Welcome to the 2020 Yale Department of Urology Residency Interviews!

The Yale Urology Residency Program dates back to 1924, when a third-year surgery resident elected to specialize in urology and spent one year on the urology service. Over the next 10 years, surgical residents with an interest in genitourinary surgery were appointed as urology residents; and by 1934, regular assignments to a urology residency became routine after completion of a three-year surgical residency.

An official three-year training program for urology, approved by the ACGME and the residency review committee, would be formally established twenty years later. A number of leaders in academic urology and current Yale faculty have trained through our residency program.

Yale Urology offers its residents a dynamic learning experience with diverse sub-specialty training and care, a strong clinical foundation, and the opportunity to collaborate with world-class researchers from a variety of biomedical fields. Our education-focused approach allows residents to work closely with fellowship-trained faculty members who have a broad range of clinical, academic, and cultural backgrounds. Our core mission is to train future leaders of academic urology. Clinical proficiency, integrity, and sensitivity to patient satisfaction are paramount.

Yale Urology Mission

To provide state-of-the-art care, to train future leaders, and to discover new and novel approaches for the diagnosis and treatment of urologic conditions in a safe environment that respects the patient and family and treats all with compassion and kindness.
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### Resident Rotation Schedule 2020-2021

#### PGY1 Resident
- 2 months at SRC and VA - Urology
- 4 months at YSC - Urology
- 6 months - General Surgery with rotations in:
  - SRC - SICU
  - YSC - Surgical Oncology
  - YSC - Minimally Invasive Surgery
  - YSC - Transplant
  - YSC - Trauma/Emergency General Surgery
  - VA - General Surgery

#### PGY2 Urology Resident
- 8 months at YSC - Urology
- 2 months at YSC - Urogynecology
- 2 months at SRC - Urology

#### PGY3 Urology Resident
- 2 months at SRC - Urology
- 4 months at VA - Urology
- 2 months at YSC - Pediatric Urology
- 4 month at YSC - Night Float

#### PGY4 Urology Resident
- 4 months at YSC - Urologic Oncology
- 4 months at YSC - Benign
- 2 months at YSC - Pediatric Urology
- 2 months at L+M (or subspecialty elective rotation)
  Possible 1 week international rotation

#### PGY5 Urology Chief Resident
- 4 months at VA
- 4 months at YSC
- 4 months at SRC

YSC: Yale New Haven Hospital, York Street Campus  
VA: Veterans Affairs Medical Center, West Haven Campus  
SRC: Yale New Haven Hospital, Saint Raphael Campus  
L+M: Lawrence + Memorial Hospital
Resident Education

Weekly
- GU Tumor Board
- Core Curriculum Conference
- Grand Rounds

Monthly
- Surgical Skills Lab
- Pathology Conference
- Pediatric Indications Conference
- Radiology Conference
- Journal Club
- Faculty Lecture
- Morbidity & Mortality

Annual
- Visiting Professor Day
- Annual Community Prostate Screening
- Annual Medical School Urology Surgical Skills

Past Courses and Conferences attended by residents have included:
- AUA Basic Science Course (PGY2)
- Robotic Course (PGY3)
- Prosthetics Course (PGY3)
- ACGME Leadership Course (PGY4)
- Boards Review Course (PGY5)
- AUA Annual Meeting
- New England AUA Annual Meeting
- World Congress of Endourology (WCE) Conferences

Resident Social Events and Initiatives

- Quarterly Dinners with the Chair
- Summer Welcome Party
- Closer to Free Bike Ride Fundraiser
- Resident Interview Dinners
- Adopt a Family Gift Drive
- Holiday Party
- AUA Reception
- Chief Resident Reception
- Graduation

Resident Perks

- Phone
- iPad
- Fitbit
- Lab coats
- Meal card
- Faculty mentorship
- Study guide materials
- Educational reimbursement stipend
- Departmental support for presenting at conferences
- Access to Yale University facilities as students (libraries, gym, performing arts, etc.)
Resident Wellness

Intellectual Wellness
The ability to open our minds to new ideas and experiences that can be applied to personal decisions, group interactions and community betterment.
Activities: Trust building talk and paired obstacle course, Unconscious bias talk, Mindfulness workshop

Emotional Wellness
The ability to understand ourselves and cope with the challenges life can bring.
Activities: Patient perspectives talk

Occupational Wellness
The ability to get personal fulfillment from our jobs or chosen career fields while still maintaining balance in our lives.
Activities: Disability insurance workshop
Resident Wellness

Environmental Wellness
The ability to recognize our own responsibility for the quality of the environment that surrounds us.
Activities: Diversity talk

Financial Wellness
The ability to identify our relationship with money and skills in managing resources. An intricate balance of the mental, spiritual, and physical aspects of money.
Activities: Financial workshop

Spiritual Wellness
The ability to establish peace and harmony in our lives
Activities: Yoga class

Physical Wellness
The ability to maintain a healthy quality of life without undue fatigue or physical stress.
Activities: March Madness physical fitness challenge, Table tennis tournament

Social Wellness
The ability to relate and connect with other people in our world.
Activities: Team building through rope course and escape room challenges
### Case Volume

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<tr>
<th>Category</th>
<th>Assistant</th>
<th>Surgeon</th>
<th>Teaching Assistant</th>
<th>Total</th>
<th>Minimum required by ABU</th>
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<td>557</td>
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<td>158</td>
<td>8</td>
<td>174</td>
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<td>65</td>
<td>4</td>
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</tr>
</tbody>
</table>

All amounts are averages for chief residents at graduation 2017-2019
Hospitals

The three main campuses are within a 2 mile radius:

Yale New Haven Hospital, York Street Campus

1,541 beds
4 da Vinci robots (2 dual console XI)

Yale New Haven Hospital, Saint Raphael Campus

500 beds
2 dual console XI da Vinci robots

VA Medical Center, West Haven Campus

1 dual console XI da Vinci robot
The Yale Minority Housestaff Organization (MHO) is an organization dedicated to creating a supportive and nurturing environment for minorities throughout the Yale-New Haven Hospital System. Members include medical residents, fellows, and other health care trainees. We often partner with medical faculty through the Minority Organization for Retention and Expansion (MORE) and medical students through the Student National Medical Association (SNMA).

Asian Network at Yale (ANY) All Yale employees of Asian heritage and those who have an interest in learning more about Asian culture are invited to attend ANY events.

The DiversAbility at Yale (DAY) Affinity Group creates an environment that is open and inclusive for all individuals impacted by disability through engagement, education, and advocacy.
Yale Affinity Groups

FLY hopes to provide a voice for young professionals who are seeking to develop and strengthen their long-term opportunities and impact at Yale in the early stages of their careers.

WWN provides programs and resources to Yale’s women employees to help them pursue personal and professional goals—enhancing their individual success furthers the advancement of the university.

YAAA strives to provide opportunities for staff to engage, build community and make connections at Yale and the broader New Haven community.

YLNG seeks to promote a community of interest among Latino staff members, and to champion an inclusive and empowering work environment for all Yale employees.

The LGBTQ group creates a welcoming and respectful campus community for Lesbian, Gay, Bisexual, Transgender, and Queer individuals and their allies with a focus on employee retention and edification.

The YVN’s vision is to make Yale the employer of choice for veterans, reservists, and guardsmen while creating a community to support and encourage the career development and growth of all its members.
The **Yale Resident Fellow Senate (YRFS)** aims to advocate for key issues affecting house staff, foster a sense of community among and across graduate medical training programs, and represent housestaff. The Senate consists of members from training programs at YNHH and solutions to complex problems will be addressed through dialogue from the vast array of clinical specialties represented. YRFS will always strive to remain rooted in the principles of advocacy, community, inclusive representation, and improvement of the training environment and hospital system.

We are composed of an Executive Board, which works closely with the Graduate Medical Education (GME) office and five councils: Advocacy, Diversity, Education, Quality Improvement and Patient Safety, and Wellness.
Yale Resident Fellow Senate (YRFS)

Highlights from the 2019-2020 include:
- Solidarity Night
- “Stay Strong in Solidarity and Harmony” Event
- Yale-Harvard Tailgate Party
- Advocating for Hazard Pay
- QI Night and Book Camp
- First Fridays
- Med Ed Day

The Yale Minority House Staff Organization (MHO) dedicates itself to creating a supportive and nurturing environment for minority students, residents, and fellows throughout the Yale New Haven Health system. This organization focuses on increasing mentorship and enhancing the diversity pipeline for increasing the number of underrepresented minorities in medicine. We recognize the impact of this pipeline and are intimately involved in the recruitment of residents, from traditionally underrepresented backgrounds, to the institution. MHO often partners with the Graduate Medical Education (GME) Office of Diversity, Equity and Inclusion, SNMA and LMSA for events targeted towards mentoring, recruitment and building a diverse workforce.
The Yale Women’s Housestaff Organization (YWHO) serves residents and fellows across specialties to improve the well-being and advancement of women at Yale. The YWHO seeks to create a community for housestaff to speak openly about their experiences as self-identifying women physicians, while also advocating for issues that specifically affect women physicians during training. The Association also collaborates with the Status of Women in Medicine (SWIM) faculty group on shared issues for women residents and faculty.

This year, the YWHO is excited to have six committees - Advocacy, Career & Promotions, Mentorship & Sponsorship, Moonlighting Compensation, Parenthood Support, and Sexual Harassment - led by housestaff across different specialties.

The Yale Alliance for Trainees with Chronic Illnesses (YATCI) is a Yale GME organization dedicated to the well-being and professional development of medical trainees with chronic health conditions.

YATCI was formed during the peak of the COVID-19 pandemic to form a community and advocate for trainees at higher risk of COVID-19 but extends beyond the pandemic to include all trainees with chronic health conditions.

The founding goals of YATCI include:

- Develop a community and social network for trainees with chronic health conditions to offer support, identify challenges in the workplace, and generate solutions to help achieve their optimal well-being and performance. Currently meet biweekly, Thursdays at 7 pm via Zoom
- Serve as a liaison to the Yale GME office and other GME organizations to inform and generate policies which support and protect trainees with chronic health conditions
- Participate in institutional and national advocacy
- For example, we are in the process of planning kick off events of career panels and meet and greets for medical students and trainees with chronic health conditions
YNHH Physician Residents receive a comprehensive benefits package. The following is a summary of the various employee benefits and other programs offered. Physician Residents who are scheduled to work 24 hours or more per week become eligible for health care (medical, prescription drug, vision & dental) coverage on their hire date.

**Medical Plans**
Yale New Haven Health Advantage Plus Plan offers in and out-of-network options. Preventive care services covered at 100%, no copay. Primary Care office visits copay at $5 (YNHHS provider)/$30 (Anthem PPO provider); Specialists at $40. Services billed by Yale New Haven Health System (YNHHS) have flat copays. For all other in-network services (not billed by YNHHS), there is an in-network annual deductible of $600 (individual), $1,800 (family). Deductible does not apply to preventive care and office visit copays but will apply to most other services, which are covered ranging from 90% to 50%. Annual cost is as follows:

- Employee Only $200
- Employee + 1 Child $300
- Employee + Spouse $400
- Family $500

Yale New Haven Health Advantage Plan is available at no cost to Physician Residents. The plan offers in and out-of-network options. Preventive care services covered at 100%, no copay. Other office visits at $40/$50. There is an in-network annual deductible of $800 (individual), $2,400 (family). Deductible does not apply to preventive care and office visit copays but will apply to most other services, which are covered ranging from 80% to 50%.

Note: Both plans are “Preferred Provider Organization” (PPO) type of plans. They both use the Anthem Blue Cross/Blue Shield of CT “Century Preferred” network of providers.

**Prescription Drug Plan**
Physician Residents and dependents covered under either medical plan are covered by our Prescription Drug Plan administered by CVS Caremark. The employee’s charge for a 30 day supply of a covered prescription is $10 copay* for a generic drug, 20% coinsurance ( $35 min*/$80 max) for a brand name drug on the formulary list and 40% coinsurance ($55 min*/$120 max) for a brand name drug not on the formulary list. There is also a “Maintenance Choice Program” for maintenance
YNHH HOUSE STAFF BENEFITS

medications which allows members to save money and get up to a 90 day supply through the CVS Caremark Mail Service Program or at any CVS pharmacy. Members will pay $20 copay* for a generic drug, 20% coinsurance ($70 min*/$150 max) for a brand name drug on the formulary list and 40% coinsurance ($110 min*/$230 max) for a brand name drug not on the formulary list. High cost specialty medications can be filled at the YNHHS Specialty Pharmacy for a $20 copay.

*Minimum Copay - If the actual cost of a drug is less than the minimum copay, the member will pay the lower amount.

Dental Plan Options
- Delta Dental Plus Plan covers 100% of preventive and 80% of restorative services, 50% of major services, 50% orthodontic services after a $50 (single), $100 (family) annual deductible. Maximum calendar year benefit $1,700 per person; orthodontic lifetime maximum $1,700 per person; TMJ lifetime maximum $1,700 per person.
- Delta Dental Basic Plan covers 100% of preventive and 80% of restorative services after a $50 (single), $100 (family) annual deductible. Maximum calendar year benefit $1,000 per person.

Vision Service Plan (VSP)
Eligible Physician Residents have the option to elect vision coverage through VSP which covers 1 eye exam (every 12 months) for $15 copay, lenses (every 12 months) for $15 copay and frames (every 24 months), or contacts (every 12 months) up to a $155 allowance. Going to an in-network provider will provide the highest level of coverage plus extra discounts. Professional Residents also have the option to select an enhanced Vision benefit providing up to $250 coverage on select vision services.

Employee Life Insurance
On their hire date, Physician Residents scheduled to work 24 hours or more per week are covered for Basic Life insurance coverage equal to $100,000.

Flexible Spending Accounts (FSA)
Each year Professional Residents eligible for benefits may elect to have a portion of their salary deducted on a before-tax basis to pay for out-of-pocket health care and/or dependent day care expenses. Such FSA contributions reduce the amount of gross income subject to Social Security and income taxes. The maximum annual contribution is $2,750 for the Health
YNHH House Staff Benefits

Care FSA and $5,000 for the Dependent Care FSA. Health Care FSA has a carryover feature which allows you “carry over” a maximum amount of $500 of unused health care FSA funds. Funds can be used through the end of the following plan year (1/1/21 - 12/31/21).

Retirement Security Program
Physician Residents are eligible to participate in the Retirement Savings Plan. If you contribute at least 5% of your pay to the YNHH 403(b) Plan, you receive a 3% match. New benefits eligible Physician Residents will automatically be enrolled in the 403(b) Plan for a 2% contribution after 60 days of employment. You can increase or decrease the contribution at any time.

You must wait until after your 1st YNHH paycheck to enroll in the Retirement Savings Plan for your contribution to be effective.

Salary Continuation Plans
Long-Term Disability Plan: Full-time Physician Residents (scheduled to work at least 36 hours per week) are automatically covered by the Long-Term Disability (LTD) Plan. The LTD Plan provides a monthly benefit of 70% of base salary to a maximum of $5,000/month.

Additional Programs
- Employee & Family Resources Program: This program combines traditional employee assistance program services, e.g., confidential counseling, with work/life services, for all Physician Residents and their dependents. There are no copays for up to six office visits.
- Livingwell Fitness Center: Located at 48 York Street. Membership is $12 per pay period, which includes the full use of the center, most exercise classes, and towel service. Paid by payroll deduction. Hours of Operation: Mon–Fri 5am–9pm and Saturday 5am–5pm.

- Parking: Benefits-eligible Physician Residents who wish to take advantage of the parking facilities may pay for their parking through payroll deductions.

- Deduct-A-Ride Program: Physician Residents who use mass transportation to commute to work can save money on taxes. Under this program, you can elect to have pre-tax payroll deductions purchase transit vouchers for your use. In addition to the tax savings, YNHH will provide a 60% subsidy (up to $50 per month) towards the purchase of the monthly commuter ticket.
YNHH House Staff Benefits

• Child Care Center: Licensed, not-for-profit programs designed to provide quality daycare, with priority given to children of YNHH Physician Residents. The program has facilities on both YNHH York Street and Saint Raphael campuses, caring for children between the ages of three months and five years.

Financial Benefits Program
Physician Residents are offered a wide range of voluntary financial services programs such as:

• Healthcare Financial Federal Credit Union: Savings, IRAs, checking and other services.

• Bank of America: Free checking with direct deposit, ATMs, and preferred credit, in addition to all other banking needs.

• 529 College Savings Plan.

• Voluntary Benefits Program: Receive discounts for Auto/Home, Pet, Identity Theft Protection, Group Critical Illness Insurance, Group Legal and Hospital Indemnity Insurance through convenient payroll deductions.

• Philips “Lifeline Program at a discounted price.

Vacation
2-4 weeks, at the discretion of the department and its needs.

Professional Leave
Professional leaves are determined at the discretion of the department on an individual basis due to need.

Family/Medical Leave of Absence
It is the policy of Yale New Haven Hospital to grant a leave of absence to employees who are absent from work due to physical or mental disability, parental needs for newborn or child adoption, or the serious illness of a family member. The hospital is interested in ensuring that parental and family leaves of absence are granted in order to allow an employee personal time to meet family and parental needs. Under this policy, a family/medical leave of absence (FMLA) may be granted for a period up to 16 weeks during a 24-month period for all eligible
house staff. Under some circumstances, additional time may be available if more than 12 months have elapsed since the beginning of the last FMLA. The leave may be paid, unpaid, or a combination, and is reserved for purposes of either child adoption, care of a newborn infant, the serious illness of a child, spouse, or parent, parent-in-law, or medical leave of absence for an employee who is absent from work due to a physical or mental illness or disability. It is the intention of the hospital to comply with the Federal Family and Medical Leave Act of 1993, as well as applicable federal or state statutes.

**Long Term Disability**

The hospital has a disability insurance program that provides individual coverage to a resident/fellow while employed at Yale New Haven Hospital. This insurance provides salary continuation up to age 65 for eligible house staff once extended sick leave benefits cease. The residents/fellows (policy owners) may continue this policy after leaving Yale New Haven Hospital. The plan provides total disability, partial disability, future purchase option, indexing, portability, and billing discounts.

**Professional Liability**

Yale New Haven Hospital provides its residents and fellows with professional liability insurance coverage for professional activities performed within the scope of hospital-assigned duties. The insurance coverage is provided by Yale New Haven Hospital while the resident/fellow is functioning within the medical center; however, insurance may be provided by an affiliate hospital if the resident/fellow is on rotation at that hospital. Insurance coverage generally is not provided for personal activities, like moonlighting. Insurance coverage is provided for the duration of graduate medical training, but may exclude periods during which the resident is assigned exclusively to non-clinical duties, like bench research. The insurance pays for the costs of legal defense, settlements and awards, and will protect the resident against awards from claims reported or filed after the completion of the residency as long as the case involves acts or omissions undertaken within the scope of the residency program.

**Parking**

Secure on-site parking in the Air Rights Garage is provided to house staff at a subsidized rate through payroll deductions.
YNHH House Staff Benefits

Personal Insurance Options
House staff may have the opportunity to purchase homeowner, automobile, boat, condominium and/or personal liability insurance at a discount through payroll deductions. This program is an individual policy and subject to the guidelines of the insurance carrier.

Miscellaneous
- on-call rooms for every service
- white lab coats (laundry services not provided)
- a lounge for house staff with TV, VCR, 24-hour brewed coffee, food provided every night, refrigerator, SCM terminal

Housing
Yale New Haven Hospital does not provide Housing or subsidy for housing.

Moving Expenses
Yale New Haven Hospital does not provide moving expenses or subsidy for moving.

Yale New Haven Hospital requires mandatory drug testing for new employees. Failure to submit to such testing will disqualify a person from employment.

For more information on House Staff benefits, please contact the House Staff Office at 203-688-2259

Equal Employment Opportunity, Male/Female/Disabled/Veteran

Salary from 7/1/2020 to 6/30/2021

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YNHH Sample Contract

Resident/Subspecialty Fellow Agreement of Appointment

This agreement between Yale New Haven Hospital and ______________________ (Resident/Fellow) is entered into for the period of one year (or less where applicable) beginning July 1, 2020 and ending June 30, 2021.

Yale New Haven Hospital agrees, and the Resident/Fellow accepts appointment as a trainee under the following terms and conditions:

1. Training Program:
2. Title:
3. Gross Annual Stipend:
4. Hospital Responsibilities:
   During the term of this agreement the Hospital shall provide all of the following:

   A. Professional Liability Coverage: The Hospital shall provide the Resident/Fellow with adequate professional liability insurance that shall cover the Resident/Fellow while acting in the performance of his/her duties and assignments within the training program. Claims made after termination of training will be covered if based on acts or omissions of the Resident/Fellow within the scope and course of his/her duties or assignments during training. Appropriate arrangements for insurance coverage shall be made with all institutions at which the Resident/Fellow rotates (the Affiliated Institutions). Special rotations outside of the Hospital and the Affiliated Institutions are subject to the prior approval of the Chairman or the departmental residency Program Director and the Director/Associate Dean of Graduate Medical Education (GME). In instances where the Chairman of the Department, the Program Director or the Director/Associate Dean of GME identifies such special rotations as being critical to the overall education program, and application is made in accordance with GME policy, the Hospital may elect to extend professional liability insurance coverage for such activities when the sponsoring institution is unable to do so.

   B. Amenities: The Hospital shall also provide the Resident/Fellow with the following during the course of the training program: suitable on-call quarters; uniforms; meals (when the Resident/Fellow is required to spend the night in the Hospital); and appropriate Personal Protective Equipment. The Hospital shall also provide such other support as shall be necessary to ensure a safe and appropriate work and educational environment. Counseling services are available through the Hospital’s Employee Assistance Program. Further details are available in the House Staff Manual.

   C. Fringe Benefits: The Hospital shall provide the House Officer with health
YNHH Sample Contract

insurance, group life insurance, disability income insurance, and business travel accident insurance. Prescription coverage at a reduced rate is included. The House Officer may elect to participate in a dental insurance plan for an additional cost. Details regarding all of these benefits are set forth in the FLEXplan pamphlet.

D. Paid Vacation: Annual vacation times shall range from two weeks to four weeks and be assigned by the Chief of the Service. Such arrangements are subject to the needs of the particular service.

E. Leave of Absence: Leave (which shall include sick leave, bereavement leave, maternity/paternity or family leave, personal leave) may be taken according to Hospital policy as set forth further in the HouseStaff Manual.

F. Extension of Training: All leaves may affect the time required to satisfy criteria for program completion. Time of training required for completion of the program will be as stated in specialty Board requirements. (See individual requirements at www.ABMS.org)

G. Work Hours: Resident duty hours and on-call schedules will conform to the requirements of the ACGME. Institutional Policies regarding duty hours are available in the House Staff Manual. Departmental policies regarding duty hours are available in each department.

H. Moonlighting: Institutional policies regarding moonlighting are available in the House Staff Manual. Departmental policies are established and available in each department.

I. Counseling, medical, psychological support services: Counseling and psychological support services are provided through the Employee’s Assistance Plan. Medical support services are available through the Employee’s Health Services. Additional assistance is available through the resident/fellow’s individual health insurance coverage.

J. Physician impairment and substance abuse: The policy regarding physician impairment and substance abuse involving Residents/Fellows is included in the House Staff Manual.

K. Harassment: The Institution does not tolerate sexual or other forms of harassment. The Institutional policy regarding sexual harassment is available in the House Staff Manual.

L. Accommodation for disabilities: The Institution complies with the
YNHH Sample Contract

Americans with Disabilities Act with regard to accommodation of residents/fellows with disabilities.

M. Expenses for attending Medical Conferences may be available within the individual departments.

5. Resident/Fellow Responsibilities:
The Resident/Fellow agrees to:
A. Perform satisfactorily and to the best of his/her abilities the customary duties and obligations of the training program, as established by the program, including keeping charts, records and reports signed and up to date, as may be further set forth in the Statement of Resident/Fellow Responsibilities or in other departmental documents.

B. Abide by the GME policies as outlined in the House Staff Manual and Departmental policies as outlined by each program.

C. Possess and exhibit the essential abilities for appointment, reappointment, retention and certification as outlined in the House Staff Manual.

D. Abide by the Hospital policies and procedures and the Hospital’s Medical Staff bylaws, rules and regulations insofar as they are applicable to Residents and Fellows. Such policies include the Hospital policies on Sexual Harassment, Non-Discrimination, Physician Impairment, Substance Abuse, Code of Conduct, Discipline and Grievances. Copies of these policies are available in the on-line Medical Staff Bylaws, Rules and Regulations.

E. Cooperate with mandatory pre-employment drug screening and a criminal background check. The Resident/Fellow understands that failure to submit to such drug testing or a positive finding will result in the withdrawal of any offer of employment and the termination of this agreement. In addition, the Resident/Fellow understands that any the criminal background check will be administered in accordance with all standards set out by the Fair Credit Reporting Act.

F. Comply with the credentials verification procedure, including:
   1. Documentation of identity and right to work as defined in the 1986 Immigration Reform and Control Act.

   2. Provision of necessary documentation to enable the hospital to obtain a permit for the Resident/Fellow to practice medicine and to establish the right to work.

   3. Proof of compliance with immunization policy.
4. Completion of the Hospital’s application for the appointment to the house staff, listing all information requested and returning to the house staff office on a timely basis such that the Hospital can verify it prior to start date, including medical school training and residency training prior to beginning patient care responsibilities.

5. If a fellow, completion of the Hospital’s application for the appointment to the Medical Staff, listing all information requested and returning to the departmental office on a timely basis such that the Hospital can verify it prior to start date, including medical school training and residency training prior to beginning patient care responsibilities.

6. Completion of all required appointment materials at required affiliated hospitals where Residents/Fellows may rotate (i.e. VA Connecticut Healthcare System).

7. Male United States Citizens who are joining programs that include rotations at the VA Connecticut Healthcare System are required to have registered for the Selective Service or they will not by federal law be allowed to rotate at any VA facility. This may jeopardize the individuals standing in their residency or fellowship program.

G. Ensure that his/her off-duty activities do not compromise his/her ability to perform his/her work to the best of his/her abilities and that s/he appears fit for duty at the beginning of any duty period.

H. Comply with institutional and departmental policies regarding moonlighting, including pre-approval of any moonlighting activity by program director. Failure to do so may result in disciplinary action up to and including termination of this agreement.

I. Comply with institutional and departmental duty hours policies to the best of his/her ability. Complete the attestation form that they have reviewed the institutional and departmental policies.

J. Participate as requested in all yearly mandatory training, including training in blood borne and airborne pathogens and any other training required by OSHA, JCAHO or per Hospital policy.


L. Refrain from seeking or accepting remuneration from patients or payers...
YNHH Sample Contract

for services rendered within the scope of his/her resident or fellowship training.

5. Term, Termination, and Condition:
   A. The term of this Agreement shall be for one year (or less) as specifically
established above. Appointment to subsequent years shall be dependent
upon satisfactory progress in education, demonstration of the essential
abilities of the position and satisfactory performance of all duties. Promotion
shall be in accordance with Institutional Policy (House Staff Manual) and
Departmental Policies.

   B. This contract is contingent upon the physician having the requisite
authorization to work in the United States prior to beginning the period of
training/work. This is the responsibility of the physician to obtain, renew
etc. and failure to do so will result in the termination of the resident/
physician.

   C. The Program Director, with the participation of the Program faculty shall
evaluate, at least semiannually, the knowledge, skills, and professional
growth of a Resident/Fellow. The results of this evaluation shall be made
known to the Resident/Fellow and the written records shall be made
accessible upon request.

   D. Unsatisfactory resident/fellow evaluation can result in required remedial
activities, temporary suspension from duties, extension of training
or termination of employment and residency education. Egregious /
misconduct violations may result in immediate dismissal from the program.

   E. A Resident/Fellow shall have the right to grieve an adverse action as
further set forth in the Grievance Procedure, included in the House Staff
Manual. This includes receiving a written notice either of intent not to
renew his/her agreement(s) or of intent to renew his/her agreement(s) but
not to promote the resident/fellow to the next level of training.

   F. Continuation of insurance coverage or other benefits upon termination, leave
or suspension shall be as further set forth in the applicable Hospital Policies.

   G. Neither party shall terminate this agreement prior to its expiration
date without written notice. In cases where the Institution/Program is
terminating the agreement, efforts will be made to give that decision four
months prior to termination, or as early as possible prior to the expiration
date of this agreement.

   H. The Hospital or the Program shall inform residents/fellows of adverse
accreditation action taken by the ACGME within a reasonable period after the action is taken. Should the Hospital begin the process of closing a residency program for any reason, the residents/fellows will be informed at as early a date as possible. In case of such a closure, or in case of the closure of the Hospital, the Institution will either allow residents/fellows already in the program to complete their education, or will assist residents/fellows to enroll in an ACGME-accredited program(s) which will allow them to continue their education.

I. The Institution will have a policy addressing administrative support for GME programs in the event of a disaster or interruption in patient care, including assistance for continuation of resident assignments, which will be included in the House Staff Manual.

J. Certification of completion of the program shall be contingent upon the resident/fellow having, on or before the date of regular or early termination of appointment, returned all hospital property such as books, equipment, etc. completed medical and other records and settled professional and financial obligations.

K. This contract is conditional upon satisfactory performance for the remainder of the current contract period.

________________________  _______________________
Thomas Balcezak, M.D., MPH  Date
Chief Medical Officer

________________________  _______________________
Resident/Clinical Fellow  Date
Signature
New Haven in the U.S. state of Connecticut, is the principal municipality in Greater New Haven, which had a total population of 862,477 in 2010. It is located on New Haven Harbor on the northern shore of Long Island Sound in New Haven County, Connecticut, and is part of the New York metropolitan area. It is the second-largest city in Connecticut (after Bridgeport), with a population of 129,779 people as of the 2010 United States Census. According to a census of 1 July 2012, by the Census Bureau, the city had a population of 130,741.

New Haven was founded in 1638 by English Puritans, and a year later eight streets were laid out in a four-by-four grid, creating what is commonly known as the “Nine Square Plan.” The central common block is the New Haven Green, a 16-acre square, and the center of Downtown New Haven. The Green is now a National Historic Landmark and the “Nine Square Plan” is recognized by the American Planning Association as a National Planning Landmark.

New Haven is the home of Yale University. The University is an integral part of the city’s economy, being New Haven’s biggest taxpayer and employer. Health care (hospitals and biotechnology), professional services (legal, architectural, marketing, and engineering), financial services, and retail trade also help to form an economic base for the city.

The city served as co-capital of Connecticut from 1701 until 1873, when sole governance was transferred to the more centrally located city of Hartford. New Haven has since billed itself as the “Cultural Capital of Connecticut” for its supply of established theaters, museums, and music venues. New Haven is also the birthplace of George W. Bush, the 43rd President of the United States.

New Haven had the first public tree planting program in America, producing a canopy of mature trees (including some large elms) that gave New Haven the nickname “The Elm City.”
Best Things To Do In New Haven

Adapted from Jim Shelton, Register Staff

Have some New Haven-style pizza. You can’t start on an empty stomach, right? It’s imperative that anyone who plans to spend more than a couple of minutes living in this area experience the culinary wonder of thin-crust, local pizza. Either try one of the big names (Pepe’s, Sally’s, Modern) or visit an equally fine pizzeria farther afield (Roseland, Tolli’s, Ernie’s, Marco’s, Grand Apizza, etc.)

Hike to the castle at Sleeping Giant State Park in Hamden. The main trail is wide and gentle enough to give you a decent workout without overtaxing your out-of-shape leg muscles. Plus, you see trees, rocks and a refreshing view from the castle’s upper level.

Spend an evening at the theater. People wax nostalgic about the heyday of New Haven theater, going back 100 years, yet today’s offerings shouldn’t be taken lightly. Long Wharf, Yale Rep, College Street Music Hall, and the Shubert, as well as the Yale Cabaret, Ivoryton Playhouse, Goodspeed and local theater groups such as The Elm Shakespeare Company put on a wide range of productions every year. Not only do you get to see a show; you also get to read the mini-bios in the program to see how many of the actors have appeared in TV’s “Law & Order.”

Take a Thimble Islands cruise off the Branford shore. Right off the coast of Branford’s Stony Creek section, hundreds of curious little islands and rocks poke up from the water. Some have interesting stories to tell. You have Horse Island, which allegedly got its name from a horse that got free from a sinking boat and swam to safety; Bear Island, from which stone was quarried to build several Connecticut bridges; and Money Island, where many families still keep summer cottages.

See a football game at Yale Bowl. This is really a two-part suggestion. First, you want to tailgate in one of the nearby parking lots, leaving ample time to walk among the assorted alums and students all around you. THEN enter Yale’s football shrine and revel in the size and scope of it.
Stroll the boardwalk in West Haven. On warm evenings, it can seem as if everyone in the city is somewhere along this stretch. They’re walking over from Chick’s drive-in; they’re fishing off one of the piers; they’re playing bocce; they’re listening to a summer concert — they’re squeezing every ounce of fun possible out of their slice of shoreline.

Take in the view from the summits of East and West Rock. You’ve got to do this. Jog, bike or drive up and see the City of Elms from up on high.

Have a lobster roll. A local summer favorite, the preferred style of presentation is as follows: big chunks of lahb-stah in a toasted bun, slathered with butter. No mayo, please. For further research, visit Stowe’s in West Haven, Lenny & Joe’s Fish Tale in Madison, et. al.

Experience the New Haven Labor Day Road Race. The 20K race is a foot tour of the city’s neighborhoods and parks, while the 5K and Fun Run are spirited sprints around downtown. Even if you don’t run, it’s still a sight to see: thousands of oddly dressed people propelling themselves across a distance, simply for the pleasure of doing it. The start and finish on the Green are particularly thrilling to watch, but it’s those middle miles of the race where you see individuals wrestling with their own resolve.

Tour Yale University. Whether you just moved to New Haven or have lived here all your life, it’s a good idea to know the basics about the city’s biggest employer, biggest landlord and biggest cultural asset. Guided, 90-minute tours leave from 149 Elm St. Monday through Friday at 10:30 a.m. and 2 p.m., and Saturday and Sunday at 1:30 p.m. There are no tours from Dec. 23 through Jan. 1.

Sample the cultural fare at the International Festival of Arts & Ideas. The sheer number of artists, experts and academics this festival brings to New Haven each June is stunning. We’ve had open-air opera, ground-breaking cinema, thought-provoking poetry and pointed discussion of current events — all at our doorstep.

Canoe or kayak a local waterway. Every city and town in the area has its paddling devotees. They make their way along the Mill River in New Haven, meander around coastal marshes and see the sights from the Quinnipiac River. You should, too.

Ride the Essex Steam Train. Just try not to be charmed by the sight, sounds and even smell of the old-fashioned locomotives here, which draw huge weekend crowds when the weather is nice.
Attend a concert on the New Haven Green. Bring chairs, bring supper and bring friends. In recent years, the Green has hosted cool jazz, frisky funk, sublime classical and energetic blues. And guaranteed, as you look around you’ll spot old friends you haven’t seen in months.

Pick apples in early autumn. The area is flush with apple orchards, and people flock to them in September to pluck Galas and Empires right off the tree. Some of the popular local spots include Lyman Orchards in Middlefield, Rose Orchards in North Branford and Bishop’s Orchard in Guilford.

See the dinosaurs at the Yale Peabody Museum of Natural History. Local parents understand full well the drawing power of the Peabody’s apatosaurus skeleton and reconstructed stegosaurus, camarasaurus and camptosaurus skeletons in the Great Hall of Dinosaurs. Looking down on it all is Rudolph Zallinger’s Pulitzer-winning, 110-foot long mural, “The Age of Reptiles.”

Explore Edgerton Park. Behind the walls of this former estate, near the New Haven-Hamden border, are 22 acres of serenity. There are greenhouses, gardens, an old carriage house, a fountain, benches and a bridge to enjoy.

Sit on the patio at Amarante’s Sea Cliff Inn at the end of summer. It’s a little slice of heaven, here on the waterfront in New Haven’s Morris Cove. Amarante’s offers food, drinks and music on the deck on weeknights, starting in late June and going through September.

Browse around Whitlock’s Book Barn in Bethany. The Whitlock brothers are no longer with us, but those two red barns out on Sperry Road, in bucolic Bethany, are still full of books. They have everything from genealogies to joke books, and they’re just the place to pass a quiet afternoon. The Book Barn is open from 10 a.m. to 5 p.m., Wednesdays to Sundays.

Watch some professional tennis. The players and sponsors may change, but it’s always exciting to sit in the Connecticut Tennis Center and witness world-class hardcourt action. Between sets, you can study the program and work on your player-name pronunciation.

Hear the New Haven Symphony Orchestra. Year in and year out, local audiences file into Woolsey Hall and are treated to carefully crafted programs of famous masterworks and overlooked gems. The orchestra began its 117th season — no small accomplishment — in September.
Ride the carousel at Lighthouse Point Park. A host of summer beach visitors, not to mention wedding reception attendees, have been entranced by the Lighthouse Point Park Carousel in New Haven. It was built in 1911, featuring hand-carved, wooden horses and a pipe organ.

 Traverse the Farmington Canal Linear Trail. This former transportation corridor is now home to a small army of cyclists, runners, inline skaters, stroller pushers, dog walkers and skateboarders. The trail goes through New Haven, Hamden and Cheshire for now, with visions of someday connecting to Massachusetts.

Gaze at the stars at Yale’s Leitner Observatory and Planetarium. Up on Prospect Street, the observatory (with two permanently mounted telescopes) and planetarium offer lectures and viewing opportunities to the public. To find out about upcoming events, visit http://lfop.astro.yale.edu/ and don’t forget to bring your sense of wonder.

Skate on a frozen pond. No Zamboni machines here. Local favorites such as Wright’s Pond in Orange, Sochrin’s Pond in Seymour and Mill Pond in Guilford are perfect for ice-cold adventures.

See the cherry blossoms in Wooster Square. Every spring, the Yoshino cherry trees planted in 1974 burst forth in a dazzling natural display. It’s an amazing sight. They even have a festival in April to celebrate the blooms.

Stand aboard the Amistad. The freedom schooner Amistad, replica of the ship at the center of the famous 19th-century civil rights case that went all the way to the U.S. Supreme Court, calls New Haven home when it’s not sailing around the world.

Visit the art galleries at Yale. Steps from the Green on Chapel Street, a wealth of beauty awaits. On one side of the road, the Yale Art Gallery has everything from Winslow Homer paintings and all the American decorative art you can imagine, to African ceramics and Mayan figurines. Across the street, at the Yale Center for British Art, you can marvel at works by William Hogarth, Henry Moore, Stanley Spencer, Thomas Gainsborough and dozens of others.
**Best Things To Do In New Haven**

Walk down to the duck pond at Edgewood Park. This stretch of urban park land almost seems like a hidden world, set down below the hurried concerns of the rest of New Haven.

Watch a high school football game in the Valley. No disrespect to pigskin fans in other towns, but people in the Valley really do love their high school football. The Ansonia Chargers, Derby Red Raiders, Naugatuck Greyhounds — they all have devoted followers who make each home game an event.

Peer at the translucent marble slabs inside the Beinecke Rare Book and Manuscript Library at Yale. It’s a light show like no other. The coolest part is that it always changes, depending on the time of day, time of year and quality of light.

Take advantage of Restaurant Week in New Haven. We’re all on a budget these days, right? Here’s a chance to sample first-class cuisine at an affordable price — particularly the lunch specials. Other local cities have started their own restaurant weeks, too.

Attend a local fair or festival. We’ve got more of these than you can shake a corn-dog at: the North Haven Fair, the Milford Oyster Festival, the Durham Fair, the Savin Rock Festival in West Haven, the Guilford Fair ...

Take in Movies & Mimosas at the Criterion Cinema on Temple Street. On Saturday and Sunday mornings, New Haven’s downtown movie theater shows a classic film and sells mimosas in the lobby. Today’s film is “It’s a Wonderful Life,” at 11:30 a.m.

Tour Grove Street Cemetery. Pass through the iconic Egyptian Revival gate and commune with the city’s past. This well-tended spot is the final resting place for luminaries such as Eli Whitney, Noah Webster and Roger Sherman.

Ride at an Elm City Cycling event. New Haven’s cycling community is active and growing, as evidenced by the variety of rides organized by Elm City Cycling. From “ice cream rides” to the New Haven Century ride, there are bicycle jaunts to fit all skill levels.

Listen to the Yale Philharmonia. A free, Friday evening concert by the Yale Philharmonia is a beautiful thing. This orchestra is the largest performing group within the Yale School of Music.

Take a class at Hamden’s Eli Whitney Museum. You will believe in the power of toy boats, model trains and tiny pieces of wood. Kids of all ages have made the museum an oasis of creativity for decades.
Best Things To Do In New Haven

Marvel at Boothe Memorial Park & Museum in Stratford. The late, great Boothe brothers, David and Stephen, created a wonderland of quirky collections on their 32-acre estate. Come for the antique clock tower and stay for the basilica, rose garden, lighthouse, windmill and miniature models of presidential houses.

Be part of a Chapel on the Green outdoor worship service. Begun in 2008, Chapel on the Green meets at 2 p.m. on New Haven’s Upper Green, behind Trinity Church. After worship, those who are gathered there give out bag lunches to people in need. For more information, call (203) 777-2197 or visit Chapel on the Green’s Facebook page.

Visit the Shore Line Trolley Museum in East Haven. The only thing more fun than sitting back in a rattan seat and riding in one of the museum’s vintage trolley cars is seeing the dedication and enthusiasm of museum volunteers in action.

See a hockey game at Ingalls Rink. The top-ranked Yale hockey team should be enough reason, but there’s also the chance to take stock of the rink’s multimillion dollar upgrade. Architect Eero Saarinen would be proud.

Hear a local band. Toad’s Place, of course, is a famous New Haven concert spot. There’s also Cafe Nine, Rudy’s, The Space and others. Thanks to an abundance of local musical talent, everything from rock and blues to jazz and rap are part of the mix.

Bring a little kid to the Connecticut Children’s Museum in New Haven. Open to the public on Fridays and Saturdays, the museum’s themed rooms include a full-scale re-creation of The Great Green Room from “Goodnight Moon.” That’s right, parents.

Eat at Mory’s. Now that the storied Yale dining club has relaxed its rules to include more local members, you have no excuse not to partake of the “tables down at Mory’s.”

Serve a meal to people in need. Nourish your soul as you help others. You’ll find opportunities at New Haven’s Downtown Evening Soup Kitchen, Community Soup Kitchen and Columbus House, for starters.

Listen to Woolsey Hall’s pipe organ and Harkness Tower’s carillon. Officially, that’s the Newberry Memorial Organ and the Yale Memorial Carillon.
Best Things To Do In New Haven

Stop in at the Knights of Columbus Museum. Among the permanent exhibits here are galleries devoted to Christopher Columbus, the Vatican and Father Michael J. McGivney, founder of the Knights of Columbus. There’s a holiday creche exhibit, “Christmas in Asia,” there now, too.

Get thee to Judges’ Cave. On your way up to the top of West Rock, don’t forget to take a gander at the rock formation named for the British regicide judges who fled to New Haven after signing the death warrant for King Charles I. Two of the famous “Three Judges” hid here in 1661.

Perks to Living in New Haven (as told by our residents)

• Hospitals and restaurants are within either walking distance or a 15 minute bike ride
• Four international airports within two hours
• Dozens of Zagat-rated restaurants
• Wide variety of food truck lunch options right outside the hospital daily
• Two hour train ride to Grand Central Station in NYC, which runs multiple times per hour
• Variety of state parks for day hiking
• The Green Mountains of Vermont, the Berkshires of Massachusetts, and the Catskills of New York are all within 3 hours, perfect for weekend ski trips, hiking, and other outdoor adventures.
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<thead>
<tr>
<th>Year</th>
<th>Name</th>
<th>Position or Practice Location</th>
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<tbody>
<tr>
<td>2020</td>
<td>Juan Javier-DesLoges</td>
<td>Fellowship in Oncology, UC San Diego, CA</td>
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<tr>
<td>2020</td>
<td>Jeannie Su</td>
<td>Fellowship in Oncology, John Wayne Cancer Institute</td>
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<tr>
<td>2019</td>
<td>Campbell Bryson</td>
<td>Private Practice; Bellingham, WA</td>
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<tr>
<td>2019</td>
<td>Cynthia Leung</td>
<td>Private Practice; Hartford, CT</td>
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<tr>
<td>2018</td>
<td>Shu Pan</td>
<td>Private Practice; Oakland, CA (Fellowship in Sexual and Reproductive Medicine Boston University, Boston, MA)</td>
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<tr>
<td>2018</td>
<td>Charlotte Wu</td>
<td>Assistant Professor of Urology, Johns Hopkins School of Medicine, Baltimore, MD (Fellowship in Pediatrics, Emory University, GA)</td>
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<tr>
<td>2017</td>
<td>Sophia Delpe</td>
<td>Private Practice; Atlanta GA (Fellowship in FPMRS, Vanderbilt, TN)</td>
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<tr>
<td>2017</td>
<td>Nnenaya Agochukwu</td>
<td>Assistant Professor of Urology NYU Grossman School of Medicine, New York NY</td>
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<tr>
<td>2016</td>
<td>Gerald Portman</td>
<td>Englewood Health; Englewood, New Jersey (Fellowship in MIS, Rutgers, NJ)</td>
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<td>Kevin Lee</td>
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<td>2015</td>
<td>Zeeshan Danawala</td>
<td>Private Practice; Shenandoah, TX</td>
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<tr>
<td>2015</td>
<td>Steven Kardos</td>
<td>Bridgeport Hospital; Fairfield, Connecticut (Fellowship in Urologic Oncology, City of Hope, CA)</td>
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<td>2014</td>
<td>Amichai Kilchevsky</td>
<td>Concord Hospital; Concord, New Hampshire (Fellowship at NIH, Washington, DC)</td>
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<td>2014</td>
<td>Jaimin Shah</td>
<td>Private Practice; St. Petersburg, Florida (Fellowship in Urologic Oncology, MUSC, SC)</td>
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<td>2013</td>
<td>Stanley Frencher</td>
<td>Director, Surgical Outcomes and Quality Martin Luther King, Jr. Community Hospital, CA</td>
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<td>2013</td>
<td>Justin Dixon</td>
<td>Private Practice; Ashland, KY</td>
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<tr>
<td>2012</td>
<td>Hristos Kaimakliotis</td>
<td>Assistant Professor of Urology Indiana University School of Medicine, IN</td>
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<tr>
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<td>Christopher Starks</td>
<td>Private Practice; Lansdowne, VA (Fellowship in Male Infertility, Cleveland Clinic, OH)</td>
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<td>2011</td>
<td>Guy Manetti</td>
<td>Private Practice; Danbury, CT</td>
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<tr>
<td>2011</td>
<td>Sidney Wilberforce</td>
<td>Private Practice; Walnut Creek, CA</td>
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