



How are you investing in your career development?

UC Systemwide Procurement Team Meetings

# First Fridays

May 2, 2025



# First Friday Agenda

TOPIC	TIMING	PRESENTERS
Welcome	5 min	Paul Williams
Celebrations	5 min	Frederick Roots
Kudos / Suggestion Box	10 min	Bara Waters / Paul Williams
Procurement Dashboard Review	10 min	Jeremy Meadows
STEP Process Overview	30 min	Annie Prozan
Career Journey Story	15 min	Christina Jones
Operations Update	10 min	Ola Popoola
Business Update	10 min	Paul Williams
Close Out	0 min	All

# UC Systemwide Procurement Mission and Vision



## SWP Mission Statement

Defines why we exist, what we do, and who / what / why we serve...

---

We partner with our UC community to optimize supply chain strategies and processes to innovate, enhance value, reduce risk, and improve efficiencies to support UC's mission of teaching, research, and public service.



## SWP Vision Statement

Frames where we want to be in the foreseeable future...

---

We are a team of leaders who inspire exceptional performance in our people, processes, and technology to deliver world-class, self-funded supply chain solutions with economically and socially responsible sourcing.

# UC Procurement Vision and Strategic Priorities





# Celebrations



# May Birthdays

**Neil Kronenthal – 11th**

**Ashley Allred – 26th**

**Paul Williams – 27th**

**Julie Alvarez – 28th**



# May SWP/UCOP Happenings



**NAEP | May 4-7**

[EPIC Conference](#): Hyatt Regency, NOLA  
(National Conference)

**UC Procurement and the Law**  
Five Sessions - One Day - Oakland & Zoom

**Tue, May 13 | 9am-4pm**

[UC Procurement & The Law](#):

Engaging all-day event  
(UCOP Broadway Center | Zoom)



**LIVE**

**WEBINAR WEDNESDAYS**

**May 14 | 2 pm**

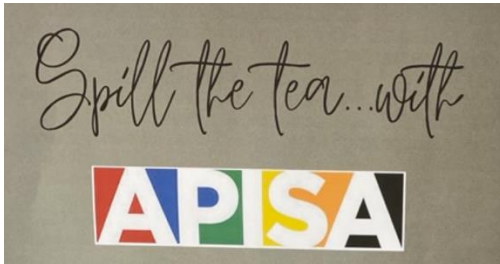
[Analytics: Reporting 101](#)

(Training Video | Zoom Q&A)

**May 28 | 2 pm**

[Analytics: Dashboards](#)

(Training Video | Zoom Q&A)



**Wed, May 14 | 10am-2pm**

[Spill the Tea with APISA](#)  
(Franklin Lobby | UCOP)



**Thu, May 15 | 11 am**

[HelioCampus Webinar](#): Institutional  
Performance Management  
(Zoom)



**Wed, May 21 | 12-1pm**

Monthly Birthday Lunch  
(Oakland | Location TBD)



**May 2025**

[UCOP May Events](#)  
(Oakland | Virtual)



# May UC AI Happenings



**Thu, May 15 | 9:30 am**

AI Explorers Kick-Off  
UC Procurement Members  
(Zoom)



**Fri, May 16 | 11 am**

AI & the Future of Work with a  
Fabulous Twist

Vipul Kapadia – ThingShift  
(Zoom)



**Wed, May 21 | 12 pm**

Generative AI & the Art of the Possible:  
Upskilling for the Future

AI Council  
(Zoom)



**Thu, May 29 | 12 pm**

Safe Handling of UC Data in  
Generative AI Applications

AI Council  
(Zoom)

# Kudos & Shout-outs



From Vincent Chen to **Kathleen Donohue**: Kathleen shared two remarkable presentations on AI workflows and tariffs. The AI presentation was super informative about Copilot's integration with MS Office. The tariff presentation was a masterclass in explaining how supply chains work and how tariffs impact manufacturers and purchasers. Thank you for sharing your incredible knowledge in such a clear and helpful way!"



From Chris Davenport to **Sneha Thomas**: Sneha is a lifesaver on helping with CalUsource. She patiently walks me through solutions and is quick to respond when time is tight. Thank you, Sneha! You are the best.

# Kudos & Shout-outs

**Acknowledge a colleague or team for going the extra mile!**

- collaborated on a project
- met a tight deadline
- jumped in to help
- shared an idea for improvement
- ...and more!



Enter their **name** and **action** in the Chat...



# SWP Suggestion Box

# Suggestion Box – EBI's and Questions

## New Suggestions:

- Consider joining the National Higher Education Benchmarking Institute to help us justify value and identify opportunities with real life comparisons. (Bob S. -- Assigned to Paul )
- Create a centralized list/directory of Procurement committees & groups with short descriptions and contacts for each group to encourage team members to contribute: ELT, COE, Budget SWAT Team, AI Explorers, Economic Impact, etc. (Anonymous – Assigned to Ola)

## Carryover:

- ❑ Trial company subscription for Ajelix AI data analysis to streamline RFP timelines, demonstrate value, and reduce manual data work for category managers (From Bob S.; assigned to Vickie)
- ❑ Reduce the number of meetings. (Paul) – Ongoing
- ❑ Specialize Sourcing roles – e.g. Sourcing, Operation, Relationship Management, etc. (Paul) – Ongoing PLC and SWPLT discussion
- ❑ Establish an SWP internship program as a talent pipeline (Assigned: Ola) and one in which an intern could support a COE for a full year. (Anonymous) – being explored





# Procurement Dashboard

[Click to open](#)



# FY25 Target in Dollars

	Historical Benefits				
	FY21	FY22	FY23	FY24	FY25 Target
Addressable Spend (in \$m)	6,784	7,627	8,707	9,364	9,645
Variance		12%	14%	8%	3% Estimated Inflation/ Spend Increase YoY
Benefit/ Spend Ratio	5.6%	4.2%	3.1%	3.9%	4.0%
FY25 Target (in \$m)					386
Current Variance to Target					+ 4

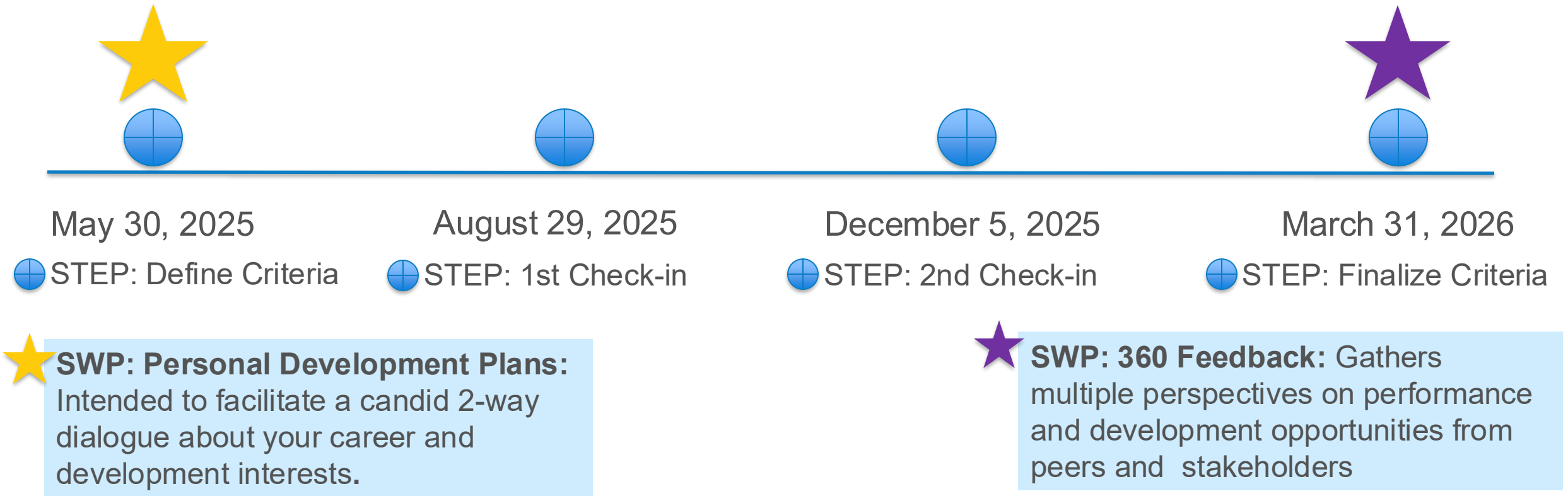


# STEP Process Overview


**Annie Prozan** | UCOP Talent & Organization Development Manager

# STEP and SWP

## SWP enhances STEP with Development Opportunities



## Talent Development Profile – Personal Development Plan

Name:	Team:	Payroll Title:
<b>Experience</b>	<b>Current Role:</b> <b>Time in Current Role:</b> <b>Past 3 Year Ratings:</b> <b>Experience prior to UCOP:</b>	<i>Insert Photo (optional)</i> 
<b>Strengths &amp; Opportunities</b>	<b>Competencies:</b> <b>Functional expertise:</b> <b>Key Accomplishments:</b> <b>Current Development Focus Areas:</b>	<i>Provide your perspective on skills, past experiences and performance assessments</i>
<b>Career Aspirations &amp; Plans</b>	<b>Career Interests:</b> <b>Potential Next Assignment:</b> <b>Potential projects or exposure:</b>	<i>Share your thoughts about future interests and career motivators...</i>



# Career Journey Story

Christina Jones



# Operations & Business Updates



# Operations Update

1. New SWP Member: Gabriella Jasso – Contract Coordinator
2. Deep Dives & Action Items Tracker – SWP Leadership Commitment
3. FY 25/26 Performance Management Process – Starts May 2025



4. UC Finance Leadership Program – January & April 2025

# KEY LEARNINGS

## # 1 STRATEGIC THINKING



The difference between operational excellence (current stat) and strategic thinking (future vision). Strategic thinking is about challenging and reframing assumptions while continuously testing new business models.

## # 2 INNOVATION & CHANGE MANAGEMENT



Important to empower staff Innovation through Inclusive Ideation management. Foster psychological safety to allow open dialogue and risk-taking. Embrace failure as a learning opportunity and fire bullets before cannonballs (small tests before big moves) .

## # 3 ORG. DESIGN & COLLABORATION



Shift from mechanistic, hierarchical structures to dynamic, flat models that support cross-functional teams. Encourage self-enrollment in teams for engagement but be mindful of over-reliance on a few contributors. The Thomas -Kilmann Conflict model: collaborating, compromising, Competing, avoiding & accommodating.

## # 5 TIME MANAGEMENT



- ✓ Manage time and expectations deliberately — meetings need clear agendas or should be canceled.
- ✓ Use techniques like blocking time, email hygiene, benign neglect, and explicit to-do/don't-do lists.
- ✓ Effective delegation. Leaders should be 50% available for their teams and practice structured time management habits

## # 6 AI/ML



AI is the goal and ML is the method. The AI we see is driven by data, compute power, and software advances. The newly established AI Explorers sessions are about to begin and the goal is to initially gauge participant experience, interests, and concerns.

## # 4 NEGOTIATION



Good negotiation prioritizes mutual benefit, relationship building, and active listening. Never negotiate over email. Concede strategically and build influence through expertise, rapport, and emotional intelligence. All about creating a win-win situation.

## OTHER LEARNINGS



### EFFICIENCY MODELS

How to leverage one-pagers and capacity plans to ensure operational efficiency.



### AI

AI has strategic implications for procurement, business transformation, and decision-making.



### PSYCHOLOGICAL SAFETY

Building psychological safety is essential for open, honest, and creative dialogue within teams.

# Business Update

- New UC President to be announced today at 2pm!
- Dr. Monica Varsanyi - New Vice Provost, Faculty Affairs & Academic Programs
- Budget Impact SWAT Team –Prioritized Ideas by PLC, led by Hilary
- Successful Insurance Underwriting Meetings
- Tariff Impact Resource Page – Coming Soon!
- [UC Federal Updates Page](#)



Dr. Varsanyi

# We want your ideas!... All of your ideas! Everyone's ideas!

- ☐ Share them with your manager.
- ☐ Submit them via the Suggestion Box – [click here](#)
- ☐ Put them here in the chat!



# Annual Report FY25

## AR FY25 SUBMISSION SHEET

➤ **Organized by five Strategic Priorities:**

Annual Report

Economic and Social Impact

Strategic Partnerships

Drive Value and Savings

Continuous Improvement

Risk Management

- **September 30 publication** – **August 15** submission deadline, *no exceptions*
- **Mindset:** What would I want Paul, Nathan, or the new UC President to know about my team's activities and achievements in FY25?
- **Prioritize and decide on:**
  - Accomplishments
  - Activity topics – focus on bigger picture
- **Repurpose Quarterly content / start gathering** – stories, existing content links, images
- **Assign a point person** – appoint a member from your team



Click the play button to watch...Asian Pacific American Heritage Month

