

Lorie Rhine, MSN, RN, NE-BC, serves as Chief Nurse Executive for UNC Health, providing strategic system-level leadership for nursing practice, workforce development, and quality outcomes across an integrated academic health system. She joined UNC Health Rex Hospital and Holly Springs Hospital in November 2022 and advanced to her current system role in September 2024, demonstrating her ability to lead across complex healthcare environments. With decades of progressive leadership experience, Lorie brings expertise in operational excellence, quality improvement, and performance management. Prior to UNC Health, she served as Vice President and Chief Nursing Officer at Summa Health System in Akron from 2014 to 2022, where she led nursing strategy and contributed to system-wide transformation. Earlier in her career, she served as System Director of Quality and Performance Improvement at The Ohio State University, where she strengthened clinical outcomes, safety, and reliability through data-driven strategies.

Lorie is a board-certified nurse executive recognized for leading transformational change and aligning interdisciplinary teams around shared goals. She guided nursing teams through the COVID-19 pandemic, maintaining focus on workforce resilience, patient safety, and high-quality care delivery. Her leadership is grounded in authenticity, transparency, and accountability, and she is known for building strong cultures of engagement and high performance while investing in leadership development and mentorship.

In her current role, Lorie advances nursing excellence by aligning nursing strategy with system priorities and national healthcare trends. She is deeply committed to workforce sustainability, implementing innovative approaches to retention, engagement, and professional development while reducing reliance on premium labor. She partners with executive and clinical leaders to improve patient outcomes, enhance experience, and drive value-based care across diverse care settings, consistently delivering measurable results.

Lorie is passionate about advancing the nursing profession both locally and nationally. She actively mentors emerging leaders, supports lifelong learning, and fosters environments where nurses are empowered to practice at the highest level. Her commitment to service extends beyond the health system through her involvement on community and professional boards, including Habitat for Humanity, where she contributes to improving health and well-being in the communities she serves.

Throughout her career, she has demonstrated a consistent focus on measurable outcomes and system impact. She has led initiatives that improved quality indicators such as patient safety, infection prevention, and clinical reliability, while also strengthening financial performance through workforce strategies that reduce contract labor and overtime costs. Her ability to balance quality, workforce, and financial priorities positions her as a trusted executive partner and influential voice in shaping the future of nursing leadership nationally.

She brings a collaborative leadership style that engages interdisciplinary stakeholders and drives alignment across complex systems. Through her work and national engagement, she is committed to advancing the profession and contributing meaningfully to the mission of the American Organization for Nursing Leadership.