Dr. Stepan grew up in the San Francisco Bay Area and attended college at St. John's University in Queens, New York. After college, he attended Washington University in St. Louis for medical school where he also completed a Masters in Clinical Investigation and the NIH TL1 Predoctoral program. He then moved to New York for residency at the Hospital for Special Surgery before returning to WashU for a hand and microvascular surgery fellowship.

Currently, Dr. Stepan is an associate professor at the University of Chicago where he serves as the fellowship director for the hand and upper extremity surgery fellowship and as the ambulatory medical director. He runs a multi-disciplinary clinic for complex nerve and brachial plexus injury at the University of Chicago. He was the American Society for Surgery of the Hand 2024 Gelberman traveling scholar visiting national and international nerve centers and served as one of the 2025 North American Traveling fellow for the American Orthopaedic Association. His research program focuses on both social determinants of health and peripheral nerve and brachial plexus injury for which he is the site PI for various multi-institutional studies and has received multiple grants and awards for his research.