

**Medical Affairs Advisory Committee Meeting**  
**March 20, 2019**

**Members Present:** Ajjai Alva, Jill Cherry-Bukowiec, Soumya Rangarajan, Rishindra Reddy (Chair), Jean Song, Marschall Runge

**Guests Present:** None

**Presenters:** Michael Mulholland, Professor and Chair, Department of Surgery  
Ericka Newman, Asst. Professor, Department of Surgery  
Jennifer Waljee, Asst. Professor, Department of Surgery

**Topic of Discussion: Michigan Promise Update**

Dr. Runge opened the meeting. He thanked everyone for attending and asked the group to consider where and how the Michigan Promise model could be applied to other areas across the Medical School and Health System.

Drs. Mulholland, Waljee and Newman gave an overview of the Michigan Promise which is an initiative to advance surgeon excellence for all faculty within the Department of Surgery. The goal is to support each individual to achieve their full professional and academic potential. Implementation is being phased in via: 1) consciousness raising; 2) education; 3) empowerment and governance; and 4) sustained change. Drs. Mulholland, Waljee and Newman provided updates of actions taken and results thus far for each phase.

The following key components of the Michigan Promise model was also reviewed and discussed by the group:

- Achievement (launch teams; mentorship training; academic promotion planning)
- Leadership (leadership development program; diversity; faculty exchange program)
- Recruitment (recruitment committee; national partnerships; program engagement)
- Innovation (innovation prize; accelerated business engagement; directed sabbatical)
- Outreach (center for global surgery; doctors of tomorrow; woman in surgery program)
- Environments (cultural awareness; bias awareness; equity and inclusion)

Dr. Reddy thanked everyone for attending and the meeting was adjourned.

The next MAAC meeting is scheduled for Wednesday, April 17, 2019 at 7:30 am in the Dean's Conference Room #7323, Med. Sci Bldg. I