

**Jane Czech, MS, MBA**, Associate Chair for Finance & Administration/Chief Administrative Officer for the Department of Neurology

Interviewed by

**Lani Pettersen, MA**, Director of Finance and Research Administration for the Department of Neurology

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**Lani:** Hi, Jane!

**Jane:** Hi, Lani! How are you?

**Lani:** I'm good. Should I look at the screen or look at you?

**Jane:** Let's see, a little bit of both.

**Lani:** Okay, so I'm Lani Pettersen. I am the Director for Finance and Research Administration for the Department of Neurology.

**Jane:** Jane Czech. I'm the Chief Administrative Officer for the Department of Neurology.

**Lani:** Great to talk to you today, Jane.

**Jane:** Same here. Thank you.

**Lani:** So when did you start your career at UCSF?

**Jane:** I started in October 2007. So it's been over 17 years.

**Lani:** Wow! That's amazing.

**Jane:** Time does fly.

**Lani:** And what did you do before you came to UCSF?

**Jane:** I actually worked a lot of different places before I came to UCSF. Right before UCSF, I had been in San Diego. I'd had multiple positions. I had been the Administrative Director for Medical Specialties for Scripps Clinic, part of Scripps Health. I had been at Children's Hospital San Diego.

And before that, I had a few jobs in Boston. I worked at the Jocelyn Diabetes Center. I worked at McLean Hospital, and before that, I started my career up in Northern Maine, up in Presque Isle, Maine. So, as you can tell, I've had a long career. I'm at the tail end of my career.

**Lani:** You've had many leadership positions in many health organizations. What has changed most over that time?

**Jane:** You know, that's a great question. I do think about that, especially having worked so many different places for so many years. And I would say what's changed the most is the technology. It's just the pace of the acceleration of what's available now—up to and including AI.

I mean, when I started working, we really had very little. It would be shocking to people now to know how we worked with so little technology. But I think that's a big change. And I notice that maybe generationally, people coming into the workplace have more skills than I would have, for example. So I think part of the way to stay current, if you're going to have a long career, is to always try to keep pace with the technology.

**Lani:** That's great advice. Is there any other advice that you'd give to women just starting out their careers in neurology?

**Jane:** Well, I don't know if it's specific to neurology, but I think starting out, it depends on what you want from a career. I remember giving a presentation once: "Are you having a job, or are you having a career?" Because some people want to work for a specific purpose—they want to get a paycheck, support themselves or a family. Others see it more as a lifelong adventure, if they can afford that.

So I would say, try to follow your heart. Try to go with what appeals to you. I feel that's the most meaningful career—if you can end up in a role that matches what you really feel you want to do. If you can find a job that matches that, then you'll always be happy at work. I mean, not every single day, but I think that's the key.

Look for that match and don't settle. I mean, it's fine to settle for a while to get experience, do something you don't like for a while—that's fine. But overall, I think you'll be happier if you find something that really resonates with your own philosophy and what you want to give back.

I've always worked—though I've worked in many different places—in organizations with a very strong mission, a very strong healthcare mission. That was something I always wanted.

**Lani:** Great question.

**Jane:** Thank you.

**Lani:** And I hope you enjoyed it, too.

**Jane:** Thanks, everybody.