



**Medical Affairs Advisory Committee (MAAC) Minutes:
February 11, 2026, 7:30-8:30 am (regular meeting), in-person and via zoom**

Meeting Information:

Circulated: 3/11/2026

Approved: 3/18/2026

Present: John Magee (Chair), Keith Aaronson, Rajiv Bapuraj, Sybil Biermann, Steven Buchman, James Carpenter, Naomi Laventhal, Ann Marshall (FSO, Coordinator), David Miller (CEO & Executive VP for Medical Affairs), Shahzad Mian, Sara Pasquali, Soumya Rangarajan (SACUA liaison), Lauren Smith, Travis Souza (Chief of Staff to the EVPMA/CEO), Emily Stoneman, Aysha Thomas (EVPMA, Executive Administrative Partner), Patricia Tillman-Meakins

Absent: Lindsay Admon, Nancy Allee, Katherine Gold, Jennifer Romano

Presenters & Guests

Mollie McDermott, MD, MS, Chief of Staff, Office of Clinical Affairs, Clinical Associate Professor of Neurology, Medical School

Minutes:

1. Chair Magee called the meeting to order, and the prior meeting minutes were approved.
2. EVP Miller welcomed guest Dr. Mollie McDermott and remarked on the excellence of the Michigan Medicine faculty, with the peer review process as integral to these standards of excellence.
3. Credentialing and Peer Review Processes
 - a. Dr. McDermott presented on "Peer Review and Medical Staff Action at UMH-AMC." Medical Staff governance involves the [U-M Health Board](#), the [Executive Committee on Clinical Affairs \(ECCA\)](#), [67 Service Chiefs](#), and the [Medical Staff Bylaws](#). Each Service has a peer review program approved by the Medical Staff Quality Committee (MSQC). Each privileged provider's clinical competency is assessed every 8 months per Ongoing Professional Practice Evaluation (OPPE). Deviations from UMH-AMC standards typically are managed with collegial conversations (Cup of Coffee Conversations – Vanderbilt Model and [CORS](#)), additional training, letters, mentoring, Focused Professional Practice Evaluation (FPPE), etc. A persistent pattern of concern is typically managed by a Service-level peer review investigation. If a Service-level peer review investigation is not practicable or there are concerns that a privileged provider cannot safely exercise a given privilege or privileges, an institutional-level peer review investigation may be pursued. If the institutional Peer Review Committee (via MSQC) or COS recommends adverse Medical Staff action, the recommendation goes to ECCA and then either to the U-M Health Board or, if requested, to a Fair Hearing Panel. [SPG 201.96 Professional Standards for Faculty](#) applies to all University of Michigan (including Medical School) faculty. In addition, in the medical setting, lack of professionalism can lead to negative patient outcomes and is correlated with an increased risk of malpractice claims.
 - b. **Discussion** covered the following topics and comments. For Fair Hearing Panels, a peer physician on the panel does not need to have the same subject matter expertise because the panelists must opine whether the process that led to the adverse privilege action was arbitrary or capricious. An effort is made to select hearing panelists who are of the same or similar rank as the individual requesting the hearing. The Vanderbilt Model allows physicians to see their professionalism ranking, which can lead



to positive changes in behavior. There was discussion about recent Medical Staff Bylaws changes, how such changes might impact faculty protections, and interest expressed in engaging faculty with Bylaws changes. For smaller specialties, it may be difficult to do a blind review with external reviewers; efforts are made to be very thoughtful about our faculty's privacy and reputation. Underlying issues, such as mental health, may be relevant, with follow-up possible to support the physician. There have been challenges with patients making racist-based complaints, and such complaints may be aggravated given the current political environment. Studies have also identified a gender bias regarding professionalism claims.

- c. **Possible Action Item:** A smaller group may follow-up with Dr. McDermott for additional discussion.

Meeting Adjourned

Respectfully submitted,
Ann Marshall, Faculty Governance Coordinator