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Effective	10/5/2026
Last Revised	10/5/2026
Next Review	10/5/2027
Owner	Jennifer Lee: Director
Area	Medical Education
Applicability	Gundersen Region (All Hospitals)
References	Policy

General Moonlighting, MedEd-300

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Applicable To

All residents and fellows of Gundersen Lutheran Administrative Services, Inc., independently and as agent for Gundersen Lutheran Medical Center, Inc., Gundersen Clinic, Ltd., Gundersen Lutheran Medical Foundation, Inc., Memorial Hospital of Boscobel, Tri-County Memorial Hospital Inc., St. Joseph's Health Services Inc., Palmer Lutheran Health Center, Moundview Memorial Hospital & Clinics, Inc., and Saint Elizabeth's Hospital of Wabasha, Inc. (hereinafter referred to collectively as "Gundersen").

Purpose Statement

Residents/Fellows of Gundersen Medical Foundation, with approval from their Program Director, are allowed to moonlight during their free time and may keep the income for their personal use. It is understood that this income will not be earned during times when the resident/fellow has clinic or hospital responsibilities, nor should moonlighting interfere with their obligation to dedicate a significant amount of non-patient care time to educational development. Program Directors may prohibit any resident/fellow whose performance is less than satisfactory from participating in this type of activity.

Definitions

Moonlighting: Extra clinical work a resident or fellow does outside of the scope of the training program.

ACGME: Accreditation Council for Graduate Medical Education

Procedures

Requests to perform any such activity, regardless of the circumstances, must be approved in writing, in advance, by the resident's/fellow's respective Program Director and will be made part of the resident's/fellow's file. The resident's/fellow's performance will be monitored for the effect of these activities, and adverse effects may lead the resident's/fellow's program director and/or VP/Designated Institutional Official (DIO) to withdraw permission to participate in moonlighting activities.

Residents/Fellows are not required to engage in moonlighting. Residents/Fellows should understand that Gundersen Medical Foundation/Gundersen neither encourages nor specifically condones moonlighting activities leading to the generation of outside income. Any hours worked to generate such income are considered a part of a resident's/fellow's 80-hour work-week limit as set forth by the ACGME; therefore, this activity will not be allowed if it extends a resident's/fellow's work-week beyond the 80-hour restriction. For any such activity where patient care is rendered, it is the individual responsibility of the resident/fellow to assure that they will have professional liability for this work. Gundersen Medical Foundation/Gundersen **does not** provide blanket liability coverage for moonlighting.

Residents/Fellows undertaking any moonlighting activity will be functioning independently and not as Resident/Fellow of Gundersen Medical Foundation. Therefore, it is incumbent upon individuals who will be moonlighting to contact, in writing, the senior administrator and/or legal counsel of Gundersen prior to the initiation of this activity so as to determine whether Gundersen will be assuming professional liability responsibility for this work. In instances where Gundersen does not assume this responsibility, the individuals are counseled to undertake no such activity unless they are assured, in writing, of the provision of liability coverage by the institution with whom they have made a contract to provide this coverage.

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Residents/Fellows must be cognizant of the personal liability that they are assuming if they undertake such activity without the assurance that they have appropriate medical malpractice coverage. Further, failure to obtain liability coverage is a violation of the resident's/fellow's employment contract with Gundersen Medical Foundation.

For ACGME programs - PGY I residents are not permitted to moonlight under any circumstance. .

Responsibilities

The Administrative Director of Medical Education in Medical Education is responsible for the development and oversight of this policy.

Residency/Fellowship Program Directors: Provide oversight of clinical work and education, ensure 80-hour work rule is complied with, and approve moonlighting activities if applicable.

Residency/Fellowship Program Administrators: Monitor resident/fellow schedules in accordance with 80-hour work rule information. Remind residents/fellows as necessary to enter work hours into MedHub.

References

Accreditation Council for Graduate Medical Education (ACGME): (IR 4.11.a) - ACGME Institutional

Requirements

Approval Signatures

Step Description	Approver	Date
MD	Benjamin Jarman: MD - General Surgery	10/5/2026
Manager	Jennifer Klonecki: Manager	9/30/2026
Policy Review Committee	Bradley Northrup: Accreditation Specialist	9/30/2026
Policy Owner	Jennifer Lee: Director	9/17/2026

Applicability

Boscobel, Gundersen, Moundview, Palmer, St Elizabeth, St Josephs, Tri-County

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