

Yale SCHOOL OF MEDICINE
Department of Urology

YaleNewHaven**Health**
Yale New Haven Hospital



Residency Program
2022 - 2023

WELCOME

Welcome to the 2022 Yale Department of Urology Residency Interviews!

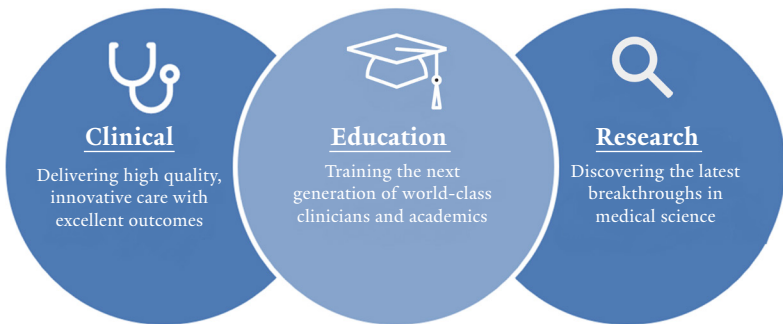
The Yale Urology Residency Program dates back to 1924, when a third-year surgery resident elected to specialize in urology and spent one year on the urology service. By 1934, formal urologic training was established after completion of a three-year surgical residency. An official three-year training program for urology, approved by the ACGME, would be established twenty years later. We at Yale have had the privilege of training many leaders in academic urology, as well as several current Yale faculty.

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.



LEADERSHIP



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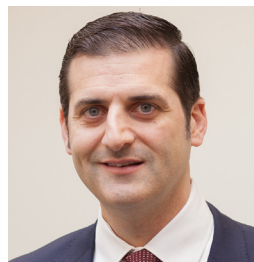
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RADIOLOGY & BIOMEDICAL IMAGING



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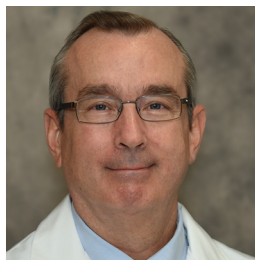


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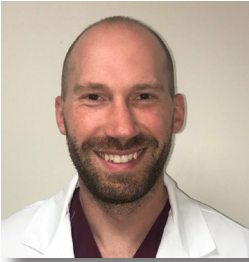
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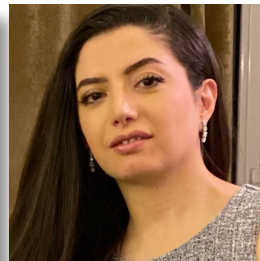
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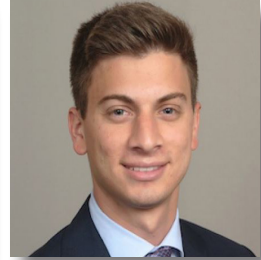
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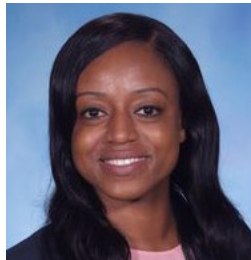
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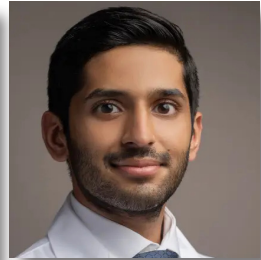
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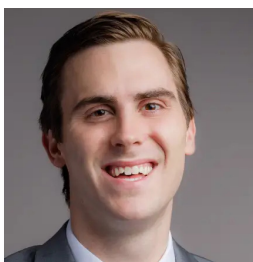


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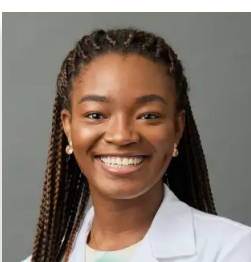
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RECENT ALUMNI

2022 Marianne Casilla-Lennon:	Assistant Professor of Urology Yale School of Medicine, CT
2022 Jay Amin:	Private Practice; Orlando, FL
2022 Jamil Syed:	Cleveland Clinic, FL
2021 Alexander Bandin:	Fellowship in Minimally Invasive Oncology, Hartford Hospital, CT
2021 Richard Ho:	Private Practice; Sacramento, CA
2021 Cayce Nawaf:	Fellowship in Urologic Oncology, Washington Univ, St. Louis, MO
2020 Juan Javier-DesLoges:	Assistant Professor of Urology, UC San Diego Health, CA (Fellowship in Urologic Oncology, UCSD)
2020 Jeannie Su:	Private Practice; Los Angeles, CA (Fellowship in Urologic Oncology, Saint John's Cancer Institute, Santa Monica, CA)
2019 Campbell Bryson:	Private Practice; Bellingham, WA
2019 Cynthia Leung:	Private Practice; Avon, CT
2018 Shu Pan:	Private Practice; Oakland, CA (Fellowship in Sexual and Reproductive Medicine, Boston University, MA)
2018 Charlotte Wu:	Assistant Professor of Urology, Johns Hopkins School of Medicine, Baltimore, MD (Fellowship in Pediatric Urology, Emory University, GA)
2017 Sophia Delpé:	Private Practice; Atlanta, GA (Fellowship in FPMRS, Vanderbilt, Nashville, TN)
2017 Nnenaya Agochukwu:	Assistant Professor of Urology NYU Grossman School of Medicine, NYC (Fellowship in Reconstruction/Trauma, UCSF) (Fellowship in Health Services, University of Michigan)
2016 Gerald Portman:	Assistant Professor of Urology, Yale University (Fellowship in Minimally Invasive Surgery, Rutgers, NJ)
2016 Kevin Lee:	Private Practice; Torrance, CA
2015 Zeeshan Danawala:	Private Practice; Shenandoah, TX
2015 Steven Kardos:	Private Practice; Fairfield, Connecticut (Fellowship in Urologic Oncology, City of Hope, CA)
2014 Amichai Kilchevsky:	Private Practice; Concord, New Hampshire (Fellowship at NIH, Washington, DC)
2014 Jaimin Shah:	Private Practice; St. Petersburg, Florida (Fellowship in Urologic Oncology, MUSC, Charleston, SC)

RESIDENT ROTATION SCHEDULE 2022-2023

PGY1 RESIDENT

2 months at SRC and VA - Urology

4 months at YSC - Urology

6 months - General Surgery with rotations in:

- YSC- Transplant
- YSC- Colorectal
- YSC- Trauma/Emergency General Surgery
- YSC- Trauma/Emergency General Surgery Night Float
- SRC- SICU
- SRC- White (General Surgery)

PGY2 UROLOGY RESIDENT

8 months at YSC - Urology

2 months at YSC - FPMRS

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/Dr. Kim

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 (2x)
Radiology Conference
Journal Club
Faculty Lecture
Morbidity & Mortality

ANNUALLY:

Graduation Visiting Professor Day
Pediatric Professory Day
Annual Community Prostate Screening
Annual Medical School Urology Surgical Skills
DEI Conferences

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) Conference

RESIDENT SOCIAL EVENTS AND INITIATIVES

- Dinners with the Chair
- Closer to Free Bike Ride Fundraiser
- Adopt-A-Family Gift Drive
- Holiday Party
- AUA Reception
- Graduation
- Wellness activities (ping pong tournament, escape room, yoga, etc.)
- Monthly surgical skills challenge
- Fitbit challenge

RESIDENT PERKS

- | | |
|-------------------------------|--|
| • Phone | • Departmental support for presenting at conferences |
| • Lab coats | • Access to Yale University facilities as students (libraries, gym, performing arts, etc.) |
| • Surgical loupes in 2nd year | • Meal card |
| • Faculty mentorship | • Fitbit |
| • Study guide materials | |
| • AUA Update Series | |
| • Educational stipend | |

CASE VOLUME

Category	Minimum required by ABU	Total
General urology	200	625
Transurethral	100	330
TRUS/prostate biopsy	25	127
Fusion	0	0
Scrotal/inguinal surgery	40	138
Urodynamics	10	29
Endourology/stone disease	120	456
Ureteroscopy	60	364
Percutaneous procedures	10	65
Reconstructive surgery	60	159
Male	15	68
Male penis/incontinence	10	53
Male urethra	5	16
Female	15	35
Intestinal diversion	8	37
Oncology	100	226
Pelvic	40	119
Pelvic - bladder	8	35
Pelvic - prostate	25	82
Retroperitoneal	40	108
Retroperitoneal - kidney	30	95
Pediatrics - Minor	30	182
Endoscopy	5	76
Hydrocele/hernia	10	31
Orchiopexy	10	70
Pediatrics - Major	15	51
Hypospadias	5	31
Ureter	5	15
Laparoscopic surgery	50	143

Total number of cases are averages for chief residents
at graduation 2018-2021

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

HOSPITALS

The three main campuses are within a 2 mile radius:

Yale New Haven Health, York Street Campus



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

Yale New Haven Health, Saint Raphael Campus



500 beds
2 dual console XI da Vinci robots

VA Medical Center, West Haven Campus



216 beds
1 dual console XI da Vinci robot

Yale New Haven Health, Lawrence + Memorial Campus



47 miles from New Haven
280 beds
1 da Vinci robot

YNHH MAPS

York Street Campus Walking Map

YaleNewHavenHealth
Yale New Haven Hospital

Ⓜ ATRIUM

FLOOR	SERVICE
1	Atrium Gift Shop
1	East Pavilion Cafeteria
1	Atrium Cafe
1	Volunteer Services/ Patient Relations
2	Conference Rooms

Ⓜ CHILDREN'S HOSPITAL WEST PAVILION

FLOOR	SERVICE
1	Pediatric/Maternity Admitting
2	Pediatric Emergency
2	Pediatric Specialty Center
2	Pediatric Diagnostic Imaging
2	Pediatric Surgery Center
4	Labor and Delivery

Ⓜ CLINIC BUILDING

FLOOR	SERVICE
LL	MRI Center
LL	NeuroSPECT Center
LL	YNHH Federal Credit Union
LL	Neurodiagnostics
LL	PET Center
1	Human Resources
2	New Haven Unit Cafeteria
2	Waynes School View Physicians Building

Ⓜ DANA BUILDING

FLOOR	SERVICE
1	Medical Records
1	Outpatient Registration
1	Employment Office
2	Dental Department
2	Eye Clinic
2	Diabetes Center
2	Bone Center
3	Cardiology

Ⓜ EAST PAVILION

FLOOR	SERVICE
LL	Food and Nutrition
1	Admission
1	Pharmaceutical Testing Center
1	Parking Office
2	Nuclear Clinical Exercise Lab
2	Diagnostic Radiology Reception
3	Exposure Admission
4	EEG Lab
4	Neurophysiology
4	Pulmonary Function Lab
4	Heart & Vascular
4	Neuroscience (Emergency)
8	Bone Density Test Center
8	Hemodialysis
8	Rehabilitation Services
8	Respiratory Care



Ⓜ FITKIN BUILDING

FLOOR	SERVICE
2	EEG Lab
2	Pulmonary Function Lab
2	Waynes School View

Ⓜ NORTH PAVILION

FLOOR	SERVICE
LL	Pediatric/Maternity Admitting
1	Radiation Oncology
1	Breast Center
1	Neurophysiology
1	The Biopharm
1	Complementary Medicine
1	Resource Center
1	Cafe
2	Diagnostic Radiology
2	Overlook Cafe
3	Operating Rooms

Ⓜ SOUTH PAVILION

FLOOR	SERVICE
1	Adult Emergency
1	Chapel
1	Neurology/Neurosurgery
2	Diagnostic Radiology
2	Cancer Collaboration
2	Surgical Pathology

Ⓜ YALE PHYSICIANS BUILDING

FLOOR	SERVICE
LL	Neurology/Neurosurgery
LL	Movement Disorders
1	Orthopedics
1	General Surgery
1	Nuclear Medicine

Ⓜ WINCHESTER BUILDING

FLOOR	SERVICE
1	Nathan Smith Clinic
1	Chief Psychiatric Inpatient Service

10004 (12/20)

Saint Raphael Campus Walking Map

YaleNewHavenHealth
Yale New Haven Hospital

Ⓜ AMBULATORY BUILDING

FLOOR	SERVICE
1	Emergency Department
1	Central Audiology
2	Center Skin Team
2	Surgery Unit

Ⓜ VERDI BUILDING

FLOOR	SERVICE
1	Cafeteria
1	Coffee Bar
1	Diagnostic Radiology
1	Pharmacy
2	Endoscopic Anesthesia Unit
2	Surgical Waiting
2	Patient Care Units

Ⓜ ORCHARD MEDICAL CENTER

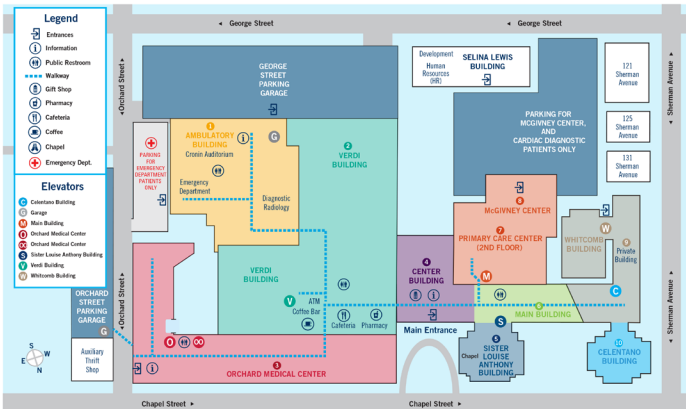
FLOOR	SERVICE
1	MRI Center
1	Outpatient Diagnostic
1	Testing Center
1	Urology Center
2	Card and Vascular
2	Surgery
2	Surgical Specialties

Ⓜ CENTER BUILDING

FLOOR	SERVICE
1	Servicing/Patient Registration

Ⓜ SISTER LOUISE ANTHONY BUILDING

FLOOR	SERVICE
2,3,4,5	Chapel
2,3,4,5	Patient Care Units



Ⓜ MAIN BUILDING

FLOOR	SERVICE
1	Volunteer Services
4	EEG (Electroencephalography)
4	ERG (Electrocardiography)
5,6	Patient Care Units

Ⓜ PRIMARY CARE CENTER (2nd floor)

FLOOR	SERVICE
2	Primary Care
2	Human Infection Disease Center
2	Maternal Fetal Medicine

Ⓜ MCGIVNEY CENTER

FLOOR	SERVICE
Construction beginning 2017	

Ⓜ PRIVATE BUILDING

FLOOR	SERVICE
1	Cancer Diagnostic Unit (Genes Test)
1	Nuclear Medicine
1	Patient Care Unit
2	Pulmonary Laboratory
2	Respiratory Therapy
3	Department of Medicine

Ⓜ CELENTANO BUILDING

FLOOR	SERVICE
1,3,4,5	Patient Care Units
2	Digestive Disease Center / GI Lab

10004 (04/18)

ABOUT NEW HAVEN



Adapted from Yale.edu and VisitNewHaven.com

New Haven has been home to Yale University for nearly three centuries. As a center for business and a mecca for the arts, New Haven is recognized as a city of innovation, culture and prosperity. Approximately 20 square miles with nearly 130,000 residents and conveniently located between Boston and New York, New Haven is “large enough to be interesting, yet small enough to be friendly.” Urban streetscapes meet coastal beaches, and famous attractions stand beside hidden gems. The region lays claim to many “firsts”, including the corkscrew, lollipop, hamburger sandwich and Frisbee.

New Haven is a vibrant and thriving city that abounds with cultural opportunities:

- World-class museums and theaters, galleries, libraries and several symphony orchestras
- More than 120 distinctive restaurants featuring cuisines to tempt every palate
- Major special events and festivals throughout the year, especially during the summer
- Eclectic mix of shops and boutiques particularly in the city’s three main shopping districts: Historic Chapel Street District, Broadway and Audubon



When it comes to enjoying international cuisine, arts, shopping and cultural experiences – “It all happens here!”

BEST THINGS TO DO IN NEW HAVEN

Adapted from gardencommunitiesofct.com

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.)



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.

See a football game at Yale Bowl. This is a two-part suggestion. First, you want to tailgate in one of the nearby parking lots, leaving 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.



Skate on a frozen pond. No Zamboni machines here. Favorites like Wright's Pond in Orange, Sochrin's Pond in Seymour and Mill Pond in Guilford are perfect for ice-cold adventures.



Grab a burger at Louis' Lunch. It's pretty much a requirement for local residency. Enjoy a hamburger with tomato, cheese spread, and onions, soak in the banter and thank us later. Do NOT, repeat, do NOT, ask for ketchup.

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.

BEST THINGS TO DO IN NEW HAVEN

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.



Pick apples in 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.

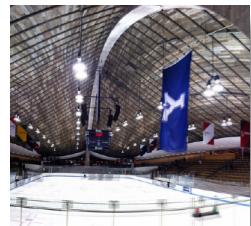
Tour Grove Street Cemetery. Pass through the iconic Egyptian Revival gate and commune with the city's past. This well-tended spot is the final resting place for luminaries such as Eli Whitney, Noah Webster and Roger Sherman.

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, and the Guilford Fair, to name a few.



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.

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.



BEST THINGS TO DO IN NEW HAVEN

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. For further research, visit Stowe's in West Haven, Lenny & Joe's Fish Tale in Madison, et. al.



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.

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.

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 islands have interesting stories to tell.



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.



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.

BEST THINGS TO DO IN NEW HAVEN

Hike to the castle at Sleeping Giant State Park in Hamden. The main trail is wide enough to give you a decent workout without overtaxing your leg muscles. Plus, you see trees, rocks and a refreshing view from the castle's upper level. Take in the view from the summits of East Rock and West Rock. Jog, bike or drive up and see the City of Elms from high up.



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."

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.

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.



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.



Ride the carousel at Lighthouse Point Park. A host of summer beach visitors, not to mention wedding reception attendees, have been entranced by the LighthousePoint Park Carousel in New Haven. It was built in 1911, featuring hand-carved, wooden horses and a pipe organ.

BEST THINGS TO DO IN NEW HAVEN

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.



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.



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. 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.

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.

Explore Edgerton Park. Behind the walls of this former estate are 22 acres of serenity. There are greenhouses, gardens, an old carriage house, a fountain, benches and a bridge to enjoy. In late summer, bring a blanket and enjoy an outdoor production of "Shakespeare in the Park."



BEST THINGS TO DO IN NEW HAVEN

Adapted from New England with Love

A must do item in pretty much all New England college towns is to find a good brewery, and New Haven has one at East Rock Brewing Company, where you can enjoy one of their 12 handcrafted brews on tap in their family friendly beer hall. Events like trivia nights and vendor markets provide fun for all, and the warm pretzels they serve are the perfect accompaniment for an ice cold brew!

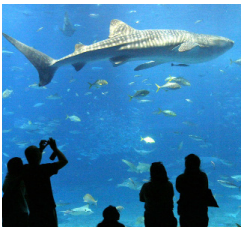


Connecticut may not be the first New England state that comes to mind when you think waterfalls, but it has some lovely ones! Waterfall hikes are always a great option for things to do in CT in the summer.



Lyman Orchards, located in Middlefield, is an amazingly picturesque pumpkin patch to visit in the fall. Seriously, from the elevated pumpkin patch, you can look out and see blue skies and beautiful fall foliage! It's honestly picture-perfect. Don't forget to check out the corn maze too, which Lyman Orchards is most well known for.

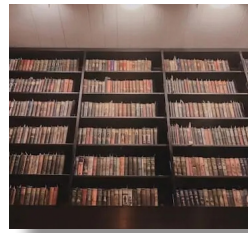
You will find nostalgic charm at Lake Compounce, currently the USA's oldest amusement park still in operation. It's not just classic rides either. They've also got Connecticut's largest water park onsite. PS: Don't miss riding "Boulder Dash", voted the world's #1 wooden roller coaster.



Mystic Aquarium is one of the top things to do in Connecticut with kids! No kids? No problem! Adults love aquariums, too! While there are many species living at the aquarium, the highlight might be the bright white beluga whales. They are lucky to have the largest outdoor beluga whale habitat in the entire United States. Plus, it's in Mystic, one of the must visit places in Connecticut!

BEST THINGS TO DO IN NEW HAVEN

The Beinecke Rare Book and Manuscript Library is one of the largest buildings in the world reserved exclusively for the storage of rare books and manuscripts. The interior architecture is stunning, with its six-story glass-enclosed book display in the center. You can peer through the glass at various levels to see the hundreds of books housed on the shelves.



Connecticut's largest shoreline park, Hammonasset Beach State Park is an excellent destination if you're looking for some of those stellar Long Island Sound views. Lifeguards are on duty Memorial Day through Labor Day if you're looking to play in the water, and the sandy beach is perfect for sandcastle construction and seashell hunts! Hammonasset Beach is your CT go-to for a sunny, summer's beach day.

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.
- Close to the shoreline

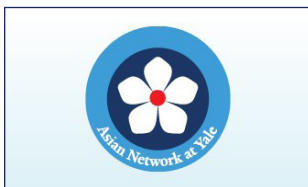
MINORITY HOUSESTAFF ORGANIZATION

The Yale Minority Housestaff Organization (MHO) dedicates itself to creating a supportive and nurturing environment for minority students, residents, and fellows throughout Yale School of Medicine and Yale New Haven Health.



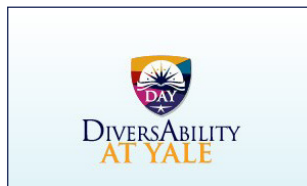
- We are committed to providing opportunities for mentorship, networking, and professional development for underrepresented residents and fellows across all specialties
- We are actively involved in the recruitment process for the next class of Yale residents and we strive to create an environment that promotes wellness and retention
- Organizations such as local SNMA and LMSA chapters are consistently involved in our efforts
- We partner with the Yale School of Medicine and Yale New Haven Hospital Offices of Diversity, Equity and Inclusion, and the Minority Organization for Retention and Expansion (MORE)
- We are committed to giving back to our local community through service and education events

YALE AFFINITY GROUPS



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



Future Leaders of Yale (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's mission is to champion the exploration and pursuit of personal and professional goals in order to enhance their individual success while also furthering the advancement of the university.



The Yale African American Affinity Group (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.



YALE RESIDENT FELLOW SENATE



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 house staff. 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.



YALE RESIDENT FELLOW SENATE

The senate is comprised of an executive board and five councils, each led by co-chairs. The executive board focuses on governance and leadership of council programming/ events. The councils encompass broad facets of disciplines relating to house staff, and currently include:

Advocacy

Education

Quality Improvement and Patient Safety

Diversity

Wellness and Well being



NATALIA TJARO
CO-PRESIDENT
PGY3 INTERNAL MEDICINE



IRBAZ HAMEED
CO-PRESIDENT
PGY3 CARDIOTHORACIC
SURGERY (INTEGRATED)



IRENE DIXE DE OLIVEIRA SANTO
VP OF OPERATIONS
PGY3 INTERVENTIONAL
RADIOLOGY



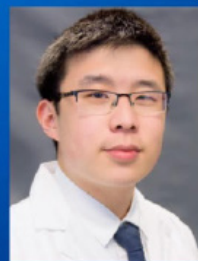
ANNA QIAN
VP OF COMMUNICATIONS
PGY3 INTERNAL MEDICINE



DESPOINA THEOTOKA
VP OF SOCIAL MEDIA
PGY3 OPHTHALMOLOGY



SANJU GARIMELLA
VP OF COMMITTEES
PGY2 INTERNAL MEDICINE



ANDREW LI
VP OF TECHNOLOGY
PGY3 GENERAL SURGERY

YALE RESIDENT FELLOW SENATE

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 house staff across different specialties.

The Yale Alliance for Trainees with Chronic Illness (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

YNHH HOUSESTAFF BENEFITS 21-22

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 Plan - No Cost

Yale New Haven Health (YNHHS) Medical Plan offers in and out-of-network options. Preventive care services covered at 100%, no copay. Primary Care office visits copay at \$10 (Signature/Tier 1 provider)/\$30 (Anthem PPO provider); Specialists at \$25 (Tier 1) and \$50 (Anthem PPO provider). Services billed by YNHHS have flat copays. For all other in-network services (not billed by YNHHS), there is an in-network annual deductible of \$3,500 (individual), \$7,000 (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: This plan is a “Preferred Provider Organization” (PPO) type of plan and uses the Anthem Blue Cross/Blue Shield of CT “Century Preferred” network of providers.

Prescription Drug Plan

Employees 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 brand name drug not on the formulary list. There is also a “Maintenance Choice Program” for maintenance 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 brand name drug not on the formulary list. High cost specialty medications can be filled at the YNHHS Outpatient 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.

YNHH HOUSESTAFF BENEFITS 21-22

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 (Individual), \$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 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 (1/1/22 - 12/31/22) if your employment continues with YNHHS.

YNHH HOUSESTAFF BENEFITS 21-22

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 their 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.
- 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.

YNHH HOUSESTAFF BENEFITS 21-22

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.

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.

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.

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.

YNHH HOUSESTAFF BENEFITS 21-22

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.

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

Salary from 7/1/2022 to 6/30/2023

PGY 1	\$74,425	PGY 5	\$89,248
PGY 2	\$77,096	PGY 6	\$93,710
PGY 3	\$80,951	PGY 7	\$98,396
PGY 4	\$84,998	PGY 8	\$103,316

YNHH SAMPLE CONTRACT 21-22

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, 2021 and ending June 30, 2022.

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.

YNHH SAMPLE CONTRACT 21-22

C. Fringe Benefits: The Hospital shall provide the House Officer with health 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 House Staff 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.

YNHH SAMPLE CONTRACT 21-22

L. Accommodation for disabilities: The Institution complies with the 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.

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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.

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K. Abide by the Resident Physician – Teacher Compact and the Code of Conduct for Residents/Fellows published in the House Staff Manual.

L. Refrain from seeking or accepting remuneration from patients or payers 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

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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
Chief Medical Officer

Date

Resident/Clinical Fellow
Signature

Date



Yale University

SCHOOL OF MEDICINE



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