



UNC
HEALTHSM

Entity President

LEADERSHIP PROFILE

February 2026

WittKieffer

*Prepared by Jason Petros, Rachel Polhemus, and
Angela Raphael*



CONTENTS

- 03** The Opportunity
- 04** Organization Overview
- 10** Position Summary
- 13** Goals and Objectives
- 15** Candidate Qualifications
- 18** The Community
- 20** Procedure for Candidacy



THE OPPORTUNITY

UNC Health is seeking a system-minded, mission-driven leader to serve as Entity President, with responsibility for UNC Medical Center, its affiliated community hospitals, UNC Hillsborough and UNC Chatham, and their Youth Behavioral Health Hospital. This role offers the opportunity to lead a complex academic medical center while ensuring that advanced, specialized care is effectively integrated with high quality community-based services.

UNC Medical Center serves as the flagship academic and referral center for the state, providing highly specialized and quaternary care while supporting the education of future clinicians and the advancement of research. UNC Hillsborough and UNC Chatham extend this mission by delivering accessible, high quality care closer to home, serving distinct populations and geographies as part of a coordinated system of care.

UNC Health is a publicly owned, not-for-profit academic health system with a statewide mandate to improve the health of North Carolinians. The organization operates at scale across urban, suburban, and rural communities and is closely affiliated with the UNC School of Medicine, aligning patient care with education, research, and public service. The system's work is grounded in a responsibility to serve all patients regardless of geography, socioeconomic status, or clinical complexity.

The President will be accountable for the overall performance, integration, and strategic direction of the medical center and its affiliated hospitals. Success in this role requires the ability to lead within a matrixed academic health system and to have shown a demonstrable track record of balancing the distinct needs of an academic medical center while advancing systemwide priorities related to access, quality, workforce sustainability, and financial stewardship.

This leader must be comfortable operating in an environment of shared governance and multiple constituencies, including clinicians, academic leaders, system executives, and public stakeholders. The role calls for a visible, engaged presence; a disciplined approach to execution; and the ability to align teams around clear priorities in a resource-constrained environment.

Candidates should bring experience leading complex healthcare organizations where clinical excellence, operational rigor, and mission accountability intersect. The ideal leader will understand the pressures facing academic medicine today, including workforce challenges, financial constraints on academic priorities, and the need to deliver advanced care more equitably across a broad population—and will approach these challenges with pragmatism, collaboration, and a strong sense of public purpose.

This position offers the opportunity to contribute meaningfully to the future of a public academic health system, strengthening the connection between academic medicine and community care while helping ensure that the state's most complex clinical capabilities are accessible, sustainable, and aligned with the needs of North Carolina's communities.



ORGANIZATION OVERVIEW

UNC Health

The UNC Health System Network is a not-for-profit integrated system owned by the state of North Carolina. Originally established in 1998, UNC Health includes UNC Hospitals and its provider network, the clinical programs of the UNC School of Medicine, and 20 hospitals across the state. It is the vision of UNC Health to be the nation's leading public academic healthcare system.

UNC Hospitals

North Carolina Memorial Hospital was built in 1952 as part of the state's Good Health Plan. It was dedicated to members of the armed services and designed to support the education of students at UNC School of Medicine. Today, what was once a single general hospital is now a network of hospitals and clinics with an international reputation for clinical research and care. UNC Hospitals continues to grow -- for and by the people of North Carolina.

UNC Hospitals include:

- North Carolina Memorial Hospital
- North Carolina Children's Hospital
- North Carolina Neurosciences Hospital
- North Carolina Surgical Hospital
- North Carolina Women's Hospital
- North Carolina Basnight Cancer Hospital, clinical home of UNC Lineberger Comprehensive Cancer Center
- UNC Hospitals Hillsborough Campus
- UNC Hospitals Youth Behavioral Health

UNC Hospitals Statistics

- More than 1,000 beds serving more than 37,000 people annually
- 7,100 employees, which includes 1,100 medical teammates and 780 residents

UNC School of Medicine

First established in 1879 and expanded to a four-year program in 1952, the UNC School of Medicine has a long tradition as one of the nation's leading medical schools. The School of Medicine is currently ranked 1st in primary care and 23rd in research by U.S. News and World Report. The school's 1,700 faculty members provide clinical services in the inpatient units at UNC Hospitals and the outpatient clinics on UNC campus while training the next generation of health care professionals. The school has campuses in Asheville, Charlotte, and Wilmington as well as Chapel Hill.

UNC Faculty Physicians

UNC Faculty Physicians is the clinical service component of the UNC School of Medicine. Previously known as UNC Physicians and Associates, the name was changed in 2012 to UNC Faculty Physicians to better reflect the academic focus of the School of Medicine clinical faculty. With more than 1,700 faculty physicians, UNC Faculty Physicians provide a full range of specialty and primary care services for patients at the UNC Medical Center and at a growing number of clinics across the state.

UNC Physicians Network

UNC Physicians Network is a regional network of practices that delivers primary care and select specialty services in more than a dozen counties throughout North Carolina. UNCPN is a physician-led network designed to meet the needs of community physicians and the communities they serve by creating a partnership for physicians and UNC Health.

UNC Health Alliance

UNC Health Alliance is UNC Health's statewide network of physicians and clinics, created to make care more accessible and affordable across North Carolina. On behalf of more than 7,000 providers, Health Alliance supports community-based care and works closely with payers, employers and physicians to explore and implement new payment models that help keep costs lower.



UNC Senior Alliance

UNC Senior Alliance is a physician-led group called an accountable care organization, or ACO, that represents a partnership between UNC Health-affiliated providers and independent physicians committed to making care more accessible to patients and shifting to value-based payments. This achieves high quality patient outcomes at affordable costs.

UNC Health Rex

The people of central North Carolina know the name Rex. After all, Rex Hospital began serving Raleigh and its neighboring communities in 1894. Today, not-for-profit UNC Health Rex includes the 660-bed UNC Rex Hospital, the North Carolina Heart & Vascular Hospital and clinics, UNC Rex Cancer Center, a UNC Children's outpatient specialty clinic, and services throughout Wake County, all part of its effort to build and sustain a healthy community.

UNC Health Rex includes:

- UNC Rex Hospital
- Rex Women's Center
- North Carolina Heart & Vascular Hospital
- UNC Rex Cancer Center
- Rex Holly Springs Hospital

UNC Hillsborough

UNC Hillsborough is a community hospital, which is an extension of UNC Medical Center. The hospital focuses on elective surgical programs, such as Joint Replacement, Spine, Ophthalmology, Urology, Benign Gynecology, and General Surgery. The UNC Hospitals Hillsborough Campus includes a Medical Office Building, Emergency Department which is the only ACEP accredited Geriatric ED in the state, Outpatient Surgery, and Inpatient Services such as Geriatric Medicine, as well as support services to provide integrated, convenient and patient-centered care. Additionally, the campus has a 107,000 square foot patient tower with 80 medical-surgical beds and six inpatient dialysis bays.

UNC Health Chatham

In 1937, when Chatham Hospital opened, it was located inside a two-story brick house in Siler City, NC. Today, that house is replaced by a 25-bed critical access hospital that serves more than 14,000 patients every year. UNC Health Chatham provides surgical, medical, pediatric, maternity and emergency services to Chatham County and the surrounding areas at the hospital and in community-based clinics. Building on its goal to lead and improve rural healthcare, UNC Health Chatham has received multiple five-star ratings for patient experience from the Centers for Medicare & Medicaid Services. UNC Health Chatham joined the UNC Health system in 2008.

UNC Health Johnston

UNC Health Johnston has come a long way since opening its first hospital in 1951. With campuses located in Smithfield and Clayton, it now offers more than 200 patient beds and services including cancer care, heart and vascular care, rehabilitation, and emergency care. The system also includes primary care offices in Clayton, Smithfield and Kenly, and the SECU Hospice House in Smithfield. UNC Health Johnston joined the UNC Health system in 2014.



UNC Health Caldwell

When Caldwell Memorial Hospital cared for its first patient in 1951, there were 17 providers. Today, it boasts a provider network of more than 50 primary and specialty care physicians throughout Caldwell County, North Carolina. This private, not-for-profit community hospital has grown to include 137 acute-care beds, 10 offsite locations and six urgent cares. UNC Health Caldwell joined the UNC Health system in 2013.

UNC Health Nash

UNC Health Nash is home to North Carolina's first hospital to have all private rooms, dating back to 1971. Over the years, it has grown and now includes Nash General Hospital, Nash Day Hospital, Bryant T. Aldridge Rehabilitation Center, Community Hospital and Coastal Plain Hospital. In 2014, UNC Health Nash joined the UNC Health system. It serves Nash, Edgecombe, Halifax and Wilson counties in the eastern part of the state.

UNC Health Wayne

Since its founding more than 120 years ago in a building above a horse stable, UNC Health Wayne has provided comprehensive, patient-centered care for the people of Wayne County and beyond. Wayne's teammates meet patients in the 316-bed hospital and in the community, where they partner with civic and community groups in Goldsboro. UNC Health Wayne's partnership with UNC Health began in 2016 and expands patient access to advanced care.

UNC Health Blue Ridge

What began as the brainchild of a visiting mission nurse in Burke County in 1905 is now [UNC Health Blue Ridge](#). The partnership between Blue Ridge Healthcare and UNC Health began in 2021 and helps extend its reach into rural communities in the Mountain Region. UNC Health Blue Ridge cares for patients on hospital campuses in Morganton and Valdese and in a network of clinics throughout the region.

UNC Health Southeastern

UNC Health Southeastern's story began in 1906 with the opening of Thompson Hospital, the first hospital in Robeson County. Over a century later, UNC Health Southeastern is licensed for 337 beds and provides acute care, intensive care and psychiatric services for the people in and around Lumberton. In 2021, Southeastern Regional Medical Center partnered with UNC Health and became UNC Health Southeastern.

UNC Health Lenoir

UNC Health Lenoir is a not-for-profit hospital in Kinston, NC, that provides quality inpatient, outpatient and preventive care to residents of Lenoir County and the surrounding areas. First opening its doors on Airport Road in 1973, the hospital is licensed for 199 beds and is staffed by more than 100 physicians. Lenoir joined the UNC Health System in 2016. Today, UNC Health Lenoir provides a range of specialty services and technologies typically found in larger cities.

UNC Health Rockingham

UNC Health Rockingham began with a \$7,500 loan to create a community hospital in 1924. Today, the Eden, North Carolina hospital campus includes a 108-bed hospital and dedicated centers for cancer care, women's health, and rehabilitation and nursing care. In 2018, Morehead Memorial Hospital partnered with UNC Health, improving access to care for the people of North Carolina and southern Virginia.

UNC Health Pardee

Margaret Rhoades Pardee left \$100,000 to be donated to a worthy cause. Her son gave the money to help build Pardee Hospital, which opened in Hendersonville in 1953 with 26 physicians, four dentists and the capacity to care for 70 people. UNC Health Pardee now includes a 222-bed acute care hospital and a network of clinics. It employs more than 1,500 people and joined the UNC Health system in 2012.

Onslow Memorial Hospital

Onslow Memorial Hospital has come a long way since its purchase by the County in 1946 for just \$45,000. The Jacksonville, North Carolina hospital now offers 162 beds and employs more than 1,000 team members. Since 2019, Onslow has been part of the UNC Health system, expanding access to high-quality care to the people of southeast North Carolina without sacrificing its family centered focus.

UNC Health Appalachian

UNC Health Appalachian (formerly ARHS) cares for the people of the High Country, which includes those in the mountains of northwest North Carolina and northeast Tennessee. UNC Health Appalachian serves patients at three hospitals, the Seby B. Jones Regional Cancer Center, The Rehabilitation Center, The Breast Center and more than a dozen practices. UNC Health Appalachian joined the UNC Health system in 2022 to provide access to specialty and subspecialty services while keeping the focus on local provider-patient relationships.





UNC Health Vision and Values

It is our vision to be the nation's leading public academic health care system.

Mission

Our mission is to improve the health and well-being of North Carolinians and others whom we serve. We accomplish this by providing leadership and excellence in the interrelated areas of patient care, education, and research.

Values

One Great Team

We are better together than we are apart. Our effective collaboration is key to providing quality care. We are building an inclusive and equitable culture that encourages and supports the diverse voices of our patients and each other.

Carolina Care

We care holistically about patients and each other. It is our privilege to serve the people of North Carolina. We demonstrate kindness and compassion in every interaction.

Leading the Way

We make a difference by improving lives every day and training the next generation of health care leaders. Our research is changing the world. We provide innovative care.

It Starts with Me

Each of us takes ownership of, and accountability for, doing the right thing. We empower and trust each other to step up. We support each other and hold each other accountable in our work.



POSITION SUMMARY

The President provides strategic leadership, operational oversight, and direction to ensure the effective functioning and growth of UNC Medical Center, UNC Hillsborough, and UNC Chatham.

This role involves collaborating with stakeholders across all three entities, fostering a culture of excellence, and driving initiatives to meet the healthcare needs of the communities served. The position builds and maintains relationships strategically across the UNC Health system.

Reporting Relationships

The President will have matrixed reporting for senior leaders including the Chief Financial Officer, Chief Medical Officer, Chief Nursing Officer, Division Chief Human Resources Officer, and Chief of Oncology Services. The President will also be expected to partner with the President, Faculty Practice and numerous system leaders.

Direct reports of the Entity President include:

- Chief Operating Officer
- President, UNC Hillsborough
- President, UNC Chatham and Rockingham

Responsibilities

The successful President candidate will:

Strategic

- Develop and implement strategic plans for UNC Medical Center, UNC Hillsborough, and UNC Chatham.
- Provide visionary leadership to navigate the dynamic healthcare landscape and foster innovation across all entities.
- Ensure the efficient day-to-day operations of the hospitals, maintaining high standards of patient care, safety, and service quality.

- Collaborate with department heads across all locations to optimize resource allocation and operational processes.
- Build and maintain positive relationships with key stakeholders, including teammates, board members, community leaders, and regulatory authorities.
- Represent the hospitals in their respective communities, promoting a positive image and enhancing partnerships.
- Oversee financial performance, budgeting, and resource allocation for all three entities to achieve financial sustainability and growth.
- Identify opportunities for revenue enhancement and cost optimization across the system.
- Drive initiatives to enhance clinical quality, patient satisfaction, and safety standards in all hospitals.
- Implement and monitor quality improvement programs in collaboration with clinical leaders across the entities.
- Provide inspirational leadership to hospital leadership teams, fostering a collaborative and results-driven culture.
- Support professional development initiatives for teammates and cultivate a positive work environment across all locations.
- Engage with the communities served by UNC Medical Center, UNC Hillsborough, and UNC Chatham to understand healthcare needs and implement programs to address those needs.
- Represent the hospitals in community events and activities across all regions.

Leading People

- Lead people toward meeting the organization's vision, mission, and goals.
- Create a workplace that fosters the development of others, facilitates cooperation and teamwork, and supports constructive resolution of conflicts.
- Encourage workforce engagement by building a commitment to excellence and by promoting the organization's vision internally and externally.
- Delegate responsibility, clarify expectations, and hold others accountable for achieving results related to their area of responsibility.
- Lead in a deliberate and predictable way and operate with transparency.
- Treat sensitive or confidential information appropriately.
- Develop the ability of others to perform and contribute to the organization by providing ongoing feedback and by providing opportunities to learn through formal and informal methods.
- Manage and resolve conflicts and disagreements in a constructive manner.



Leading Change

- Act as a catalyst for organizational change. Influence others to translate vision into action.
- Bring about strategic change, both within and outside the organization, to meet organizational goals.
- Establish an organizational vision and implement it in a continuously changing environment.
- Be open to change and new information and rapidly adapt to new information, changing conditions, or unexpected obstacles.
- Deal effectively with pressure and remain optimistic and persistent, even under adversity.
- Recover quickly from setbacks.
- Formulate objectives and priorities and implement plans consistent with the long-term interests of the organization.
- Capitalize on opportunities and manage risks.
- Take a long-term view and build a shared vision with others.

Results Driven

- Exceed organizational goals and customer expectations.
- Make decisions that produce high-quality results by applying technical knowledge, analyzing problems, and calculating risks.
- Hold self and others accountable for measurable high-quality, timely, and cost-effective results.
- Deliver high-quality services and be committed to continuous improvement.
- Foster a culture of safe and compassionate patient care.
- Make well-informed, timely decisions, even when data are limited, or solutions produce unfavorable results.
- Position the organization for success by identifying new opportunities and build the organization by developing and improving services.

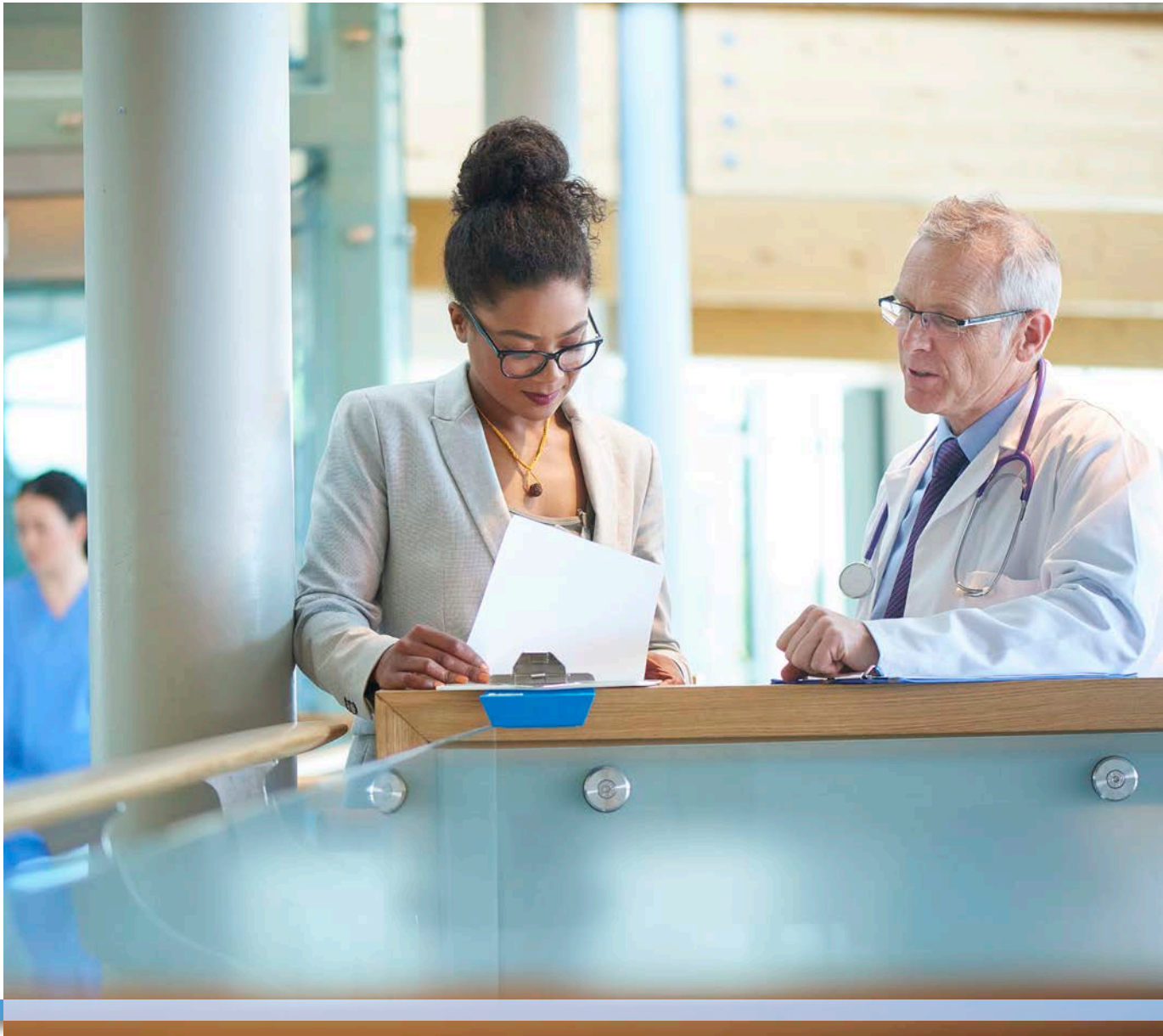


GOALS AND OBJECTIVES

The following goals and objectives have been identified as priorities for this position:

- Articulate and lead a clear understanding of what the Medical Center is within a statewide system: the academic, quaternary and safety net core that enables excellence across the State. Ensure this identity is understood by faculty, hospital leaders, system partners, and community hospitals, and that it is reflected in strategic decisions, resource allocation, and communication.
- Create an environment where physicians, nurses, other clinicians, and teammates feel seen, heard, and supported particularly in times of change and constraint. Create confidence that expectations are matched with appropriate resources, that voices matter in decision making, and that leadership operates with transparency, warmth, and respect across roles and hierarchies.
- Sustain and advance top tier performance in quality and safety across the Medical Center, with a particular focus on reliability in high-acuity, high-complexity care. Ensure that safety culture, data transparency, and clinical standardization are consistently applied while respecting the realities of academic practice and teaching environments.
- Lead a disciplined, data-driven effort to improve access to care, patient flow, length of stay, readmissions, and overall throughput. Address longstanding bottlenecks in emergency care, inpatient capacity, procedural access, and discharge planning, balancing immediate fixes with structural redesign where needed.
- Ensure that programmatic growth is intentional, prioritized, and sequenced so that it is aligned with available infrastructure, staffing models, physical plant readiness, and financial realities. Focus on building depth and sustainability in areas where the Medical Center can truly lead.
- Advance a realistic, multi-year plan to address deferred maintenance, aging infrastructure, and outdated equipment that directly impact patient care, teammate morale, and clinical performance. Balance new investments with stewardship of existing assets, ensuring that current patients and teams are supported as growth occurs.

- Serve as an effective bridge between academic medicine, hospital operations, and system leadership. Clearly communicate the “why” behind decisions, especially when trade offs are required, and ensure that differences in mission, economics, and operating models are understood rather than minimized or ignored.
- Invest intentionally in leadership development for physicians, nurses, other clinicians, and administrative leaders across the Medical Center. Support internal talent progression, mentoring, and succession planning, recognizing that long-tenured commitment to the institution is a strength that must be cultivated.
- Demonstrate the ability to make difficult, sometimes unpopular decisions in the face of financial pressure, workforce strain, and evolving patient needs—while staying grounded in the public mission to serve all North Carolinians. Balance consensus building with timely action, and model adaptability in a rapidly changing healthcare landscape.





CANDIDATE QUALIFICATIONS

Education/Certification

- Master's degree in business administration, healthcare administration, management or related field is required.

Knowledge and Work Experience

- Requires a minimum of fifteen (15) years of experience with at least twelve (12) years of hospital people management experience.
- In-depth understanding of healthcare regulations, trends, delivery systems, and financial structures.
- Familiarity with all aspects of hospital administration, including clinical services, finance, human resources, facilities management, and technology.
- Excellent written and verbal communication skills, with the ability to effectively convey complex information to diverse audiences.
- Proficient in utilizing technology to improve healthcare delivery and administrative efficiency.
- Ensure the hospital's financial viability and sustainability.
- Lead the organization through necessary changes while maintaining operational stability.
- Strong financial and management skills, including budgeting, cost control, and revenue generation.
- Advanced group facilitation skills appropriate for executive level participants resulting in significant enterprise decisions and impacts.
- A self-confident, proactive, decisive leader with the people skills to achieve maximum results in a complex environment. Skilled in influencing, problem solving and negotiating with diverse groups of stakeholders.
- Demonstrated aptitude identifying high-risk situations and developing effective mitigation strategies.
- Creativity in the design of innovative solutions to problems, with a strong bias for action.
- Excellent business writing and presentation skills.
- All senior leaders are expected to have strong skills in interpersonal interaction, public speaking, knowledge of budgets and health care finance, and high integrity, good judgment, attention to detail and teamwork.

Leadership Skills and Competencies

- **Passion for excellence** – in patient care, education, research, and service to the community.
- **Emotional intelligence** – recognize personal strengths and weaknesses; see the linkages between feelings and behaviors; show sensitivity, respect for others and support their professional wellbeing and sense of purpose; challenge bias and intolerance; collaborate and share; openly communicate; and can handle conflict, difficult people, and tense situations effectively. Savvy interpersonal skills, diplomatic and tactful.
- **Strategic Vision** – can anticipate large-scale and local changes that will affect the organization and its environment; able to project the organization into the future and envision multiple potential scenarios/outcomes; a broad way of looking at trends; able to design competitive strategies and plans based on future possibilities. Develop compelling and inspired vision.
- **A visible, engaging individual** – possess optimism with a strong interest in people and thoughtful consideration of others. Also, possess a sense of humor, humility and vulnerability that complement a confident, courageous management style. It is crucial for the President to foster a climate of inclusion and transparency, participation and trust at a variety of levels, both within and outside the organization with key stakeholders.
- **A true sense of mission** – to patient care, to the community, and to the roles of education and research in a major academic medical center.
- **Impeccable reputation** – for integrity, credibility, the capacity to build trusting relationships and a management style that seeks to share information and welcomes input into the decision-making process. A respected leader who possesses exceptional interpersonal, communication and listening skills.
- **Exceptional decision-maker** – make timely decisions based on an optimal mix of ethics, values, goals, facts, alternatives and judgments; demonstrated courage to make difficult but necessary decisions; use decision tools effectively and at appropriate times; show a good sense of timing related to decision making. Balance external and internal dynamics; remain composed under pressure.
- **Effective, consistent communicator** – able to inspire; media-savvy and effectively able to communicate with clarity and empathy to wide and diverse audiences. A gifted speaker who can inspire and lead others to achieve common goals.
- **Intellectual and analytical skills** – to drive cogent planning and establishment of disciplined management systems.
- **Motivator/mentor** – ensure accountability, as well as be supportive and open with teammates; talk beyond the day-to-day tactical matters that face the organization; show confidence and optimism about the future state of the organization, and engage others to join in.
- **Change agent and cultural builder** – innovatively and creatively re-engineer and construct new ways of doing things. Needs to be futuristic and, while understanding tradition, cannot be mired in the past. Instead, is capable of making changes sensitively, transparently but unwaveringly. A leader who respects the important, positive aspects of organizational culture while managing the organization's capacity for change. Understands the business and cultural imperative for bringing diversity into the workforce and into leadership.

- **Experienced team-builder** – can pull together management, nursing, physicians, the Board, other regional providers, government officials, and the broader community to pursue common goals of improved health outcomes for all those served by UNC Medical Center, UNC Hillsborough, and UNC Chatham.
- **Courageous** – Willing to take appropriate risks and to be an innovator in order to advance the organization’s goals, improve patient care, accountability and the patient experience. Willing to stand up to others where necessary to further advance the interests of patients, employees and UNC Health’s mission and values.



THE COMMUNITY



The North Carolina Research Triangle (Raleigh, Durham, Chapel Hill)

The North Carolina Research Triangle is one of the nation's most dynamic and rapidly growing metropolitan regions, anchored by the cities of Raleigh, Durham, and Chapel Hill. Defined by the close proximity of three major research universities—North Carolina State University, Duke University, and the University of North Carolina at Chapel Hill—and by Research Triangle Park, one of the largest and most established research parks in the United States, the region has become a nationally recognized center for innovation, healthcare, education, and research. The Triangle's combined statistical area now exceeds two million residents and continues to grow at a pace that outperforms many large U.S. metros, driven by both domestic and international migration.

Beyond the three anchor cities, the region includes a network of surrounding communities such as Cary, Apex, Garner, Holly Springs, Fuquay Varina, Hillsborough, Carrboro, Pittsboro, and Clayton, offering a wide range of living environments from dense urban neighborhoods to small towns and rural settings. This geographic and community diversity allows residents to choose lifestyles that fit different professional stages, family needs, and personal preferences, while remaining closely connected to the region's core economic and academic centers.

The Triangle serves as a primary economic engine for North Carolina, supported by a highly diversified economy spanning life sciences, healthcare, technology, advanced manufacturing, data analytics, and higher education. Major employers include Duke University and Duke Health, UNC Chapel Hill, North Carolina State University, IBM, SAS Institute, Cisco, Lenovo, Fidelity Investments, GlaxoSmithKline, and a broad array of biotechnology and pharmaceutical companies located in and around Research Triangle Park. The region consistently ranks among U.S. metros with the highest concentrations of advanced degrees, reflecting deep investments in research, innovation, and academic industry collaboration.

Quality of life is a defining characteristic of the Triangle and a key driver of its continued growth. The region is frequently recognized in national rankings for livability, combining strong job growth with access to cultural amenities, healthcare, and education. Residents benefit from a rich mix of performing arts venues, museums, university based cultural institutions, and an active local arts and music scene. Extensive park systems, greenways, and outdoor spaces support year round recreation, while proximity to both the North Carolina coast and the Blue Ridge Mountains makes beaches and mountain communities easily accessible for weekend travel.

As the Triangle continues to expand, it faces challenges common to high growth regions, including infrastructure strain, housing affordability pressures, and transportation demands. These dynamics are shaping ongoing conversations about sustainable growth, transit, and regional planning. For leaders considering relocation, the Triangle offers a rare combination of intellectual density, economic opportunity, and quality of life within a region that remains deeply connected to public service, education, and healthcare delivery for the people of North Carolina.

To learn more visit:

<http://www.workinthetriangle.com/>

<https://realestate.usnews.com/places/north-carolina/raleigh-durham>

<https://www.discoverdurham.com/>



PROCEDURE FOR CANDIDACY

Please direct all applications, nominations, and inquiries to the WittKieffer consultants assisting UNC Health with this recruitment, preferably via e-mail to araphael@wittkieffer.com.

Jason Petros

Executive Partner & Solution
Leader, Global Search
jasonp@wittkieffer.com

Rachel Polhemus

Senior Partner
rachelp@wittkieffer.com

Angela Raphael

Senior Associate
araphael@wittkieffer.com

UNC Health values diversity and is committed to equal opportunity for all persons regardless of age, color, disability, ethnicity, marital status, national origin, race, religion, sex, sexual orientation, veteran status or any other status protected by law.

The material presented in this leadership profile should be relied on for informational purposes only. This material has been copied, compiled, or quoted in part from UNC Health documents and personal interviews and is believed to be reliable. While every effort has been made to ensure the accuracy of this information, the original source documents and factual situations govern.

All images and logos used in this leadership profile were attained from UNC Health and/or are owned by Witt/Kieffer Inc. via Getty Images.

WittKieffer is the premier executive search and leadership advisory firm developing impactful leadership teams for organizations that improve quality of life. We work exclusively with organizations in healthcare, science and education—the Quality of Life Ecosystem.

Leveraging our unwavering focus on this complex ecosystem, we amplify clients' ability to succeed through a deep understanding of the factors that influence leadership needs, capabilities and culture. Through our executive search, interim leadership and leadership advisory solutions, we strengthen organizations that make the world better. WittKieffer is proud to be 100 percent employee-owned.

Visit [WittKieffer.com](https://www.wittkieffer.com) to learn more.

