

GMEC approved October 16, 2025

4.11.a. Moonlighting

ACGME Institutional Requirements

4.11.a. Moonlighting - The Sponsoring Institution must maintain a policy on moonlighting that includes the following:

- 4.11.a.1. residents/fellows must not be required to engage in moonlighting; (Core)
- 4.11.a.2. residents/fellows must have written permission from their program director to moonlight; (Core)
- 4.11.a.3. an ACGME-accredited program will monitor the effect of moonlighting activities on a resident's/fellow's performance in the program, including that adverse effects may lead to withdrawal of permission to moonlight; and, (Core)
- 4.11.a.4. the Sponsoring Institution or individual ACGME-accredited programs may prohibit moonlighting by residents/fellows. (Core)

The **UMKC School of Medicine** recognizes graduate medical education as a full-time endeavor. For this reason, **moonlighting**, defined as professional and patient care activities outside of the educational program, must not interfere with the ability of the Residents to achieve the goals and objectives of their respective educational programs. Residents must have written permission from their Program Director (PD) to moonlight. PGY1 Residents may not moonlight. Resident PGY2 and above must comply with applicable program-specific moonlighting policies.

Responsibility

1. Resident

- A. Residents must complete a [Moonlighting Request Form](#) for Program Director approval in advance of any moonlighting activity.
- B. If a Resident needs to apply for a permanent license, Resident must complete licensure process prior to submitting the Request Form.

2. Program Director

- A. PD confirms moonlighting hours are included within the work hour requirements set by the ACGME, affirms the Resident is in good standing and the moonlighting will not interfere with achieving the goals and objectives of the educational program. PD approves completed form.
- B. *For Residents who need a permanent Missouri license, PD must verify good standing via email to the Resident with a cc. to the Program Coordinator (PC) and GME Senior Operations*



Support Specialist.

- C. PD will monitor the effect of moonlighting activities on a Resident's performance in the educational program. Any adverse effects may lead to withdrawal of permission to moonlight by the PD and/or the GME DIO.
- D. Program Coordinator uploads approved Moonlighting Request Form to New Innovations to Files/Notes section and adds note on Personnel>Demographics>Custom Data>Moonlighting e.g., Approved by PD name, DATE for Healthcare organization.
- E. When Residents obtain DEA for moonlighting, PC must enter Missouri DEA license information in New Innovations Demographics/Other Licenses and upload DEA certificate.

3. GME Administration

- A. Upon receipt of email from the Program Director verifying good standing, GME Senior Operations Support Specialist will collaborate with the Resident on the Missouri permanent license application process, enter permanent license information in New Innovations Demographics/Other Licenses and upload documentation.

Revision to policy dated: December 15, 2022

Administered By:

A handwritten signature in black ink that reads "Phil Byrne". The signature is written in a cursive, flowing style.

Phil D. Byrne, Ed.D.
Associate Dean of Graduate Medical Education