



Chief Medical Officer, Good Samaritan University Hospital

Leadership Profile

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The Opportunity

Catholic Health and WittKieffer have partnered in the search for a Chief Medical Officer (CMO) for Good Samaritan University Hospital in West Islip, New York. This is a tremendous opportunity for a seasoned physician executive to provide clinical leadership at the flagship hospital within a highly respected health system with 16,000-plus employees and more than \$3 billion in revenue, which has served the needs of Long Islanders for more than 100 years.

Good Samaritan University Hospital is a 458-bed, not-for-profit, teaching hospital that serves as the flagship for the health system. Good Samaritan is a Level 1 Trauma Center, is Magnet recognized for nursing excellence, and has \$800m in net patient revenue.

It is an exciting time for Good Samaritan University Hospital as they are set to break ground on a new Patient Care Pavilion, a 300,000 square foot addition featuring a 75-bay Emergency Department, 16 high-tech replacement operating rooms and three floors of private patient rooms. These expansion plans allow the hospital and health system to provide the highest level of health care while addressing the growing needs of the community.

Reporting to the President of Good Samaritan University Hospital, Justin Lundbye, M.D., the CMO, in collaboration with the senior leadership team, will be responsible for setting and implementing a bold, innovative agenda for excellence in clinical care delivery. This executive will be responsible for providing leadership for all matters related to medical affairs, physician leadership development, and organizational quality. The CMO will lead clinical standardization efforts to deliver high quality patient care and improve the experiences of patients. The success of the CMO will be predicated on the ability to be a genuine and authentic leader, who can quickly build relationships by serving as an advocate for Good Samaritan University Hospital providers while building alignment and engagement. The candidate should be one who empowers and promotes partnership and trust.

The CMO will be a physician leader with strong leadership and clinical credibility with a commitment to high quality healthcare delivery and fostering integration and cohesiveness between Good Samaritan University Hospital and Catholic Health. The successful candidate will be adept at the navigation of complex health systems with considerable knowledge and experience in clinical operations, quality, patient experience, and safety, and their intersection with the business of healthcare. A Doctor of Medicine degree is required (MD/DO) and completion of a postgraduate medical education in an ACGME or AOA accredited residency program in a medical specialty with current Board Certification. Previous experience in an administrative capacity as a Vice President of Medical Affairs, CMO, or other relevant clinical leadership roles is highly preferred.

Organization Overview

Good Samaritan University Hospital

Good Samaritan University Hospital is a 458-bed, not-for-profit, teaching hospital serving the communities on the south shore of Long Island in West Islip, New York. Good Samaritan University Hospital is verified as a Level I Adult and Level II Pediatric Trauma Center. It is a Magnet® - recognized organization and has been awarded the Outstanding Achievement Award from the American College of Surgeons Commission on Cancer for 15 consecutive years, in addition to being rated "high performing" for heart failure and COPD by *U.S. News & World Report* (2024-2025).

Fast Facts

- Licensed beds: 458
- Net patient revenue: \$800 million
- Employees: 4,000
- Physicians: 1,220
- Advanced Practice Providers: 132
- Emergency department visits: 91,000
- Deliveries: 2,400
- Surgeries/procedure volume: 15,000+

For additional information on Good Samaritan, visit:

<https://www.catholichealthli.org/good-samaritan-university-hospital>.

Medical Education

Good Samaritan University Hospital is a major clinical campus for the New York Institute of Technology College of Osteopathic Medicine (NYITCOM). Under the guidance and oversight of the Good Samaritan University Office of Graduate Medical Education, all hospitals within Catholic Health support over 1,400 core and elective medical student rotations annually.

Current residency programs sponsored by Good Samaritan include two Emergency Medicine training programs, two Family Medicine training programs, OB/GYN, Pediatrics, Podiatric Medicine and Surgery Residency, Physical Medicine and Rehabilitation, General Surgery and Psychiatry. In addition, Good Samaritan has fellowship programs in Pediatric Emergency Medicine and Minimally Invasive Gynecologic Surgery. Additional residency training programs and fellowships continue to be developed throughout the system, sponsored by Good Samaritan. In total, there are 113 residents and fellows enrolled in the training programs.

Awards and Accolades

- Rated by *U.S. News & World Report* as High-Performing in COPD and Heart Failure (2024-2025).
- Holds the prestigious Magnet® designation for excellence in nursing. Only nine percent of hospitals throughout the U.S. hold this honor.
- One of seven hospitals nationwide to receive Three-Year Accreditation from the Commission on Cancer for six consecutive surveys spanning 18 years.
- First hospital on Long Island to be designated a Comprehensive Stroke Center by both the Joint Commission and NYS DOH.

- Only Level I Adult Trauma Center and Level II Pediatric Trauma Center on the south shore of Long Island.
- American Heart Association's Stroke Gold Plus with Target: Stroke Honor Roll Elite award and Advanced Therapy and Target: Type 2 Diabetes Honor Roll (2024).
- Received The Joint Commission's Gold Seal of Approval® for Spine Surgery Certification.
- In 2009, the hospital's Breast Health Center became the second facility of its kind in New York State to receive a three-year/full accreditation designation from the National Accreditation Program for Breast Centers (NAPBC).
- Administered by the American College of Surgeons, NAPBC accreditation is given only to those facilities that have voluntarily committed to provide the highest level of breast care. Reaccredited in 2012, 2015, 2018, and again in 2022, the center earned the highest scores from the NAPBC for best outcomes in prevention, early detection, treatment, and survivorship, and for providing individualized supportive services for women at all stages of breast cancer.
- Two intensive care units (ICU) have earned the silver-level Beacon Award for Nursing Excellence: Medical ICU and Cardiothoracic ICU.
- Granted a three-year term of accreditation by the Intersocietal Accreditation Commission (IAC) in Echocardiography in the area(s) of Adult Transesophageal and Adult Transthoracic.
- Accredited as a Geriatric Emergency Department by the American College of Emergency Physicians (ACEP).
- Accredited by the Surgical Review Corporation Center for Excellence in Minimally Invasive Gynecology.

Catholic Health

Catholic Health is an integrated system encompassing some of the region's finest health and human services agencies. The health system has more than 16,000 employees, six acute care hospitals, three nursing homes, a home health service, hospice, and a network of physician practices across the island.

Under the sponsorship of the Diocese of Rockville Centre, Catholic Health serves hundreds of thousands of Long Islanders each year, providing care that extends from the beginning of life to helping people live their final years in comfort, grace, and dignity.

Entities of Catholic Health

In addition to Good Samaritan University Hospital, Catholic Health is comprised of:

Mercy Hospital

Mercy, which has grown to 375 beds since opening in 1913 and is now staffed by nearly 700 physicians, has again earned the Pathway to Excellence® designation from the American Nurses Credentialing Center and, for nine consecutive years, the American College of Surgeons Commission on Cancer's Outstanding Achievement Award, most recently with Three-Year Accreditation with Gold-Level Commendation.

St. Catherine of Siena Hospital

St. Catherine has been a member of Catholic Health since 2000. With a medical staff of almost 800 physicians and 536 beds (including 240 nursing home beds), St. Catherine holds the American Heart Association's Target: StrokeSM Honor Roll Elite recognition, as well as the 2017 HANYS Pinnacle Award for Quality & Patient Safety.

St. Charles Hospital

Founded in 1907 and staffed by more than 700 physicians, St. Charles—highly accredited by the Commission on Accreditation for Rehabilitation Facilities—is a 243-bed community hospital and rehabilitation center with nine outpatient rehabilitation satellites and was awarded a place on the American Heart Association's Target: StrokeSM Honor Roll and holds the Get With The Guidelines[®] Stroke Gold Plus Quality Achievement Award.

St. Francis Hospital & Heart Center

Founded in 1922 and staffed by more than 700 physicians, the 306-bed St. Francis—New York's only specialty designated cardiac center—is rated among the top 10 hospitals in the region by *U.S. News & World Report* (2024-2025), in addition to being among just seven percent of U.S. hospitals to have earned Magnet[®] designation.

St. Joseph Hospital

With almost 600 physicians on staff, St. Joseph, which joined Catholic Health in 2010 and was the first facility of its kind on Long Island to be accredited and re-accredited by the Undersea and Hyperbaric Medical Society, is a 203-bed community hospital offering a nationally accredited sleep center, wound healing center, and other specialized services, and earned the HANYS Pinnacle Award for Quality & Patient Safety in 2017 and 2018.

Continuing Care

Catholic Health is more than a network of hospitals. From supporting those with special needs to those who require skilled nursing outside the hospital, Catholic Health has the staff, the expertise, and the dedication to care for loved ones at the highest level.

Catholic Health has a history of compassionate care, based on its foundational Catholic values. It is a faith-based integrated health care system that sees each individual as a whole, requiring care and nourishment of the body, mind, and spirit. Catholic Health welcomes all those in need and shows respect to all, whatever their faith community.

Good Shepherd Hospice

Since 2001, with the merger of Good Samaritan, St. Charles, and Mercy hospice services, Good Shepherd Hospice has served the community by caring for more than 30,000 individuals and helping patients and their families live each day fully, with a focus on controlling symptoms, quality of life, and the things that matter to them the most.

Catholic Home Care

For more than 100 years Catholic Home Care's registered nurses, licensed therapists, and home health aides have provided high-quality services for patients across Long Island, earning the agency outstanding feedback at the completion of its triennial Joint Commission survey in 2018. Also in 2018, Catholic Home Care was named among the HomeCare Elite[®] top 500 home health agencies in the nation.

Services

Catholic Health has more than 4,600 physicians who provide a wide array of expertise covering every medical specialty. This enables Long Islanders to have access to the highest level of care for cardiology, oncology, orthopedic surgery, neuroscience, women's health, pediatrics and other highly specialized areas.

Catholic Health is known for its rich heritage, founded in faith, serving the needs of its community for more than one hundred years. Their commitment to caring for Long Island is well-established, so it was decided to shorten their name to Catholic Health.

The new logo communicates the power of faith, hope, and healing found both in the Catholic Faith and the work at Catholic Health. The shape of the logo evokes two images. The first is that of a chalice and sacred host, representing the elements of Holy Communion, the Body and Blood of Jesus Christ, the very heart of the Catholic Faith. As a graphic element, the chalice and host also becomes the figure of a human person, arms uplifted in a celebration of the gifts of life, health, and healing, especially as these reflect the mission of Catholic Health.

History

Catholic Health was founded in 1997 by the Diocese of Rockville Centre and encompasses facilities and services that originated as charitable institutions under the sponsorship of religious sponsors. Reaching back more than a century, various congregations of religious women shared a profound commitment to helping those in need on Long Island:

- Toward the end of the 19th century, four Sisters of St. Dominic traveled from Germany to serve the needs of immigrants, soon establishing a school, an orphanage, and two hospitals. In 1894, they opened a convalescent home, known today as Our Lady of Consolation Nursing & Rehabilitative Care Center.
- The Daughters of Wisdom, originally from France, founded St. Charles Hospital in 1907, Maryhaven Center of Hope (which began as the Wharton Memorial Institute) in 1930, and Good Samaritan Hospital Medical Center in 1959.
- Three nuns from the Congregation of the Infant Jesus began nursing the sick poor in 1905, and that work eventually grew into Nursing Sisters Home Care, which—now known as Catholic Home Care—became part of Catholic Health in 1998. Often referred to as the Nursing Sisters of the Sick Poor, this congregation also founded Mercy Medical Center, the very first Catholic hospital in Nassau County, in 1913.
- St. Francis Hospital, The Heart Center®, was founded by the Franciscan Missionaries of Mary in 1922. By 1949, St. Francis was the largest hospital in the U.S. dedicated to pediatric cardiac care and today is one of the nation's leading cardiac centers.
- St. Catherine of Siena Medical Center joined Catholic Health in 2000, and St. Joseph Hospital became part of the system in 2010.
- In addition to Our Lady of Consolation, Catholic Home Care and Maryhaven, the Continuing Care Division now comprises Good Samaritan Nursing Home, St. Catherine of Siena Nursing and Rehabilitation Care Center, and Good Shepherd Hospice.

Mission, Vision, Values

Mission

We, at Catholic Health, humbly join together to bring Christ's healing mission and the mission of mercy of the Catholic Church expressed in Catholic health care to our communities.

Vision

Catholic Health will be recognized as the premier health system on Long Island.

We commit to excellence in all we do by providing care that is state of the art, compassionate, and patient centered. Every person, every time.

Driven by innovation, rooted in our Catholic faith, and grounded in our humanity, we will transform the way health care is delivered to become the most trusted health partner to all communities we serve.

Values

- Integrity
- Compassion
- Accountability
- Respect
- Excellence

For more information about Catholic Health, visit: www.catholichealthli.org

Position Summary

The CMO is a senior executive responsible for overseeing the medical operations and clinical practices within Good Samaritan University Hospital. They will guide Good Samaritan Medical Staff and quality structures, assuring high quality patient care and compliance with regulatory and accreditation requirements. The CMO will help to drive care coordination, allowing for the patient to be placed in the right setting to maximize the patient experience and, more importantly, to allow for outstanding care.

The CMO will spearhead clinical initiatives aimed at improving quality, safety, and patient outcomes, demonstrably improving physician alignment and satisfaction, and lead evidenced based programs and activities that deliver quality, service, and financial results.

Key to the CMO role will be the ability to develop key relationships with hospital leadership, the system chief medical officer, clinical chairs, staff and leadership of Good Samaritan University Hospital and Catholic Health.

Reporting Relationships

The CMO reports directly to the President of Good Samaritan University Hospital, [Justin Lundbye, M.D, MBA](#).

Direct reports:

- Vice President of Performance Improvement and Regulatory Affairs
- Director of Hospital Medicine
- Director Advanced Practice Professionals
- Assistant Vice President of Hospital-Based Physicians
- Director- Risk Management/Patient Safety, Good Samaritan University Hospital (dotted line)
- Department Chairs/Chiefs

Key Relationships:

- Executive Vice President/Chief Medical Officer, Catholic Health
- Senior Vice President of Patient Services & Chief Nursing Officer, Good Samaritan University Hospital

Responsibilities

The following represent essential functions and responsibilities of the CMO. They are not listed in any order of priority.

1. Clinical Leadership:

- Provide strategic direction and leadership for all medical and clinical activities.
- Establish and maintain high standards of medical care and clinical performance.
- Lead the development and implementation of clinical policies, procedures, and protocols.

2. Quality Improvement:

- Oversee quality assurance and improvement initiatives to enhance patient care and outcomes.
- Monitor clinical performance metrics and implement strategies to address areas of improvement.
- Ensure compliance with healthcare regulations, accreditation standards, and best practices.

3. Patient Safety:

- Promote a culture of patient safety, experience, and risk management.
- Develop and implement patient safety programs and initiatives.
- Investigate and address patient safety incidents and concerns.

4. Medical Staff Management:

- Provide leadership and support to the medical staff, including recruitment, credentialing, and performance evaluation.
- Foster professional development and continuing education opportunities for medical staff.
- Facilitate effective communication and collaboration among medical staff and other departments.

5. Clinical Operations:

- Oversee the efficient operation of clinical departments and services.
- Collaborate with administrative and operational leaders to optimize resource utilization and service delivery.
- Ensure the integration of clinical services across the organization.

6. Strategic Planning:

- Contribute to the development and execution of the organization's strategic plan.
- Identify and respond to emerging trends and challenges in healthcare.
- Develop and implement innovative clinical programs and services to meet community needs.

7. Regulatory Compliance:

- Ensure compliance with all relevant healthcare laws, regulations, and accreditation standards.
- Stay informed about changes in healthcare policy and regulatory requirements.
- Implement and monitor compliance programs and practices.

8. Community and Stakeholder Engagement:

- Represent the organization in interactions with external stakeholders, including regulatory bodies, professional organizations, and the community.
- Build and maintain positive relationships with key stakeholders and partners.
- Promote the organization's mission, vision, and values within the community.

9. Clinical Documentation Improvement (CDI):

- Oversee and enhance clinical documentation processes to ensure accuracy, completeness, and compliance.
- Collaborate with clinical and administrative staff to implement best practices in clinical documentation.
- Monitor and improve clinical documentation to optimize coding accuracy, reimbursement, and quality metrics.

Goals and Objectives

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

- Establish oneself as a collaborative, relationship-oriented member of the senior leadership team of Good Samaritan University Hospital; one who brings a fresh and contemporary perspective on quality, safety, performance improvement, and patient experience and how those functions support the goals of the Hospital.
- As a senior leader, work to build credibility, trust, and collaborative relationships, internally and externally, with physician leaders, physicians, staff, the local community, system leaders, and strategic partners.
- Assess the current quality, safety, and performance improvement infrastructures, processes, and resources. In collaboration with the system chief medical officer and other leaders, plan and implement continuous improvement initiatives to achieve clinical and service excellence across the continuum that demonstrates an overall standard of high-quality outcomes as characterized by best practices, evidenced based guidelines, and objectively measured against national benchmarks.
- Develop an effective clinical documentation improvement program.
- In partnership with nursing and administrative leaders, assess the care delivery model from patient entry to discharge to enhance bed utilization and improve patient experience. Operationalize clinical resource management and medical staff responsiveness to quality, cost, practice standardization, and the patient experience that differentiates Good Samaritan University Hospital across the region and nationally.
- Achieve measurable improvement in safety and quality indicators as measured by HCAHPS & Hospital Compare scores, including becoming a Leapfrog A and CMS Five Star hospital.
- Demonstrate to the executive team significant improvement on clinical, operational, and financial issues which involve the medical staff, specifically in quality of care, length of stay, readmissions, utilization management and the optimization of EPIC electronic health record.
- Serve as a conduit between the community/private and employed physicians at Good Samaritan University Hospital and throughout Catholic Health System. Create and sustain a culture and environment that enables Good Samaritan University Hospital medical staff members, including APPs, to experience personal and professional satisfaction in their respective clinical practices, works effectively with their clinical teams, and feels that they are part of a larger, vibrant, and supportive clinical community.
- Develop and mentor direct reports to reach their full potential as successful leaders.

Candidate Qualifications

Education/Certification

- MD or DO from an accredited medical school.
- Appropriate board certification.
- Eligibility for licensure in the State of New York.
- An advanced degree in healthcare administration, business administration, or a related field is desirable.

Knowledge and Work Experience

- A minimum of ten (10) years of clinical practice, with at least five (5) years of successful experience as a clinical leader, providing effective administrative and physician leadership, including direct operational oversight of physicians.
- Previous leadership experience developing quality, safety, and performance improvement programs with a demonstrated record of achieving exceptional results. This includes comprehensive knowledge and understanding of evidence-based medicine and multiple quality improvement tools and principles.
- Minimum of 10 to 15 years of progressive experience in a complex health system preferred.
- Experience in an academic medical center with Graduate Medical Education (GME) experience preferred.
- Proven experience with clinical documentation improvement (CDI) programs and initiatives preferred.
- Understanding of the use of clinical information systems and technology to enable institutional goals.
- Successful experience in the mentoring and development of physician leaders.

Leadership Skills and Competencies

- Demonstrated executive leadership skills with a focus on change management.
- Makes decisions systematically and under pressure, builds consensus, can make difficult/unpopular decisions, and considers impact of decisions.
- Proven, effective, and innovative business development expertise, experience, and skills gained within organizations known for leading edge program development and a commitment to excellence.
- Drives change through networking and relationship building; apply skills of self-motivation and development.
- Demonstrates ability to effectively collaborate at all levels of an organization.
- A comprehensive understanding of issues facing the healthcare industry and the implications for future provision of clinical services.
- Strong interpersonal, written, and oral communication skills are required.
- Exhibited leadership skills and executive presence.
- Must possess high ethical standards with ability to build teams and relationships with results orientation and commitment to mission partner development.

The Community

West Islip, New York

West Islip is an exciting community located 45 miles east of New York City in Suffolk County with a population close to 30,000. It is known for beautiful beaches, excellence in education, and includes a mix of residential and business properties.

It offers plenty of things to do, from visiting the West Islip Historical Society Museum or fishing at Goss Pond to strolling along the boardwalk of Captree State Park or checking out local stores such as Airbrook Country Store. With easy access to cities like Long Island and New York City, West Islip makes an ideal destination for people seeking an unforgettable experience close to urban amenities



For more information, please visit: <https://islipny.gov>

<https://www.westislipchamber.org/about>

Long Island, New York

Long Island is the densely populated island that is a part of the New York City metropolitan area. At over 100 miles, it is one of the longest islands in the United States and is larger than the state of Rhode Island. The island is comprised of four counties, King and Queens (which includes the NYC Burroughs of Brooklyn and Queens), Suffolk, and Nassau.

As the home to two of the region's largest airports, JFK International Airport and LaGuardia Airport, Long Island is a commercial hub for the entire metropolitan area. In terms of education, the area is home to some of the area's most prestigious universities, including Stony Brook University, New York Institute of Technology, the City University of New York, and the Hofstra Northwell School of Medicine.

The economy of the region is powered by industry, biotechnology, research, engineering, and technology, to name only a few.

For more information, please visit: www.rvcny.gov

www.discoverlongisland.com

Procedure for Candidacy

Please direct all nominations and resumes to Aaron Mitra, Megan Welch, and Stacey Carbol at scarbol@wittkieffer.com.

For full consideration, candidates must also apply through Catholic Health's site: [Connect Portal - Connect with Us! \(icims.com\)](#)

The pay range for this position is \$550,000 – \$600,000. This range serves as a good faith estimate and actual pay will encompass a number of factors, including a candidate's qualifications, skills, competencies and experience. The salary range or rate listed does not include any bonuses/incentive, or other forms of compensation that may be applicable to this job and it does not include the value of benefits.

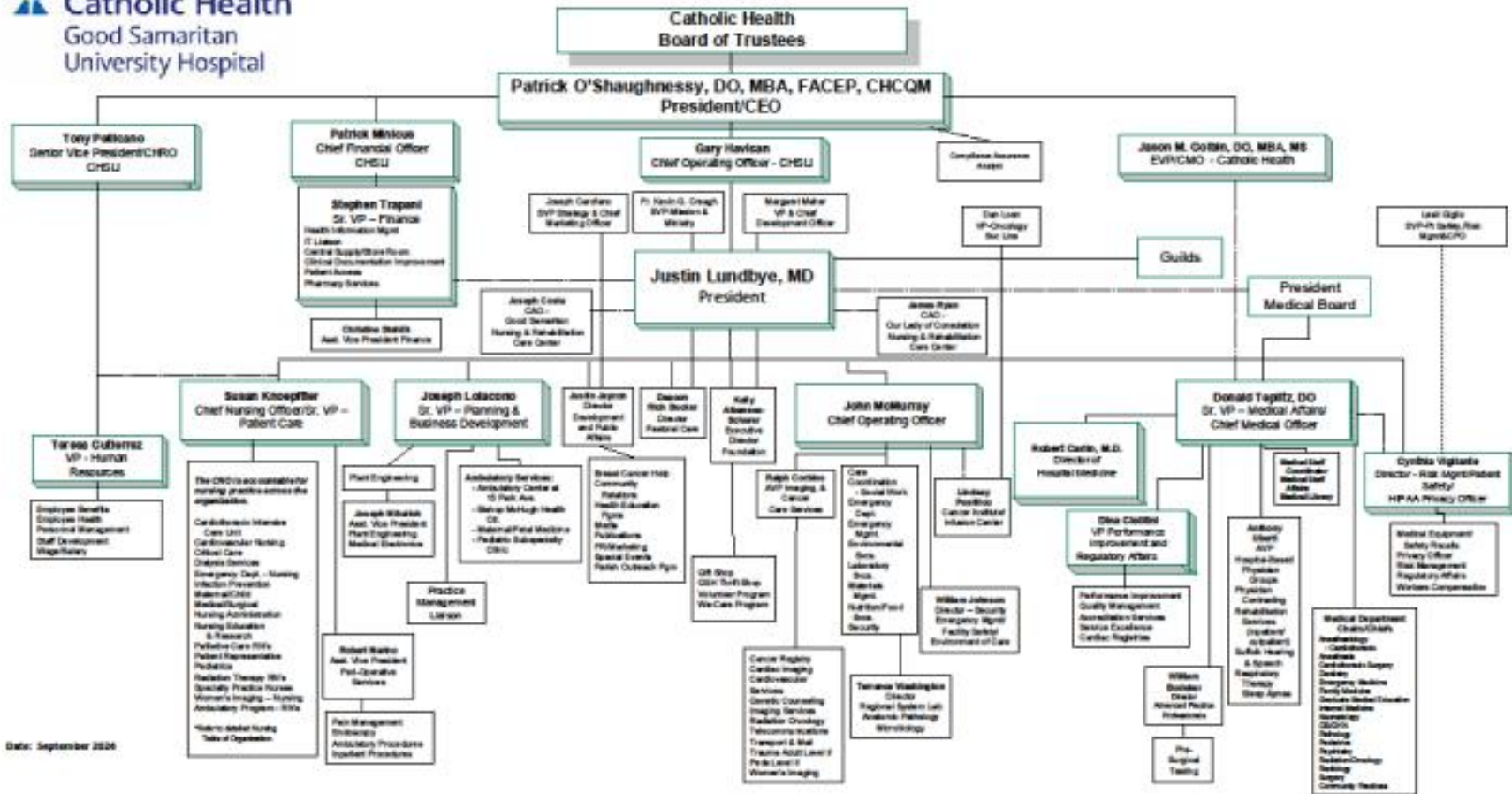
At Catholic Health, we believe in a people-first approach. In addition to the estimated base pay provided, Catholic Health offers generous benefits packages, generous tuition assistance, a defined benefit pension plan, and a culture that supports professional and educational growth.

The Catholic 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 Catholic 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.

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Appendix



Date: September 2024



WittKieffer is the premier executive search and advisory firm developing inclusive, impactful leadership teams for organizations that improve quality of life. For more than 50 years, we have operated exclusively at the intersection of not-for-profit and for-profit healthcare delivery, science, and education – the Quality of Life Ecosystem. Through our expert executive search services as well as our Professional Search, Interim Leadership, and Leadership Advisory solutions, we strengthen organizations that make the world better.

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

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