

Paulina Van

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Paulina Van, PhD, RN, FAAN, is a board director, registered nurse, and healthcare executive with decades of governance in complex, highly regulated organizations. She brings expertise in CEO search, M&A, quality, safety, risk oversight, and culture change. A global thought leader, she has led multimillion-dollar Health Resources and Services Administration (HRSA) initiatives and co-architected a decade-long partnership with one of the nation's largest integrated health systems, applying evidence to strengthen organizational performance and long-term value. As an innovative leader, Van leveraged AI-enabled instructional tools, positioning learners for a technology-driven healthcare environment.

Van is a board director of Hospice East Bay and previously chaired the Quality, Safety, and Risk Committee and participated in the CEO Search Committee. As a board director, she supported governance continuity during Hospice East Bay's acquisition by Chapters Health System, the largest nonprofit end-of-life and chronic-illness services organization in the United States. She is a member of the Quality Assurance and Performance Improvement Committee and an advisor on the Chapters Health West Region Advisory Council. Her nonprofit board service spans two decades in housing, healthcare access, workforce development, and pathways for underserved students entering medical professions. She has held board leadership and committee roles with the Association of California Nurse Leaders and Sigma Theta Tau Honor Society. She completed the Hospice Governance Academy (Integriti3D) and the Black Corporate Board Readiness Program (Santa Clara University).

Van is a strategic governance leader and internationally recognized author, researcher, and podcast host whose work on resilience, stress and coping, and pregnancy loss is applied globally across education and care-delivery settings to strengthen workforce well-being, human capital performance, and organizational resilience.

Van is Professor Emeritus at Samuel Merritt University, where she transformed academic and governance systems and shaped long-term strategic plans. She spearheaded a flagship partnership with Northern California Kaiser Permanente—enabling more than 500 nurses to earn baccalaureate degrees, advance into leadership roles, and drive cultural transformation across the organization. Appointed Research Fellow for the Office of the Provost, she built an evidence-based research infrastructure that strengthened faculty career pathways and institutional scholarly capacity. As the lead architect and executive sponsor for three HRSA grants, she secured over \$2 million to advance student success and workforce inclusivity and doubled federal funding for the next cycle bringing total awards to more than \$4 million and expanding student support and faculty development. As Chair of Rank and Promotion and President of the Faculty Organization, she drove policy reform that strengthened shared governance and faculty engagement. She launched institution-wide wellness initiatives and co-led a strategic plan that improved resilience, satisfaction, and retention.

Van is a Fellow of the American Academy of Nursing and an inaugural Luminary Fellow of the Academy of Diversity Leaders in Nursing. She earned an MS, PhD, and postdoctoral fellowship from the University of California, San Francisco, with advanced expertise in organizational culture, workforce wellness, and conflict resolution and using analytics to guide strategy and performance measurement. Van and her husband live in Northern California; she enjoys the theater, music, travel, and writing.