

University of Colorado School of Medicine

Graduate Medical Education

Policy: Moonlighting Policy		
Original Approval: May 21, 2003	Effective date: July 1, 2003 June 23, 2011	Revision Date: January 12, 2005 April 16, 2014 (Editorial) November 6, 2019 (Editorial) April 21, 2021 November 20, 2024 January 10, 2025 (Editorial)

In this document, Residents refer to Residents and Sub/specialty Fellows.

Purpose

To ensure that moonlighting activities are consistent with policies and guidelines set forth by the Accreditation Council for Graduate Medical Education (ACGME) and Graduate Medical Education (GME). The moonlighting activity must be within the ACGME Core Specialty for which the resident is board eligible or board certified.

Definitions:

Internal Moonlighting: Any medically-related professional activity (not including supervised additional work for additional pay) that takes place at a hospital, clinic, business, or other practice site under the Resident's independent medical license, with independently-obtained malpractice coverage (includes CU malpractice coverage for Residents who have a secondary CU SOM appointment as an Instructor/Fellow in an academic department), under a non-GME medical staff office credentialing process that **is** also a site of practice for the training program.

External Moonlighting: Any medically-related professional activity (not including supervised additional work for additional pay) that takes place at a hospital, clinic, business, or other practice site under an independent medical license, with independently-obtained malpractice coverage (does not include CU malpractice coverage), under a non-GME medical staff office credentialing process that is **not** a site of practice for the training program.

ACGME Accredited Residents:

Moonlighting activities for ACGME Residents must be outside the course and scope of the GMEC-approved training program.

- Internal Moonlighting - Billing for professional fees is generally prohibited at the affiliated teaching hospitals unless specific conditions set forth by the Centers for Medicare/Medicaid Services (CMS) are satisfied. Those conditions include:
 - o Resident must be fully licensed
 - o Services can be separately identified from those that are required as part of the GMEC-approved program.
 - For CU Medicine billing, attestation is required.
- External Moonlighting - Billing for professional fees is permitted for external moonlighting for ACGME Residents within the scope of their independent Colorado medical license, completed training, board certification (when applicable), and credentials at the moonlighting site.

Non-ACGME Residents:

Moonlighting activities may be within the course and scope of the GMEC-approved training program.

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- Internal and External Moonlighting - Billing for professional fees is permitted for internal and external moonlighting for non-ACGME Residents within the scope of their independent Colorado medical license, completed training, board certification (where applicable), and credentials at the moonlighting site.¹

Policy:

The Graduate Medical Education Committee (GMEC) recognizes that moonlighting is not an activity associated with part of the formal educational experience. Residents must not be required to participate in moonlighting activities. Individual programs may prohibit moonlighting by its Residents. The Program Director will monitor the effect of moonlighting activities on a Resident's performance in the program, including adverse effects which may lead to withdrawal of permission to moonlight. Moonlighting must not interfere with the ability of the Resident to achieve the goals and objectives of the educational program.

Residents must meet the following requirements:

1. Residents must obtain annually, prior written approval to perform specific duties/procedures in a moonlighting environment from the Program Director. (Complete the Approval for Resident Moonlighting request form and return to the GME office).
2. Residents seeking permission to moonlight must possess a valid license to practice medicine in the State of Colorado. A "Physician Training License" does not meet this requirement. For additional information, see Colorado Revised Statutes Article 36, also known as the Medical Practice Act.
3. Residents seeking permission to moonlight must secure professional liability (medical malpractice) insurance apart from that provided to Residents as part of the formal academic training program. Coverage provided Residents as referred to in the residency contract do not include activities occurring as part of a moonlighting experience. To have professional liability insurance through the University Trust:
 - Residents must have a secondary appointment through their CUSOM academic department as an Instructor/Fellow.
4. Time spent by Residents in Internal and External Moonlighting must be counted toward the 80-hour Maximum Weekly Hour Limit as required by ACGME.
5. PGY-1 Residents are not permitted to moonlight.
6. Residents possessing a J-1/H1-B visa are not eligible to moonlight.
7. The Resident must be in good standing not on focused review, probation, or having significant performance issues.
8. Residents with prior permission to moonlight will have that permission revoked by the Program Director if academic performance is determined to no longer be at a satisfactory level, e.g., probation or other major concerns arise.
9. Residents continuing to moonlight following revocation of permission can be dismissed from the program. This notice must be contained in documentation placing the Resident on probation.
10. The obligation to notify an outside employer of revocation of moonlighting permissions is the responsibility of the Resident who established that employment relationship, not the responsibility of the University or training program.

Approval for Moonlighting

1. Residents must annually seek approval to moonlight and obtain the required written approval by completing the Approval for Resident Moonlighting request form, accessible via [GME](#)

¹ Refer to CU Medicine Clinical Fellows Billing Policy on the CU Medicine Intranet

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[Program Coordinators SharePoint](#) > Finance Forms. Both the Program Director and GME Associate Dean must complete and sign the form prior to the Resident engaging in moonlighting activities. A copy of the completed approval form will be sent to the Program Director by the GME staff upon completion.

2. Programs must maintain a copy of the completed form in the Resident's permanent file.
3. Programs must maintain an ongoing record of all moonlighting approvals for all Residents and this record may be reviewed along with the individual approval forms at the time of a Special Review by the GME staff, or an ACGME site visit.