

I. General Policies

Moonlighting is defined as compensated clinical work performed by a resident during the time that he/she is a member of a residency program. The internal medicine residency program adheres to the general Moonlighting Policy outlined by the Graduate Medical Education Committee, available at <http://uthscsa.edu/gme/documents/6.4MoonlightingbyResidents-2015-07.pdf>.

The Graduate Medical Education Committee and the Internal Medicine Residency program take seriously the responsibility of ensuring a high quality learning environment for the residents, notably by ensuring a proper balance between education and patient care activities within duty hour limitations as prescribed by the ACGME Institutional and Program Requirements. Because of these concerns, moonlighting is, in general, discouraged for internal medicine residents. During residency training, the resident's primary responsibility is the acquisition of knowledge, attitudes, and skills associated with the specialty in which he/she is being instructed.

Under special circumstances, a resident may be given permission by the program director to engage in moonlighting. In such cases, the moonlighting workload must not interfere with the ability of the resident to achieve the goals and objectives of the internal medicine training program.

II. Specific Policies

- A. The following internal medicine residents are not permitted to moonlight
 - a. PGY-1s
 - b. Residents on J-1 and H1B visas
 - c. Residents on probation or administrative status
- B. Residents who wish to moonlight must be aware of the following:
 - a. The resident must have procured professional liability (including "tail" insurance), his/her own DEA and DPS certificates, and workers' compensation coverage. Professional liability insurance is provided by the U.T. System Medical Liability Self-Insurance Plan only for those activities that are an approved component of the training program. There is NO coverage for professional activities outside of the scope of the residency program.
 - b. The resident must be licensed for unsupervised, independent medical practice in the state where the moonlighting will occur.
- C. Written approval from the program director must be obtained **prior** to any moonlighting activity. The responsibilities in the moonlighting activity must be clearly delineated using the attached Moonlighting Documentation Form. This form will be filed with resident records and may be reviewed by the Graduate Medical Education Committee.

- D. Moonlighting activities proposed by a resident must meet the following requirements:
 - a. The workload must not interfere with the ability of the resident to achieve the goals and objectives of the internal medicine residency training program
 - b. The moonlighting activity must not place the resident in jeopardy of violating any of ACGME mandated duty hours restrictions
 - c. The moonlighting activity cannot replace any part of the clinical experience that is integral to the resident's training program.

- E. Moonlighting activities will be monitored in the following manner:
 - a. Residents must log duty hours related to moonlighting activities into New Innovations.
 - b. The resident's performance in the residency program will be monitored for the effect of moonlighting on the resident's ability to participate in program activities, including the effect on resident fatigue and provision of safe patient care.
 - c. Adverse effects on resident performance, level of fatigue, or academic progress will result in withdrawal of permission to moonlight.