

AN NC CHAMBER EVENT

Education & Workforce Conference

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DURHAM, NC

Ian Lee Brown
VP/Chief Employee Experience Officer
Duke University Health System

As Vice President and Chief Employee Experience Officer at Duke University Health System, Ian is at the forefront of shaping a dynamic, inclusive, and thriving organizational culture. His leadership drives innovative strategies that foster a sense of belonging and well-being, embedding these values into policies, programs, and everyday operations. Collaborating closely with senior leadership, Ian oversees critical areas including employee engagement, well-being, professional accountability, inclusion, workplace violence prevention, leadership compensation, talent development, and change management—each central to elevating the experience of Duke Health’s talentforce and ensuring the best possible care for patients seeking hope, health, and healing.



Ian’s transformative work also includes partnering with the Duke Health Office of Community Health, advancing the organization’s mission to improve the health of individuals and connecting patients to vital resources. His efforts extend to supporting local communities through service projects, grants, and ongoing community engagement.

Ian holds a degree in history and speech communications from Brooklyn College, advanced degrees in liberal studies from Lake Forest College in Chicago and applied behavioral science and healthcare from Johns Hopkins University. He is ABD in the Doctor of Medical and Health Humanities program at Drew University, with plans to graduate in Fall 2025. Ian also serves on the boards of the Smithsonian’s Traveling Museum, the Durham Arts Council, and National Senior Communities, further demonstrating his commitment to community and cultural enrichment.