

RESIDENCY AND FELLOWSHIP PROGRAMS

The Donald and Barbara Zucker
School of Medicine at Hofstra/Northwell



DONALD AND BARBARA
ZUCKER SCHOOL *of* MEDICINE
AT HOFSTRA/NORTHWELL®



WELCOME

Letter from the chief academic officer



Andrew C. Yacht, MD
Senior Vice President &
Chief Academic Officer
Northwell Health

Associate Dean for
Graduate Medical Education
Professor of Medicine
Zucker School of Medicine at Hofstra/
Northwell

Welcome to Graduate Medical Education at Northwell Health! Aligned as one integrated healthcare and education organization, Northwell Health is currently composed of 21 hospitals, 900 ambulatory and research sites and over 86,000 employees, making it one of the largest healthcare providers in the United States. During the spring 2020 epicenter of the COVID-19 pandemic, our doctors, nurses and other team members cared for over 44,000 COVID patients (15,000 inpatients)—the most of any single health system in the U.S. and among the highest in the world. Many clinical protocols for COVID care delivery used internationally were developed by our faculty and researchers, including our residents and fellows.

Fifteen of our hospitals are teaching facilities that provide both graduate and undergraduate medical education, including North Shore University Hospital, Long Island Jewish Medical Center, Cohen Children's Medical Center, Zucker Hillside Hospital, Lenox Hill Hospital, Long Island Jewish Forest Hills, Phelps Hospital, Northern Westchester Hospital, Glen Cove Hospital, Plainview Hospital, South Shore University Hospital, Huntington Hospital, Mather Hospital, Peconic Bay Medical Center and Staten Island University Hospital. These outstanding institutions are dedicated to quality medical education, coupled with compassionate, humanistic, and sophisticated patient care. Through our teaching institutions, Northwell Health is one of the largest graduate medical education providers in the country, responsible for more than 2,000 residents and fellows in over 200 accredited and independent programs.

Northwell sites serve as the clinical campus for our medical school, Donald and Barbara Zucker School of Medicine at Hofstra/Northwell. The curriculum continues to be one of the most innovative and clinically integrated in the country. Northwell hospitals additionally maintain formal academic affiliations with, and host students from, SUNY Downstate College of Medicine, New York Medical College, CUNY School of Medicine, and NYIT & Touro Colleges of Osteopathic Medicine among others for required clerkships, acting internships, and elective rotations, which provides many opportunities for our

residents and fellows to develop and hone their teaching and mentoring skills.

Basic and clinical research is conducted throughout Northwell, including the Feinstein Institutes for Medical Research, (“The Feinstein”) an integral free-standing entity within Northwell Health. The Feinstein is ranked as one of the top institutions that receive National Institutes of Health funding. Its research programs are world-renowned, especially in the areas of behavioral science, bioelectronic medicine, cancer, health system science, molecular medicine, and translational research that serve as the six Institutes within the Feinstein. The Elmezzi Graduate School of Molecular Medicine within the Feinstein Institutes awards PhD degrees in molecular medicine to candidates who already have a medical degree and choose to pursue a career in clinical and/or translational research. Northwell partners with Cold Spring Harbor Laboratory and its world-class cancer research programs to truly bring discovery from “the bench to the bedside” and to create new opportunities for residents and fellows to engage in research skills development at the highest level.

Northwell is additionally committed to the training of a wide array of other healthcare professionals, including dentists, podiatrists, physician assistants, physicists, radiology techs, pharmacy residents, nurses, and medical administrators. Our Center for Learning and Innovation in New Hyde Park and satellite centers in many of our hospital sites house clinical skills centers. Trainees learn through standardized patient encounters and in state-of-the-art simulation and cadaveric labs, enjoying opportunities for team and individual training as they gain expertise and confidence practicing the art and science of medicine. As well, many of our training programs support robust educational experiences in global health, offering a unique perspective on delivering care in other cultures and countries.

Medicine is a team effort. That is why collaboration is a major focus of graduate medical education at Northwell. The strong mix of residents and fellows who come from

the region and around the world with a variety of experiences and cultural backgrounds add to the strength of the educational experience. Northwell champions diversity, inclusion, and belonging as core values central to its mission of providing excellent, safe, culturally competent, and equitable patient-centered care. Training takes place in a positive work environment with outstanding faculty who are national and international leaders in their fields.

The teaching institutions of Northwell Health are ideally located in the communities of Long Island, Queens, Manhattan, Staten Island, and Westchester. In fact, the health system serves a combined population of over 8 million in urban and suburban areas. Our hospitals are close to major transportation hubs, and many of the teaching institutions are less than 40 minutes by car or train from midtown Manhattan.

Our training programs focus on patient-centered care delivery of the highest quality. Towards that goal, we foster a supportive learning and working environment with the well-being of all trainees and other team members at the core. Our educational programs will continue to raise the bar on training new generations of dedicated, humanistic, and skilled doctors.

I invite you to browse this material for more detailed information on the residency and fellowship programs of Northwell Health and Zucker School of Medicine at Hofstra/Northwell.



Andrew C. Yacht, MD
Senior Vice President & Chief Academic Officer
Northwell Health

Associate Dean for Graduate Medical Education
Professor of Medicine
The Zucker School of Medicine at
Hofstra/Northwell



WE ARE NORTHWELL HEALTH

Northwell Health is a unique place, where the focus is on delivering exceptional clinical care, training world-class healthcare providers, and discovering the latest medical and scientific breakthroughs. In other words, we're leading the way. While we are a healthcare organization, we are far more than just that. We're more than 86,000 employees who are committed to raising the standards of healthcare, and serving a community of more than 8 million people.

ABOUT US

Achievements

- Nation's 14th largest healthcare system and the largest in New York state
- Serving Long Island, Manhattan, Queens, Staten Island, and Westchester
- Nation's seventh-largest physician group practice with more than 4,500 full-time physicians in Northwell Health Physician Partners
- Home of the largest "corporate university" in the healthcare industry—the Center for Learning and Innovation
- Recipient of Joint Commission's Codman Award—the first health system to attain this distinction
- Recipient of Healthcare Association of New York State's (HANYS) Pinnacle Award

By the numbers

- \$17 billion annual operating budget
- More than 86,000 employees—the largest private employer in New York state
- More than 14,000 physicians*
- More than 18,900 nurses*
- Approximately 2,000 medical residents and fellows
- Over 1,200 medical students

*Does not include affiliate organizations

“Northwell Health has fostered my clinical and professional development through the mentorship and training from exceptional surgeons, the exposure to diverse musculoskeletal pathology, and endless research opportunities. With these opportunities, Northwell has continually encouraged my growth as a clinician and as a leader.”

—Brandon Klein, DO, MBA, Resident, Orthopedic Surgery, Huntington Hospital

THE FEINSTEIN INSTITUTES FOR MEDICAL RESEARCH

Where discoveries happen

The Feinstein Institutes for Medical Research is the home of the research institutes of Northwell Health, the largest healthcare provider and private employer in New York state. Encompassing 50 research labs, 3,000 clinical research studies, and 5,000 researchers and staff, the Feinstein Institutes raise the standard of medical innovation through its six institutes of behavioral science, bioelectronic medicine, cancer, health system science, molecular medicine, and translational research.

With an operating budget of nearly \$200M, the Feinstein Institutes make breakthroughs in health conditions including endometriosis, lupus, postpartum depression, schizophrenia, sepsis—and in technology and data to cure disease. The Feinstein Institutes are the global scientific leader for bioelectronic medicine, a field born in our laboratories that has the potential to revolutionize medicine.

The Feinstein Institutes educate future leaders through the Donald and Barbara Zucker School of Medicine at Hofstra/Northwell, the Elmezzi Graduate School of Molecular Medicine, the Summer Student Programs and the Visiting Scientists and Scholars Program. In addition, the Feinstein publishes two of its own peer reviewed journals, *Bioelectronic Medicine* and *Molecular Medicine*.

For more information about how we produce knowledge to cure disease, visit Feinstein.northwell.edu and follow us on [LinkedIn](#).

ELMEZZI GRADUATE SCHOOL OF MOLECULAR MEDICINE

Join the next generation of physician scientists

The Elmezzi Graduate School of Molecular Medicine is an individually tailored accelerated PhD program available only to physicians in training or post-residency/fellowship. The goal of the program is to create a cadre of highly trained physician/scientists who will establish careers in academic medicine and conduct state-of-the-art basic and translational research directly related to human disease.

The graduate school is an integral part of Northwell Health, located at the Feinstein Institutes for Medical Research. Residents and fellows in the health system's clinical programs can combine their clinical training with enrollment in the Elmezzi Graduate School by extending their residency/fellowship. The graduate school's program is one of only two in the United States that specifically train recent medical school graduates to use state-of-the-art methods to identify critical unanswered questions relating to human disease, shed light on the basic biological processes underlying disease, and invent new diagnostics and therapeutics. Currently, more than 75 faculty members, working in collaboration with another 200 investigators in the Feinstein Institutes and the clinical departments, conduct research in oncology, immunology and inflammation, genetics, psychiatry, neurology, pediatrics, infectious disease, surgery, obstetrics/gynecology, and many other specialties.

To learn more about the PhD program at Elmezzi Graduate School of Molecular Medicine, please visit Northwell.edu/elmezzi.



THE DONALD AND BARBARA ZUCKER SCHOOL OF MEDICINE AT HOFSTRA/NORTHWELL

Transforming medical education

The Donald and Barbara Zucker School of Medicine at Hofstra/Northwell was once only the combined dream of the president of Hofstra University and the president/CEO of Northwell Health. That dream became a reality in 2008, when it became the first allopathic medical school in New York state to open its doors to medical students since 1963. Located on the beautiful campus of Hofstra University, in buildings specially designed for learning medicine in a 21st century environment, the Zucker School of Medicine offers an innovative curriculum that integrates academic course content with hands-on clinical experiences right from the beginning of the four-year program. Our students:

- Train and become licensed as emergency medical technicians, and participate as staff on ambulance calls.
- Work side-by-side with physicians and other healthcare professionals within the clinical setting a minimum of once per week.
- Join in the coordinated care of patients while developing an understanding of the social and cultural factors that impact health for various populations.

Science, humanism, clinical decision-making, communication skills, and respect for patients are integrated throughout the curriculum to produce scientifically sophisticated, compassionate, team-oriented caregivers. Self-directed learning is also at the core, where students play a critical role in developing an approach to learning that mirrors what is needed in clinical practice. All medical students benefit from affiliations with clinical centers for learning and research, including the Feinstein Institutes for Medical Research and Cold Spring Harbor Laboratory, a collaboration that equips students for the accelerating pace of medical research and scientific discovery in the years ahead. The Zucker School of Medicine is educating a new generation of medical professionals who are ready to meet the challenges of a diverse and changing healthcare environment. Unlike many other established medical schools that are just beginning to address sweeping curricular changes, the Zucker School of Medicine is leading the way in preparing doctors of tomorrow—today.



“The Zucker School of Medicine emphasizes patient-centered care and an interdisciplinary team approach to medicine. We’re recruiting students who’ll engage fully with classmates, faculty, and patients. This is a medical school for active learners.”

—David Battinelli

Dean, Zucker School of Medicine at Hofstra/Northwell



“Through an experiential curriculum, our students learn to translate knowledge into action, preparing them to become future physicians who can deliver outstanding patient care.”

—Samara Ginzberg

Vice Dean and Dean for Education,
Zucker School of Medicine at Hofstra/Northwell

FAST FACTS

Mission statement

Zucker School of Medicine, in a culture of community, scholarship and innovation, is dedicated to inspiring diverse, promising students to lead and transform medicine for the betterment of humanity.

Accreditation

Fully accredited by the Liaison Committee on Medical Education

Degree programs

MD	Doctor of Medicine
MD/PhD	Dual Doctor of Medicine/Doctor of Philosophy, Molecular Basis of Medicine
MD/OMS	Dual Doctor of Medicine/Certificate in Oral and Maxillofacial Surgery
MD/MPH	Joint Doctor of Medicine/Master of Public Health
MD/MPH MD/MS	Joint Doctor of Medicine/Master of Science in Translational and Clinical Research
MD/MBA	Joint Doctor of Medicine/Master of Business Administration
MD/MA	Joint Doctor of Medicine/Master of Arts in Clinical Bioethics
PhD	Doctor of Philosophy, Molecular Basis of Medicine
Hofstra 4 + 4 Program	BS- BA/MD dual Bachelor of Arts or Bachelor of Science/Doctor of Medicine

Faculty	4,000+
Departments	25
Class size	99 students
Annual MD applicants	Approximately 5,500
Average overall GPA	3.86
Median MCAT	518

CENTER FOR LEARNING AND INNOVATION/ PATIENT SAFETY INSTITUTE

Learn by state-of-the-art simulation

Center for Learning and Innovation

The Center for Learning and Innovation (CLI) is Northwell's corporate university, the educational hub of the health system. Three clinical education programs exist within CLI, each employing a different educational modality.

Patient Safety Institute

The Patient Safety Institute (PSI) provides best-in-class manikin-based simulation resources across the Northwell enterprise as well as to the Donald and Barbara Zucker School of Medicine at Hofstra/Northwell. PSI consists of 17 simulation rooms, including an operating environment and simulated ambulance. Programs focus on the development of teamwork and communication skills in the context of low-frequency, high-risk events with a particular focus on developing interprofessional teams. PSI programs can also be conducted in situ, working in the teams' native environment.

Clinical Skills Center

The Clinical Skills Center provides a safe, structured, and standardized environment in which diverse healthcare professionals can learn through observation, communication, and self-reflection. Participants engage with standardized patients; people portraying roles as defined by the educational curriculum. The standardized patients play a key role in the formative and summative assessment of our medical students and those participating in the various graduate medical education programs.

Bioskills Education Center

The Bioskills Education Center is a state-of-the-art cadaveric tissue laboratory serving the Northwell enterprise and its various graduate medical education programs. The center offers surgical training, continuing medical education and research in a central location. Bioskills frequently hosts regional and national workshops and is home to a da Vinci robotic training suite.

RESIDENCY PROGRAMS

An exciting place to further your education and training

Northwell Health programs are designed to prepare you for a successful career in many fields, offering broad clinical experiences across 21 hospitals and dozens of ambulatory sites, with an experienced teaching faculty who are leaders in their fields.

Residency training is available in the following specialties:

- Anesthesiology
- Child Neurology
- Dermatology
- Diagnostic Radiology
- Emergency Medicine
- Emergency Medicine/Internal Medicine
- Emergency Medicine/Internal Medicine/Critical Care
- Family Medicine
- General Surgery
- Interventional Radiology-Integrated
- Internal Medicine
- Neurology
- Neurosurgery
- Obstetrics & Gynecology
- Ophthalmology
- Orthopedic Surgery
- Otolaryngology-Head & Neck Surgery
- Pathology
- Pediatrics
- Physical Medicine & Rehabilitation
- Plastic Surgery
- Podiatry
- Psychiatry
- Radiation Oncology
- Thoracic Surgery-Integrated
- Transitional Year
- Urology
- Vascular Surgery-Integrated
- General Practice Dentistry
- Oral/Maxillofacial Surgery
- Oral Pathology
- Pediatric Dental Medicine



“The wide spectrum of disease and pathology that we encounter here at Northwell is unparalleled. It provides an outstanding educational foundation, one that makes me feel prepared to tackle anything I may face in the future. ”

— **Ramya Treitel, MD**, Resident, Child Neurology, Cohen Children’s Medical Center

FELLOWSHIP PROGRAMS

Strengthen your experience and expertise

Following the conclusion of your residency, you can advance your career at Northwell Health as a fellow. As one of the leading healthcare providers in the United States, we offer fellowships with a wide range of advanced educational and clinical experiences and research opportunities.

Currently offered fellowships:

Advanced Coronary & Minimally Invasive Robotic Cardiac Surgery*

Allergy and Immunology

Anesthesiology

- Pediatric Anesthesiology
- Pain Management

Dental

- Implant Dentistry*

Dermatology

- Micrographic Surgery and Dermatologic Oncology

Emergency Medicine

- Emergency Medical Services
- Medical Toxicology
- Sports Medicine

Family Medicine

- Sports Medicine

Internal Medicine

- Advanced Heart Failure & Transplant Cardiology
- Advanced Interventional Cardiology (CHIP)
- Cardiovascular Disease
- Clinical Cardiac Electrophysiology
- Critical Care Medicine
- Endocrinology
- Galdi Oncology-Nephrology and Glomerular Diseases*
- Gastroenterology
- Geriatric Medicine
- Hematology/Oncology
- Hospice and Palliative Medicine
- Infectious Diseases
- Interventional Cardiology
- Nephrology
- Non-Invasive Advanced Cardiac Imaging*
- Preventive Cardiology*
- Pulmonary/Critical Care
- Rheumatology

- Sleep Medicine
- Transplant Hepatology
- Vascular Medicine*

Neurology

- Clinical Neurophysiology
- Continuous EEG Monitoring & Epilepsy Care*
- Epilepsy
- Interventional Neurology*
- Movement Disorders*
- Neuroimmunology*
- Vascular Neurology

Neurosurgery

- Neurocritical Care
- Neurocritical Care CAST*
- Neurosurgery Cerebrovascular*
- Neurosurgical Oncology*
- Neurosurgical Spine/Orthopedic Surgery*

Obstetrics & Gynecology

- Complex Family Planning
- Female Pelvic Medicine and Reconstructive Surgery
- Gynecologic Oncology
- Maternal Fetal Medicine
- Minimally Invasive Gyn Surgery*
- OB/GYN Hospitalist*
- Reproductive Endocrinology & Infertility

Orthopedics

- Adult Reconstructive Hip/Knee
- Sports Medicine

Otolaryngology-Head & Neck Surgery

- Medical Otolaryngology*

Pathology

- Cytopathology
- Gastrointestinal & Hepatobiliary (GI)*

- Hematopathology
- Selective Pathology-Surgical
- Selective Pathology-Women's Health

Pediatrics

- Adolescent Medicine
- Cardiology
- Critical Care
- Developmental-Behavioral
- Emergency Medicine
- Endocrinology
- Epilepsy
- Gastroenterology
- Hematology/Oncology
- Hospital Medicine
- Infectious Disease
- Neonatal/Perinatal
- Nephrology
- Pediatric Cardiac Non-Invasive Imaging*
- Pulmonary Medicine
- Rheumatology

Physical Medicine and Rehabilitation

- Brain Injury Medicine
- Cancer Rehabilitation

Podiatry

- Wound Care & Hyperbaric Oxygen Therapy

Psychiatry

- Addiction Psychiatry
- Child and Adolescent Psychiatry
- Consultation Liaison Psychiatry
- Geriatric Psychiatry

Radiology

- Body Imaging*
- Breast Imaging*
- Musculoskeletal Radiology
- Neuroradiology
- Interventional Radiology

Surgery

- Abdominal Transplant Surgery*

- Advanced Colonoscopic & MIS Facilitated Polypectomy*
- Advanced Gastrointestinal & Minimally Invasive Surgery*
- Advanced Wound & Burn*
- Colon and Rectal Surgery
- Complex General Surgical Oncology
- Microvascular & Advanced Reconstructive Surgery*
- Minimally Invasive Surgery*
- Surgical Critical Care
- Pediatric Surgery
- Vascular Surgery

Thoracic Surgery

Urology

- Endourology*
- Genitourinary Medicine
- Interventional Urology*
- Male Sexual Health & Reproductive Medicine
- Men's Health Andrology*
- Pediatric Urology

Joint Fellowships

- Hospice and Palliative Care/Emergency Medicine
- Geriatric Medicine/Hospitalist

Other

- Therapeutic Radiologic Physics
- Translational Research in Medical Oncology

*Independent Clinical Fellowship/ACGME Non-Standard Training Recognition

“Training at Northwell provided me with a perfect blend of community training and academic rigor.”

— Katherine Portelli, MD, Chief Resident, Surgery, Lenox Hill Hospital

GME QUALITY AND PATIENT SAFETY

It is clear that the environment in which you train has a lasting effect on your practice throughout your career. Northwell Health's strong commitments to patient-centeredness, quality improvement, and patient safety are three of the things that separate us from other health systems. Whether it is the elimination of medical errors, the improvement of desirable outcomes including health equity, or the reduction of waste like readmissions, the triple aim of safer, more effective, and less costly care is part of our DNA. These improvements are not random occurrences. They are achieved through carefully planned, executed, measured, and incorporated interventions. Northwell Health believes that every graduate of our training programs should have the skills to be able to participate in Quality Improvement and Patient Safety interventions. Our universal quality improvement and patient safety curriculum is viewable at Cafeloggia.com/quality-improvement. The curriculum can be used by any trainee or program and is designed to be integrated into the clinical experience and not an added burden. This immersive, mentored experience will further advance our already highly reliable organization. Dozens of training programs at Northwell Health now utilize the curriculum and contribute to a growing database of projects, many of which have been presented at regional and national scientific meetings. Trainees present their work to their campus Performance Improvement Coordinating Groups (PICGs) as well as at the systemwide quality improvement and patient safety fair symposium.



Ethan D. Fried, MD, MACP

Associate Chair for Education

Residency Program Director,
Internal Medicine

Associate DIO, Lenox Hill Hospital

Vice President, Academic Affairs,
Northwell Health

Professor of Medicine, Zucker School of
Medicine at Hofstra/ Northwell

GLOBAL HEALTH

Northwell Health recognizes the importance of being a responsible member of the communities we serve and larger global community. We serve one of the most diverse patient populations in the country, and our leadership does not stop within our national borders. Northwell created the Center for Global Health to coordinate all international activities at Northwell. The center's mission is to create a diverse, world-class global health program for medical students, residents and fellows alongside all team members. Northwell's global programs are extensive, stakeholder led and cross the span of departments and offices within the health system. The Center leverages and coordinates Northwell's already extensive global outreach and provides central coordination and support. The Center's model, which focuses on core sites in four countries: Ukraine, Guyana, Ecuador, and India, aims to create longitudinal experiences for all specialties and departments within Northwell in a collaborative fashion. Global health opportunities at Northwell are already extensive, and the potential for further longitudinal and multidisciplinary global health work represents an exciting time in our health system for students, residents, and fellows interested in global health.



Eric Cioe-Pena, MD, MPH

Vice President, Global Health
Northwell Health

Associate Professor of Emergency Medicine
Zucker School of Medicine at Hofstra/
Northwell

RESIDENT AND FELLOW WELL-BEING

Residency and fellowship are times of tremendous professional growth and accomplishment, even though they are often accompanied by elevated stress and other challenges. Northwell Health recognizes the importance of proactively supporting resident and fellow well-being through system efforts to support individually tailored approaches. Our well-being philosophy, policies, and resources are shared with all incoming trainees during orientation, as well as with program directors, training program administrators, and faculty. The Office of Academic Affairs (OAA) partners with Northwell's GME Well-being Committee and our resident and fellow organizations to assess trainee well-being across the health system, gather feedback on ways we can better support our trainees, and collaboratively work to address opportunities for improvement. Recent examples of work that has been accomplished include updated well-being policies, successful advocacy for systemwide salary increases for all trainees, incorporation of well-being initiatives during protected time of individual training programs to mitigate barriers to accessing support resources, suicide awareness and prevention training, and implementation of a GME-focused financial well-being educational series.

As part of Northwell's multidisciplinary approach to well-being, all Northwell residents and fellows have access to a range of support services. These include, but are not limited to:

- **The Resident and Fellow Mental Health Program (RMHP)** is staffed by licensed psychiatrists and psychologists who provide behavioral health assessments and offer in-person and virtual psychotherapy and medication management services for all Northwell residents and fellows using a separate medical record and covered under Northwell's insurance.
- **The Northwell Employee & Family Assistance Program (EAP)** is available to all Northwell staff and their benefit-eligible family members. EAP offers confidential, short-term counseling and consultation services by NYS licensed behavioral health providers to support navigation of professional and personal stressors affecting any domain of well-being. They also offer crisis intervention services 24/7/365.
- **The Physician's Resource Network (PRN)** is a confidential counseling service available to all Northwell physicians and medical students. PRN is staffed by behavioral health professionals who specialize in caring for physicians dealing with professional issues, relationship stress, depression, anxiety, substance abuse, and other stressors.
- **The Center for Traumatic Stress, Resilience, and Recovery (CTSRR)** provides in-person and virtual resilience, clinical, and educational services to support team members and their family members impacted by traumatic experiences.
- **BeHealth** offers trainees concierge behavioral health support. Trainees are connected by a care navigator to well-being services and resources, such as psychotherapy, medication management, resilience coaching, and self-help resources.
- **Ombudspeople** are site-based designated point people for all residents and fellows to explore and assist with concerns and conflicts or other problematic issues within their training programs. Ombudspeople can collaborate with programs to support trainees and raise systemic concerns to the attention of the organization for resolution.
- **Chaplaincy services** are available to support all trainees spiritually and emotionally.
- **The Center for Wellness and Integrative Medicine (CWIM)** offers in-person and virtual group wellness classes, meditation and mindfulness, health and wellness coaching, nutrition counseling, and a number of other wellness services.
- **MyWellness/Virgin Pulse** is a health and well-being digital platform empowering trainees with the tools to support happy and healthy lifestyles through physical exercise challenges, nutritional guidance, mindfulness exercises, sleep habit support, and other well-being offerings.

Northwell is dedicated to providing an outstanding training experience for every trainee. We continuously work towards optimizing professional development and satisfaction of our trainees through a healthy and supportive work environment that promotes self-care, connection with the meaning underlying our work, and overall well-being. We look forward to partnering with you and supporting you in your training.



Kristen Demertzis, PhD, ABPP-CN
Director of GME Well-being,
Northwell Health

“Northwell highlights the importance of wellness. There are multiple resources to support your mental health and well-being, which can be a huge asset to any employment environment.”

— **Asvini Balasubramaniam, MBChB**, Resident, Pediatrics, Staten Island University Hospital

DIVERSITY AND HEALTH EQUITY

Mission

The Office of Academic Affairs at Northwell Health is dedicated to fostering an inclusive and equitable clinical learning environment for our residents and fellows in all training programs. In alignment with our core values, we commit to integrating equity, diversity, inclusion, and belonging into everything we do—from education and clinical care to scholarship and advocacy. Recognizing the dynamic nature of healthcare, we are continually responsive to the evolving needs of our diverse workforce and the communities we serve. This adaptability ensures our efforts to dismantle health disparities are both relevant and impactful. By embedding these key principles in our training programs, we aim to establish a culture of safety, respect, and equitable care for everyone. We celebrate the uniqueness of individual identities, support the rich diversity of our communities, and promote equitable care for our patients and colleagues alike.

Building on our mission, we delve deeper into our strategic pillars below, each designed to move toward a more equitable, inclusive, and respectful healthcare environment for all.

Innovation in Health Equity Education

- **Enhancing Communication for Equity:** We emphasize the development of respectful and effective communication skills, particularly for patients from diverse and historically marginalized communities. Central to our approach is embedding health literacy, cultural humility, and language access in our training, promoting communication that is engaging, dynamic, and fosters both trust and shared understanding.
- **Integrating Social Determinants in Interprofessional Education:** Our curricula deeply embed the social and structural determinants of health to underscore their significance in providing comprehensive care. We advocate for organizing interprofessional education on social determinants of health (SDOH), emphasizing the value of learning and working in teams to address these critical factors comprehensively.
- **Expanding Community Health Training:** This program equips physicians to build community partnerships and improve population health, directly addressing health disparities. We support this initiative with grant-funded training programs, expanding our educational reach to allow more residents to engage in innovative experiential and community-based learning experiences.
- **Embedding Anti-Racism in Healthcare Education:** We are committed to educating about the impact of racism and providing anti-racism training. Our curriculum targets the mitigation of unconscious bias, navigating microaggressions, and dismantling institutional racism, paving the way forward toward health equity.

Diversity of Representation

- **Valuing Diverse Perspectives:** We are committed to the belief that a diverse clinical learning environment, rich in various backgrounds and perspectives, significantly enriches training and improves patient care.
- **Advancing Recruitment and Retention Efforts:** We prioritize efforts to recruit and retain a physician workforce that reflects the diversity of our communities, with a particular focus on increasing representation from groups historically underrepresented in medicine. In turn, we also recognize that all trainees feel supported and seen. We are committed to continual learning and being responsive to our trainees' needs, fostering a training atmosphere that is actively evolving and rich in opportunities for professional growth.
- **Broadening Clinical Horizons:** We host programs that expose medical students and trainees to a variety of specialties, encouraging them to explore diverse career paths. By leveraging our extensive clinical programs, we provide opportunities for trainees to engage in rotations in their areas of interest. This approach allows our trainees to broaden their clinical experience and contribute to a more diverse medical community.

Inclusive Clinical Learning Environment

- **Understanding and Exploring the Experiences of Our Academic Community:** To genuinely connect with the pulse of our trainees and faculty, we employ surveys, focus groups, and encourage open communication for feedback. This approach allows us to understand the diverse experiences within our academic community. We use these data to inform and refine our strategies, ensuring the continual development of truly inclusive spaces where every voice is heard and valued.
- **Providing Tools to Navigate and Address Discrimination in the Workplace:** Recognizing the collective journey towards inclusivity, we strive to equip our community with the necessary tools and strategies to navigate and address discrimination in the workplace. This initiative underscores our commitment to standing together against any form of bias or discrimination, fostering a supportive and unified academic environment.
- **Fostering Belonging:** An inclusive environment motivates everyone to value their interpersonal connections, ignite their curiosity to learn, and embrace the ability to see from different perspectives. This setting enables us to raise health for our patients, colleagues, and ourselves.



Pratichi Goenka, MD
Pediatric Hospitalist
Cohen Children's Medical Center
GME Director, Diversity & Health Equity, Northwell Health
Assistant Professor of Pediatrics
Zucker School of Medicine at Hofstra/Northwell



RESIDENT LIFE

An exceptional place to advance your education and career

Ensuring that every resident and fellow has a high quality of life is very important to us. We believe that work/life balance and integration greatly improves the ability to both learn and care for patients.

Northwell Health's hospitals, North Shore University Hospital, Long Island Jewish Medical Center, Cohen Children's Medical Center, Zucker Hillside Hospital, Long Island Jewish Forest Hills, Glen Cove Hospital, Plainview Hospital, South Shore University Hospital, Huntington Hospital, Mather Hospital, Peconic Bay Medical Center, Phelps Hospital and Northern Westchester Hospital, are located in communities in Nassau County, western Queens County, Suffolk County, and Westchester County.



Staten Island University Hospital's two branches are in New York City, close to New Jersey, Brooklyn and Manhattan. Lenox Hill Hospital, another tertiary facility, is on Manhattan's famed East Side, home to many cultural entities, famous restaurants, and renowned retail establishments. Our community hospitals serve a diverse population in both urban and suburban areas. Long Island, where many of our facilities are located, is known for miles of pristine coastline on both its north and south shores. In addition to superb water sports of all types, Long Island has great parks, tournament-quality golf courses, hiking and biking trails and fine dining. Queens, one of New York City's five boroughs, has the most ethnically diverse population in the United States. It offers a wide variety of worship, educational and entertainment opportunities. Here you'll find the New York Mets baseball team, the United States Tennis Open and beautiful venues for outdoor activities. Staten Island, another of New York City's boroughs, has it all from a day at the beach to a night at the theater. Staten Island is home to cultural attractions, an eight-acre urban zoo and more than 170 parks. Staten Island is only minutes away from Manhattan, as well as New Jersey. Phelps Hospital and Northern Westchester Hospital, Westchester County, offer the best of both country and city life, including year-round outdoor activities and community spirit. Manhattan is accessible by train or car in under an hour. Of course, Manhattan, easily accessible by car, the Long Island Rail Road or subway from Long Island and the outer boroughs, is the heart of the New York metropolitan area's social life. It boasts great dining, nightlife, music, theater, sports, world-class museums, parks, and more.

No matter what your interests are, you'll find activities to enjoy throughout the New York metro area served by Northwell Health.



BENEFITS FOR RESIDENTS AND FELLOWS

Northwell Health offers a wide range of benefits as part of your total compensation package. Choose from top medical and dental insurance programs. Protect yourself and your family with life and long-term disability insurance. Prepare for your future with tax-deferred investing through the Northwell retirement options. Enjoy generous paid time off and a variety of other valuable benefits.

For your physical well-being

Medical plans

Three health plan options are available day one of training—Value, Buy-up and High Deductible—to help you find coverage that best fit your needs, including:

- No cost services including preventive, maternity care and delivery, lab tests and X-rays, physical therapy and more, available with Tier 1 providers to those enrolled in our Value or Buy-up plans
- \$10 primary care/\$20 specialist copays when using NHPP providers
- Access to Tier 2 (Anthem, formerly Empire Blue Cross and Blue Shield) providers for:
 - Deductible/coinsurance
 - Additional care management and partnership programs available at no cost to medical plan participants
 - Retirement medical plans for those considering retirement
 - Provider search at Northwell.edu/MyMedical/FindAProvider to easily find and access your in-network providers

Well-being Credit Program

Earn up to \$2,600 annually in paycheck credits by completing four healthy actions including our Health Check Survey.

Dental plans

We offer two plans through Cigna that include no cost routine exams, X-rays, cleanings and orthodontia coverage.

Vision plans

No cost annual exams, lenses, frames and warranty covered at 100% through Davis Vision by MetLife.

Health Care, Dependent Care, Commuter Flexible Spending Accounts

Set aside pre-tax money per year to pay for eligible healthcare, dependent care or commuter-related expenses.

Leave of Absence

First 6 weeks of the first approved medical, parental or caregiver leave(s)—100% fully paid, one time per program

- Short-term disability coverage up to 12 weeks salary continuation followed by 50% employer paid or 60% option
- Long-term disability coverage offered at 60% employer paid

Note: requests for leave need to be reviewed by the program director, as time away from the graduate medical education training program may impact the time needed to complete the requirements of the training program and/or corresponding certifying board, and may require additional training time.

Life insurance

Employer paid policy equal to 1.5x base salary up to \$500,000. Option to elect supplemental or dependent life insurance.

Family planning

- No cost maternity care, delivery and hospital stay with Tier 1 providers if enrolled in Value or Buy-Up plans
- Comprehensive fertility, genetic testing, surrogacy, and adoption benefits
- Time off for birthing parents and non-birthing parents

For your emotional well-being

Employee and Family Assistance Program

A free and confidential short-term counseling service.

Resident & Fellow Mental Health Program

Offers physicians-in-training tailored services to support their mental health and emotional well-being.

For your financial well-being

401(k) plan

Employer contribution offered at 100% match up to 3% of salary. Vested at 100% after two years. Employee contributions on a pre-tax and post-tax basis, up to annual IRS dollar limits.

Free retirement planning

Transamerica Retirement Planning Consultants can help design a retirement program for your goals.

Financial planning

Offered through Morgan Stanley, a financial advisor can help you create a personalized financial plan.

Morgan Stanley at Work

A digital platform to help you set financial goals, effectively manage your money and much more.

Bethpage Federal Credit Union

This partnership offers team members concierge banking services at discounted rates and enhanced savings options.

Long-term care insurance

Helps cover costs not covered by health insurance, Medicare or Medicaid.

Long Island Housing Partnership

\$5,000 in financial assistance to eligible team members when purchasing a home on Long Island.

Bright Horizons back-up child/elder care

Ten visits per calendar year for team member whose regular caregiver or care routine falls through and other benefits.

Learning Care Group

Subsidizes up to \$400 per month (\$40/day up to 10 days), per child (0-12) to attend a child care center.

Discounts

A variety of discounts available to team members that support health and well-being.

Ready to Retire

Prepare for the retirement process and receive the necessary resources to make this transition.

Education benefits

- Standard Tuition Reimbursement: up to \$5,000 per calendar year for full time employees
- Hofstra University Northwell Master's Degree Program
- Full-time, non-union team members are eligible to apply for full tuition assistance

SoFi Student Loan Refinancing

- SoFi - team members who refinance with SoFi are eligible for a 0.125% discount
- Savi - Personalized support to plan, monitor and manage student loans

Malpractice insurance

Coverage including tail provided by Northwell.

On-call benefits

Monthly meal allowance when on call varying by site as well as adequate and appropriate on-call sleeping rooms provided.

Housing

Limited housing available, varying by site, at below market rates to those who are eligible.

Paid time off (PTO)

- 20 days of PTO frontloaded. These 20 days must be used during the period covered by the contract and may not be carried into subsequent years
- Cultural Heritage Day - one paid personal holiday for any cultural, religious, or public observance
- Life maintenance days - a set number of days to allow trainees sufficient time for personal health maintenance and well-being

Note: All requests for leave, other than disability, are reviewed by the program director on a case-by-case basis. Time away from the graduate medical education training program, other than allocated PTO, may lead to a shortfall in the time needed to complete the requirements of the training program and the corresponding certifying board. In such instances, additional training time may be necessary.

Disclaimer: The above is intended only as a summary of the benefits provided by Northwell Health as of January 2024. This is based on eligibility, which is fully outlined in the Summary Plan Descriptions and the New Hire Benefits package. The health system reserves the right to add, amend, or terminate any benefit at its sole discretion. Please refer to the Summary Plan Descriptions for details.

For additional information,
email the Office of Academic
Affairs at OAA@northwell.edu.



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