

**DR. JIAN ZHANG, DNP, MS, FNP-BC, NEA-BC, FAAN**

**Global Healthcare Executive | Board Director | Leadership Educator | Author | Professor**

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## **EXECUTIVE PROFILE**

### **Leadership Under Pressure. Possibility Through Difference.**

Forbes Women **50 Over 50 – Innovation** honoree, **Modern Healthcare's 50 Most Influential Clinical Executives**, and **San Francisco Business Times' Most Influential Women in Business** honoree, Dr. Jian Qing Zhang is an internationally recognized healthcare executive, board director, professor, author, and leadership educator with more than three decades of experience transforming organizations, developing leaders, and advancing health equity through innovation, collaboration, and purpose-driven leadership.

As Chief Executive Officer of Chinese Hospital (2017–2026), Dr. Zhang successfully led one of America's oldest independent community hospitals through a complex financial and operational turnaround. She strengthened governance, rebuilt stakeholder confidence, expanded clinical services, secured major public and philanthropic investments, and established landmark strategic affiliations with UCSF Health and the San Francisco Department of Public Health. Under her leadership, Chinese Hospital earned **Newsweek Best-in-State Hospital** recognition for three consecutive years and became nationally recognized for quality, innovation, and community impact.

During the COVID-19 pandemic, Dr. Zhang led one of the nation's most effective community-based pandemic responses. By integrating public health, healthcare delivery, government agencies, academic institutions, and trusted community organizations, San Francisco's Chinatown achieved one of the nation's lowest COVID-19 infection and death rates, demonstrating the power of collaborative leadership, cultural trust, and community partnership.

Today, Dr. Zhang serves as Founder & CEO of **Lumina Global Health & Leadership**, Board Advisor and CEO Coach to Chinese Hospital, Trustee of the University of San Francisco, and Full Clinical Professor at the University of California, San Francisco School of Nursing. She advises organizations on leadership, governance, executive development, organizational transformation, and global collaboration while mentoring the next generation of leaders.

An accomplished board director, educator, executive coach, and internationally recognized speaker, Dr. Zhang integrates Eastern wisdom with contemporary leadership principles to help organizations navigate complexity, embrace change, and transform differences into strengths. She is the author of *Pressure and Possibility: How Difference Becomes a Source of Strength in Leadership* (Forbes Books), a leadership philosophy shaped by more than thirty years of guiding organizations through crisis, transformation, and growth.

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## **LEADERSHIP PHILOSOPHY**

**"Leadership is not measured by the position we hold, but by the leaders we develop, the partnerships we build, and the lives we improve."**

Dr. Zhang believes exceptional leadership begins with purpose, is sustained through trust, and is ultimately measured by the positive and lasting impact it creates for others. Her work bridges healthcare, education, business, government, philanthropy, and international partnerships to create sustainable organizational excellence and stronger communities.

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## **SIGNATURE LEADERSHIP ACHIEVEMENTS**

### **Organizational Transformation**

Successfully led the turnaround of Chinese Hospital and Chinese Community Health Plan during one of the organization's most challenging periods, restoring financial stability, strengthening governance, rebuilding organizational culture, and positioning both organizations for sustainable long-term growth.

### **Strategic Innovation**

Established groundbreaking collaborations with UCSF Health, the San Francisco Department of Public Health, Kaiser Permanente, and community organizations to expand specialty care, telemedicine, stroke services, post-acute care, and healthcare access for underserved populations.

### **Crisis Leadership**

Directed one of the nation's most effective community-based COVID-19 responses through integrated public health education, testing, contact tracing, vaccination, treatment, and community partnerships, resulting in one of the nation's lowest COVID-19 infection and death rates.

### **Executive & Board Leadership**

Extensive experience advising CEOs, governing complex organizations, leading executive teams, and supporting boards through strategic planning, CEO succession, financial stewardship, innovation, organizational transformation, and long-term sustainability.

### **Leadership Development**

Founder of Lumina Global Health & Leadership, dedicated to preparing current and future leaders through executive education, CEO coaching, governance development, women's leadership initiatives, and global leadership programs.

## **Global Leadership**

Recognized internationally for advancing healthcare leadership through executive education, cross-cultural collaboration, academic partnerships, international speaking, and the integration of Eastern and Western leadership philosophies.

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## **CURRENT LEADERSHIP ROLES**

### **Founder & Chief Executive Officer**

Lumina Global Health & Leadership (2026–Present)

### **Board Advisor & CEO Coach**

Chinese Hospital (2026–Present)

### **Trustee**

University of San Francisco (2026–Present)

### **Full Clinical Professor**

University of California, San Francisco School of Nursing (2022–Present)

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## **PROFESSIONAL EXPERIENCE**

### **Lumina Global Health & Leadership**

#### **Founder & Chief Executive Officer | 2026–Present**

Provides executive advisory services, leadership development, governance consulting, CEO coaching, board education, and global healthcare collaboration.

### **Chinese Hospital**

#### **Board Advisor & CEO Coach | 2026–Present**

#### **Chief Executive Officer | 2017–2026**

Led the successful turnaround of Chinese Hospital and Chinese Community Health Plan while strengthening governance, financial performance, quality, innovation, strategic partnerships, and organizational culture.

#### **Chief Operating Officer | 2015–2017**

Oversaw hospital operations, ambulatory services, pharmacy, laboratory, radiology, quality improvement, and strategic growth initiatives.

#### **Chief Health Service & Innovation Officer | 2012–2015**

Established the Innovation Department and developed award-winning quality improvement, chronic disease management, and grant-funded community health initiatives.

#### **Clinic Administrator / Director / Manager | 1996–2012**

Established and expanded multiple community health centers, physician networks, and integrated ambulatory care programs while maintaining a clinical practice as a Family Nurse Practitioner.

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### **BOARD LEADERSHIP**

- Trustee, University of San Francisco
- Board Advisor, Chinese Hospital
- Director, California Hospital Association (formerly California Hospital Council)
- Director, San Francisco Health Plan
- President, Chinese Community Health Resource Center
- Director, HealthUnity
- Director, HKBANC
- Co-founder, Director & Treasurer, Jade Medical Group

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### **ACADEMIC LEADERSHIP**

#### **Full Clinical Professor**

University of California, San Francisco School of Nursing

#### **Professor & Associate Dean**

Sun Yat-sen University Xinhua Nursing College

Executive educator, leadership mentor, commencement speaker, and international lecturer in healthcare leadership, governance, innovation, and organizational transformation.

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### **SIGNATURE RECOGNITIONS**

- **Forbes 50 Over 50 – Innovation**
- **Modern Healthcare – 50 Most Influential Clinical Executives**
- **San Francisco Business Times – Most Influential Women in Business**

- **UCSF Distinguished Alumni Award – Jane Norbeck Distinguished Service Award**
  - **Committee of 100 Member**
  - **California Distinguished Woman of the Year**
  - **University of San Francisco Humanitarian Alumni Award**
  - **Newsweek Best-in-State Hospital (2024–2026, under her leadership)**
  - **San Francisco Board of Supervisors – Dr. Jian Zhang Day**
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## **EDUCATION & PROFESSIONAL CREDENTIALS**

### **Doctor of Nursing Practice (DNP)**

University of San Francisco

### **Master of Science (MS), Nursing**

University of California, San Francisco

### **Post-Master Family Nurse Practitioner Certificate**

University of California, San Francisco

### **Bachelor of Science in Nursing**

Sun Yat-sen University of Medical Sciences

### **Professional Credentials**

- Fellow, American Academy of Nursing (FAAN)
  - Family Nurse Practitioner (FNP-BC)
  - Nurse Executive Advanced (NEA-BC)
  - California Licensed Registered Nurse
  - California Licensed Family Nurse Practitioner
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## **PUBLICATIONS & THOUGHT LEADERSHIP**

- *Pressure and Possibility: How Difference Becomes a Source of Strength in Leadership*, Forbes Books
- Author of more than 20 peer-reviewed publications
- Principal Investigator for numerous federally, state, and foundation-funded healthcare innovation initiatives
- National and international keynote speaker on leadership, organizational transformation, innovation, governance, health equity, and global collaboration
- Frequent commencement speaker, executive educator, and leadership advisor