

Staff FAQs: Alan's Retirement

We know Alan's announcement may bring questions about his departure and what it means for Precision Ocular Network. We have provided answers to some of the questions you may have below. We will continue to share information as appropriate in the days and weeks ahead.

Why is Alan leaving Precision Ocular Network?

As Alan shared in his message, he has made the personal decision to retire from eye banking. At this stage in his life, he wants to devote more time and attention to his family, including aging parents with increasing care needs and children who are in various life transitions.

Was Alan asked or pressured to resign or leave PON? Is his retirement related to the merger or the co-CEO structure?

No. Alan's decision to retire is his own and is not related to the merger or the co-CEO model. The Executive Committee of the Board was surprised and saddened to receive notification of his decision. This is a personal decision based on the needs of Alan and his family at this stage in their lives.

Why is Alan leaving so quickly?

We recognize the timing may feel sudden. In determining Alan's final day, consideration was given to previously planned time away and an extensive work travel schedule throughout October. Given those circumstances, September 24 was determined to be the best date for Alan's final day.

Who will lead Precision Ocular Network after Alan leaves?

Ingrid is now the CEO of Precision Ocular Network following Alan's departure, with the full support and confidence of the Board of Directors. There are no current plans to appoint another Co-CEO. Decisions regarding PON's executive leadership structure are the responsibility of the Board, and any future changes will be communicated as appropriate.

What does Alan's retirement mean for PON and for our current work?

Precision Ocular Network's mission, strategic direction, and commitment to the communities and partners we serve remain unchanged. The work of bringing our teams, operations, and services together will continue, and teams should continue moving forward with their current responsibilities, priorities, and projects unless they hear otherwise from their leader.

The executive leadership team is working through the transition of Alan's responsibilities. For now, staff should continue to follow their current reporting structure and work through their current leaders. If changes in responsibilities, reporting relationships, decisions, or approval processes affect staff, those changes will be communicated directly.

What should I tell partners, vendors, or others outside the organization who ask about Alan's departure?

You may share that Alan has made the personal decision to retire from eye banking after 25 years in the field so that he can devote more time to his family. Precision Ocular Network is grateful for his years of service and leadership and wishes him and his family the very best.

If you receive questions about organizational leadership, future structure, or other matters beyond Alan's retirement, please direct those questions to executive leadership or HR, rather than speculating or sharing information that has not been formally communicated.