

NEUROLOGY RESIDENCY PROGRAM
MOONLIGHTING POLICY
University of North Dakota School of Medicine & Health Sciences (UNDSMHS)
Academic Year: 2025-2026
Revised December 29, 2022

A. Principles

Physicians have a professional responsibility to appear for duty appropriately rested and fit to provide the services required by their patients.

Moonlighting must not interfere with the ability of the resident to achieve the goals and objectives of the educational program.

Moonlighting is a privilege.

B. Application

This policy applies to all residents in the UND Neurology residency program.

C. Definitions

Moonlighting is voluntary, usually compensated, medically related work (not related with training requirements). Internal moonlighting is moonlighting performed within the institution in which the resident is in training or at any of its related participating sites. External moonlighting is moonlighting performed outside the institution in which the resident is in training or at any of its related participating sites.

D. Policy

1. PGY-1 and PGY-2 residents are not permitted to moonlight.
2. PGY-3 and above residents who wish to moonlight must request permission from the program director. The request must be submitted by completing the moonlight request form at least one workday in advance of the proposed moonlighting assignment.
3. The privilege of moonlighting is granted at the discretion of the program director.
4. Residents must have written approval from their program director in order to moonlight.
5. Moonlighting must not conflict with scheduled duty hours in the residency program.
6. Moonlighting is not permitted during periods when the resident is assigned to inpatient services.
7. Time spent by residents in internal or external moonlighting must be documented in the resident's duty hours log and will be counted toward the 80-hour maximum weekly hours limit.
8. A regular review by the program director of the privilege of moonlighting will be allowed and the privilege can be revoked if either work hours become a problem or resident performance becomes a problem. Residents should clearly understand this prior to signing any contracts for moonlighting.

9. Failure to comply with this policy may result in disciplinary action, up to and including possible dismissal from the residency program.

E. Informational

1. Residents must have a regular medical license in the state in which they will moonlight. A resident training license does not allow moonlighting.
2. Resident must obtain their own malpractice insurance or to be covered by moonlighting employer. UND's malpractice does not cover moonlighting activities.
3. Employment in the United States is specifically dependent on visa requirements; residents are responsible for ensuring employment is authorized under their current visa.