Institutional Impact of a New School of Medicine on an Integrated Health System

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BACKGROUND
- Zucker School of Medicine (ZSOM) formed in partnership between Northwell Health and Hofstra University
- Northwell Health = largest healthcare organization in NY; 23 hospitals, 830+ outpatient facilities, 1900+ residents and fellows
- 10-year celebration of ZSOM

OBJECTIVES
- Reflect upon the value ZSOM has brought to Northwell Health
- Identify tangible outcomes
- Curate suggested next steps to inform strategic planning

METHODS
- 1:1 interviews with 17 executive leaders at Northwell Health
- Why endorse idea of starting SOM? Challenges? Opportunities looking ahead?
- Qualitative interview responses collected
- Thematic analysis

RESULTS
- "Credibility ZSOM created for the health system is enormous"
- "Our ability to recruit the finest physicians is exponentially greater"
- "It changes what you do on a daily basis; improves patient care"
- "Even more is realized than we understood would happen"
- "Evaluations from our OWN students show different responsibility and demand for excellence"
- "Diversity at SOM pushes diversity throughout organization"
- "Core values of SOM keep us aligned with mission; antidote to business pressures"

OUTCOMES
- Cascading Talent

NEXT STEPS
- Purposeful cross-fertilization
- Partnerships for education initiatives
- Address financial pull
- New curricular topics
- Share and vet findings

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