

TRAINING PROGRAM POLICY for Michigan Medicine/VA Ann Arbor Healthcare System Network of Postdoctoral Training Programs in Psychology		
Moonlighting Policy		
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PURPOSE

To outline policies and procedures for requesting permission to practice outside of the training program (“moonlighting”) for postdoctoral fellows in the Michigan Medicine/VA Ann Arbor Healthcare System (MM/VAAAHS) Network training programs.

POLICY

The Michigan Medicine/VAAAHS Network training programs seek to train highly competent psychologists who will be future leaders in health service psychology. As such, the fellowship is full-time and fellows must devote significant time and energy to achieve their training goals and meet program competencies. It is also important for fellows to devote time to self-care and the maintenance of healthy family and social relationships. However, the program also recognizes that outside work can provide additional growth opportunities in addition to financial benefits. Thus, the policy of this program will be to discourage moonlighting, but allow it under certain conditions. The following procedures and policies will be followed:

- Requests for moonlighting need to be approved by the faculty mentor, Training Program Director, and by the Psychology Training Committee (PTC) prior to committing to/initiating moonlighting activities. Note that moonlighting will be approved only for fellows who are in (and maintain) good standing within the program. Moonlighting activities must conform with Institutional compliance guidelines and fellows are strongly encouraged to discuss the parameters of any proposed moonlighting activities with clinical supervisors and faculty mentors.
- Fellows must be at Michigan Medicine- or VAAAHS-assigned locations during required work hours. Work unrelated to the fellowship program is not permitted during this time.
- Moonlighting activities cannot conflict with fellowship scheduling or assigned clinical activities. Fellows cannot, for example, leave program activities early or arrive late to accommodate for or as a result of moonlighting.
- Moonlighting should not interfere with programmatic educational, scholarly activities, or administrative requirements.
- If there is evidence that moonlighting activities interfere with education, performance or clinical responsibility, the psychology fellow will be requested to stop the outside employment as soon as is reasonable. A psychology fellow may be placed on probation if the problem with completion of training responsibilities is not resolved in a timely manner.

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- Fellows placed on remediation or probation while moonlighting will be requested to stop moonlighting and will not be eligible to moonlight again until the remediation/probation period has ended and written approval is received from the Network Director after approval from the PTC.

Note that this policy for psychology fellows is consistent with the policy governing other trainees in the institutions. This policy is also in keeping with the House Officer's Association contract, which states: "A House Officer shall be permitted to engage in outside medical practice which is not part of a University-approved program, provided such practice does not interfere in any way with the responsibilities, duties and assignments of the training program of The University of Michigan Medical Center. Extracurricular medical practice, which requires that the House Officer assume continuing responsibility for patients will interfere with his/her responsibilities at The University of Michigan Medical Center is therefore not permissible. It is understood that House Officers engaged in outside medical practice which is not a part of a University-approved program are not covered by the employer's professional liability insurance."