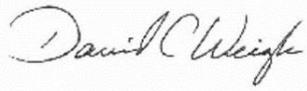


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**Policy Title:** Moonlighting



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## PURPOSE

This policy provides guidance for moonlighting activities and ensures that such activities do not compromise a resident's performance in a Graduate Medical Education program.

## DEFINITIONS

**External moonlighting:** Voluntary, compensated, medically-related work performed outside the institution where the resident is in training or at any of its related participating sites.

**Internal Moonlighting:** Voluntary, compensated, medically-related work performed within the institution in which the resident is in training or at any of its related participating sites. In certain cases, internal moonlighting may be considered additional, optional training within the scope of a training program, provided it enhances training, occurs under the direction of a faculty member associated with the training program, is in compliance with the training requirements including but not limited to requirements for faculty supervision and work hour limitations, and is in the same specialty as the training program (or is approved by the Program Director as a training area related to the specialty).

**Resident:** Any physician enrolled in a UT Southwestern graduate medical education program, including interns, residents, and fellows.

## POLICY

UT Southwestern and the GMEC take seriously the responsibility of ensuring a high quality-learning environment for the residents, particularly by ensuring a proper balance between education and patient care activities within established work hour limitations. Residents are not and must not be required to engage in moonlighting. UT Southwestern or its individual GME programs may prohibit moonlighting by 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. Without compromising the goals of resident training and education a program director may allow a resident to moonlight if all of the following conditions are met:

- The resident *is not* at the PGY 1 level;
- The resident is in good standing in the program;
- The resident is not a J-1 visa holder;
- Licensing:
  - The resident is licensed for unsupervised, independent medical practice in the state where the **external** moonlighting will occur, or
  - The resident has a current Texas Medical Board issued Physician in Training (PIT) to perform **internal** moonlighting within the institution in which the resident is in training under the supervision of a faculty member or attending physician.

- **External Moonlighting:** The resident has obtained and provides proof of appropriate professional liability (including "tail" insurance), and workers' compensation coverage from an outside employer. Professional liability insurance is provided by the U.T. System Medical Liability Self-Insurance Plan only for those activities that are an approved or optional component of the training program. There is NO coverage for professional activities outside of the scope of the residency program;
- The responsibilities in the moonlighting activities are delineated clearly in writing and are prospectively approved in writing by the resident's program director;
- Time spent by residents in internal and external moonlighting must be counted toward the 80-hour maximum weekly limit; and
- Written documentation of the moonlighting activity is filed with the resident records and is available for GME Committee monitoring.

Any resident that is granted permission by his/her program director to engage in moonlighting, must include the time spent moonlighting, whether internal or external, in work hour reporting. In such cases, the moonlighting workload must not interfere with the ability of the trainee to achieve the goals and objectives of the GME program. Each program may have its own policy on such outside activities, which may be more restrictive than that of the Institution.

The resident's performance in the training program must be monitored for the effect of moonlighting activities, and adverse effects, as well as any noncompliance with this policy, may lead to withdrawal of permission to engage in moonlighting. UT Southwestern or any of its graduate medical education programs may prohibit moonlighting by any resident(s).

Programs authorizing their residents/fellows to moonlight must maintain appropriate tracking data for all their trainees' moonlighting activities, in a system that can be audited by UT Southwestern on demand. Any new job title or appointment (e.g. as an Assistant Instructor) beyond a standard GME resident or fellow appointment must also be reported to the Office of Graduate Medical Education. Any clinical care system that risks being fundamentally dependent on moonlighting trainees requires a Program Director's annual written appraisal of its long term appropriateness as an educational endeavor.

All moonlighting requests must be reviewed and approved by the Office of Graduate Medical Education. See Moonlighting Procedure.