human Resources, at the American Diabetes Association where she was an agent for change responsible for conflict resolution, performance management, and managing a staff of HR managers supporting over 75 offices nationwide. Before that, she served as an Assistant Vice President at Science Applications International Corporation (SAIC). Preceding that, she was a Senior Member of the Professional Staff at Computer Sciences Corporation.

Ms. Stephens holds a Master of Science in Human Resources from American University, and a Bachelor of Science in Psychology and Business Management from the University of Maryland, College Park. She also completed the Executive Leadership Program at the McDonough School of Business at Georgetown University.

