

## *Outside Professional Employment (Moonlighting)*

Employment in a professional capacity outside of the residency training program (“moonlighting”) while a resident is on duty is strictly **prohibited**. Employment in such a capacity except as described below will be grounds for immediate dismissal from the residency program.

Under certain well-defined circumstances, moonlighting may be permitted, but only with the following restrictions:

1. During periods when a resident is on vacation and has no clinical assignment within the residency, moonlighting is permitted.
2. On weekends when the resident is not assigned for clinical duties in any way, moonlighting is permitted, but only from the hours of 6 pm Friday to 10 pm Sunday. This means that if a resident is on first call, second call, or third call for the otolaryngology service, moonlighting is still prohibited. The duration of combined clinical activities (moonlighting and resident activities) shall not exceed 36 hours at anytime.
3. Moonlighting is never allowed on weekdays or weeknights except when the resident is on vacation.
4. Any resident who moonlights is required to submit to the department chairman the names and phone numbers of the hospitals/clinics in which he or she plans to work. Any resident moonlighting in any facility without first submitting this information will be considered in violation of this policy.
5. The ability to moonlight is considered by the department to be a privilege given to residents in good standing. If at any time moonlighting interferes-or appears to interfere-with the resident’s performance of his/her regular duties, this privilege will be revoked.
6. Inadequate performance on the Annual Inservice Examination, or failure to turn in Home Study Course materials on time, will result in revocation of the privilege of moonlighting.
7. Any resident who is on probationary status in the department is prohibited from moonlighting.
8. The first violation of these policies will result in loss of two weeks vacation leave. If vacation leave has been exhausted for the year, a minimum of two weeks unpaid clinical work will be required at the discretion of the department chairman.
9. The second violation of these policies will result in termination. There will be no exceptions.
10. It must be understood that university malpractice coverage does not apply to moonlighting situations.