

COM GME Internal Medicine Program Policy

Policy 1.700 Internal Medicine
Section Resident Supervision/Work Environment
Subject Moonlighting
Policy Requirements ACGME Institutional: 4.3.a.12; 4.11.a ACGME Common: 6.20; 6.25 ACGME Internal Medicine: 6.20; 6.25 COM GMEC: 3.300
Version History Date developed: 03/2024; 08/2025 Revisions Approved: 10/2025 Reviewed by Program Evaluation Committee: 10/2025

Purpose: This policy establishes guidelines for internal and external moonlighting activities within the Internal Medicine Program, ensuring compliance with COM GMEC policies 3.200 and 3.300, and adherence to ACGME requirements. It is designed to manage residents' moonlighting activities to safeguard their educational experience and ensure they meet clinical and educational work hour requirements.

Definitions:

- Moonlighting: Voluntary, compensated, medically related work performed beyond a resident's clinical experience and education hours and additional to the work required for successful completion of the program.
- External Moonlighting: Voluntary, compensated, medically related work performed outside the site where the resident or fellow is in training and any of its related participating sites.
- Internal Moonlighting: Voluntary, compensated, medically related work performed within the site where the resident or fellow is in training or at any of its related participating sites.

Process:

General Considerations regarding Moonlighting

1. Time spent by residents in internal and external moonlighting must be counted toward the 80-hour maximum weekly limit.
2. Moonlighting activities are voluntary and cannot be mandated as part of the training program.
3. A PGY-1 resident may not moonlight.

4. Moonlighting is not allowed for resident's during the months that he/she is participating on a Central Arkansas Veterans Healthcare System reimbursed clinical or research experience.
5. Any resident participating in moonlighting activities must log all work hours in New Innovations throughout the entire academic year.
 - a. Monitoring and Compliance: Work hours will be monitored weekly by the Program Coordinator and reviewed monthly by the Program Director. Any violations or discrepancies will be brought to the Program Director's attention for review with the resident. The Program Director will determine appropriate follow-up and corrective action as needed.
6. A resident who is on formal probation is prohibited from engaging in any moonlighting activities during the probationary period.
7. Internal moonlighting must comply with all State and Federal rules and regulations; all accrediting organizations rules and regulations; state law regarding line-item salary maximums for a position's authorized compensation; UAMS's credentialing policies and procedures.
8. A resident must obtain a malpractice insurance policy that will cover the activity to be performed outside the training program.
9. The Program Director must approve/deny a resident's request to participate in moonlighting activities.
10. J1 visa holders are not permitted to participate in moonlighting.
11. H1B visa holders will need program and immigration approval to participate in moonlighting.

Prior to the start of any moonlighting activity, the program must submit a Moonlighting Activity Request Form found at <https://medicine.uams.edu/gme/moonlighting-request/> and wait for final approval from the GME Office.

The institutional policies regarding moonlighting can be found on the GME office website: http://gme.uams.edu/wp-content/uploads/sites/24/2017/06/UAMS-GME-Moonlighting-Policy_10-2-17.pdf

For more information regarding moonlighting, please see the UAMS COM GME Policy 3.300

Resources:

ACGME 6.F.5, UAMS GMEC Policy 3.300, UAMS GMEC Policy 3.200