The University of Michigan Pediatric Emergency Medicine Fellowship Program seeks to train competent Pediatric Emergency physicians who will become future leaders in their hospitals, their communities, and in the field of Pediatric Emergency Medicine. Achieving this result requires that fellows commit significant time and energy to their development and to the fellowship program. It is also important for fellows to devote time to the maintenance of healthy family and social relationships kept in balance with their training requirements.

Meeting these personal and professional commitments leaves little time for moonlighting even though this may be a valuable autonomous experience for fellow level trainees. It is also recognized that medical education debt can be substantial, and that fellows often experience financial pressures during training. Therefore, it is the policy of this program to discourage, but not forbid moonlighting.

Fellows must comply with the University of Michigan GME Review Board Moonlighting Policy 2011 (see UMHS Institutional Policies)

- Fellows must request and receive approval to moonlight (prior to scheduling /committing to moonlighting activities) from the PD.

- Fellows must submit the UMHS GME Moonlighting record of their activities to the Program Director for each month moonlighting is performed.

- Moonlighting activities may not violate the UMHS GME/PEM Fellowship Duty Hours policies (see fellowship manual policies for details).

- Moonlighting will be allowed only for fellows in (and who maintain) good standing within the program. Good standing in the program includes satisfactory performance during all clinical rotations, maintaining satisfactory professionalism in all aspects of the program, continued attendance at all non-clinical/didactic events and participation/completion of all scholarly work in a timely, effective manner.

- Moonlighting is NOT allowed during the following rotations: NICU, PICU, Trauma Burn rotations.

- Fellows must not schedule moonlighting on a day that they are on call.

- Moonlighting activities must NOT conflict in any way with fellowship scheduling or assigned clinical activities.
  - Fellows may not purposely use scheduling privileges to preferentially protect their calendars at the expense of other fellows to allow for moonlighting activities.
  - Fellows may not leave program clinical activities early or arrive late to accommodate for or as a result of moonlighting.

- Moonlighting must not interfere with programmatic educational, scholarly activities, or administrative requirements (ie clinics, shifts, meetings, conference).

- Fellows on program academic probation or remediation may not moonlight until the probation/remediation period has ended and written approval is received from the PD.
Policy: Moonlighting

- Fellows are required to review the sleep/fatigue module on the UMHS GME website annually while participating in any/all moonlighting activities.

- Failure to comply with UMHS GME/PEM Fellowship Moonlighting Policies will result in probation and/or termination from the training program.