

PROMOTION RECOMMENDATION
UNIVERSITY OF MICHIGAN
MEDICAL SCHOOL
DEPARTMENT OF FAMILY MEDICINE

Michael D. Fetters, M.D., associate professor of family medicine, with tenure, Department of Family Medicine, Medical School, is recommended for promotion to professor of family medicine, with tenure, Department of Family Medicine, Medical School.

Academic Degrees:

M.A.	1998	Michigan State University
M.P.H.	1994	University of North Carolina
M.D.	1989	The Ohio State University
B.A.	1985	The Ohio State University

Professional Record:

2004-present	Associate Professor of Family Medicine, University of Michigan
1997-present	Adjunct Faculty, Center for Ethics and Humanities in the Life Sciences, Michigan State University
1999-2007	Faculty Associate, Center for Research on Ethnicity, Culture and Health, University of Michigan School of Public Health
1997-2004	Assistant Professor, Department of Family Medicine, University of Michigan
1995-2004	Faculty Associate, Center for Japanese Studies, University of Michigan
1994-1997	Lecturer, Department of Family Medicine, University of Michigan
1992-1994	Clinical Instructor, Department of Family Medicine, University of North Carolina

Summary of Evaluation:

Teaching: Dr. Fetters is an internationally-recognized cross-cultural medicine and bioethics researcher with a high level of achievement as a teacher, mentor, consultant and advisor to students, residents and fellows. He has been particularly influential in establishing family medicine as a specialty in Japan, where much of his teaching and mentorship occurs. Based on this role, he has had a substantial role as a clinical and didactic teacher both in this country as well as in Japan and Qatar. During his appointment on the tenure track, he has supervised over 50 third-year clerkship students (which requires outpatient supervision for several half-days monthly), with very good ratings consistent with department levels (which exceed the mean for all medical school faculty members). He has taught in all four years of the medical school curriculum, and has also taught undergraduate students with positive evaluations. He also has multiple didactic presentations to residents over the past six years, all with scores over 4.0 on a 5 point scale, with an overall average around 4.5, and more positive ratings as a clinical preceptor

for numerous residents over the same time period in both inpatient and outpatient settings. Dr. Fetters lectured annually from 2008 to 2010 in the School of Public Health on international health care and although there were no numerical evaluations, his presentations were well regarded based on written comments. Evaluations of Dr. Fetters' lectures as an invited professor were also strong. Dr. Fetters was responsible for the development of a major residency curriculum component on medical ethics, including the creation of 17 new teaching sessions, for which evaluations were high, well over 4.0 on a 5.0 scale; he has since turned this over to another faculty member. Since his last promotion, he has personally mentored four undergraduate students, six medical students, two graduate students, and eight residents, as well as multiple students in Japan, for their research projects, with positive written comments. In Japan, his mentoring also involves career counseling since family medicine is a new specialty in that country.

Research: Dr. Fetters has systematically developed a line of research in cross-cultural patient centered decision making, using a mixed methods research approach. This is a difficult area to develop as well as to fund, yet Dr. Fetters has been one of the pioneers in this arena. He has been successful in both grant funding and publications, and currently is involved in grants that total well over \$5M. His two major grants are from Japan and Qatar, and he is serving as the principal investigator on the former and the lead co-principal investigator on the latter. The grant from Japan helps support his work in helping Japan develop a family medicine network. The Qatar grant supports his highly recognized work on cross-cultural appropriate health care in that country. In addition, Dr. Fetters is or has been the co-principal investigator in multiple other grants where he was sought for his mixed methods expertise. He has a total of 85 peer-reviewed publications, including over 20 of which are published in the Japanese literature, plus five book chapters. The Japanese publications are difficult to evaluate from traditional academic perspectives, but they are published in prestigious Japanese health services, primary care, and medical education publications. They speak specifically to Dr. Fetters' substantial international visibility and influence, and are complemented by 33 invited international presentations as well as a comparable number of United States national presentations. The international presentations clearly reflect his tremendous influence on both cross cultural medicine – in particular the development of family medicine in Japan - and the development of mixed methods research. His publications include one which addresses a sophisticated cost effectiveness analysis of the use of Papanicolaou smear after total hysterectomy for benign disease, and which was cited by the reviewers as a major paper used by the United States Preventive Services Task Force in making their recommendations about pap smear frequency. He has successfully completed a prestigious investigator award from the Robert Wood Johnson Foundation, which supported his work in patient-centered values in making decisions about disease screening. He serves as a regular or ad hoc reviewer for literally all of the major academic family medicine journals as well as *Social Science and Medicine*, the *American Journal of Obstetrics and Gynecology*, and the *Journal of the American Medical Association*. Currently he is the associate editor for the *Journal of Mixed Methods Research*. In addition, Dr. Fetters has been invited to participate in NIH study sections as a result of his recognized expertise and leadership in mixed methods research.

Recent and Significant Publications:

Ruffin MT IV, Creswell JW, Jimbo M, Fetters MD: Factors influencing choices for colorectal cancer screening among previously unscreened African and Caucasian Americans: Findings from a triangulation mixed methods investigation. *Journal of Community Health* 34:79-89, 2009.

Fetters MD, Yoshioka T, Greenberg G, Gorenflo DW, Yeo S: Advance consent in Japanese during prenatal care for epidural anesthesia during childbirth. *Journal of Mixed Methods Research* 1:333-365, 2007.

Saigal P, Takemura Y, Nishiue T, Fetters MD: Factors considered by medical students when formulating their specialty preferences in Japan: Findings from a qualitative study. *BMC Medical Education* 7:31, 2007.

Murai M, Kitamura K, Fetters MD: Lessons learned in developing family medicine residency training programs in Japan. *BMC Medical Education* 5:33, 2005.

Creswell JW, Fetters MD, Ivankova NV: Designing a mixed methods study in primary care. *Annals of Family Medicine* 2:7-12, 2004.

Service: Dr. Fetters maintains a significant (30%) continuity practice as a family physician at the Domino's Farms Family Medicine Center, with particularly high clinical productivity exceeding that of most other physicians at both his site as well as across the department. He is the driving force behind the extremely successful and robust Japanese Health Program, a clinical and educational outreach to several thousand Japanese expatriate families in Southeast Michigan, most of whom are scientists and executives with Japanese automobile companies. This program has achieved a high level of word-of-mouth visibility, as well as frequent media contacts and features including in the *Journal of the American Medical Association*. The program's success and visibility has generated consultations from the American Academy of Family Physicians, which has a significant commitment to international developments in family medicine, as well as from other national and international groups.

Dr. Fetters has made substantial contributions to the University and global community based on his expertise in bioethics and cross-cultural medicine. Since becoming an associate professor, he has been a clinical lead for the Adult Preventive Services Guidelines, and became chair of the committee in 2009. He has been involved with several departmental committees, including the Professional Skills Curriculum and Global Health Task Force. In addition, since coming to Michigan, he has participated on the Pediatric Ethics Committee and in the Bioethics Program, the department's Cultural Competency Task Force, consulted with the Japanese Ministry of Health and Welfare, and also consulted with several Japanese medical schools regarding curriculum reform. Regionally, Dr. Fetter's has been appointed to the Blue Cross Blue Shield of Michigan Safety Net Planning Committee. He has also served as a member or co-chair of two relevant national committees of the Society of Teachers of Family Medicine, the discipline's major academic organization.

External Reviewers:

Reviewer A: "...quite impressively he has translated his research work into a multiplicity of scholarly articles in some of the leading publications, as well as a virtual plethora of presentations regionally, nationally and internationally....I am amazed by the productivity of this individual and strongly believe that he would easily achieve the rank of professor at [my institution]. He appears to be a marvel and a true resource to the University of Michigan."

Reviewer B: "Dr. Fetters has become an international leader in translating the model of training used at the University of Michigan and making that model a reality in Japan....Dr. Fetters is a major leader in family medicine in Japan, continuing in the footsteps of a long line of leaders dedicated to fostering family medicine internationally. The clinical practice he helped to develop for caring for Japanese in Michigan is also widely known to be exemplary."

Reviewer C: "Dr. Fetters' publications are the definitive work on primary care in Japan for English speaking educators. It is also clear that Dr. Fetters is a revered and active teacher in a number of venues in Japan over the last decade in particular."

Reviewer D: "He has a stellar record of extramural funding and peer-reviewed publications. It is evident that Dr. Fetters has established a national and international reputation in translational research, focusing on cultural competency and decision-making."

Reviewer E: "He has chosen to focus on areas of clinical and health services research which will only grow more important over time, including issues of cultural diversity, cross-cultural medical training, and ethics....he clearly has built a composite body of scholarship which, taken as a whole, is very impressive, and will no doubt continue to grow in importance as the global nature of medical practice continues to develop."

Reviewer F: "The impact of Michael's work is particularly recognizable in the international spread of his papers, the honors and awards he has received, and the consulting positions he has been offered."

Reviewer G: "...his career shows continued promise for the future. In particular, he has focused on an area which is best categorized as primary care and global health, and this is particularly timely with the evolution of our health care system and our global economy....His broad body of work contributes to the international character that any institution should value in an increasingly diverse world."

Reviewer H: "Dr. Fetters is outstanding in the field of international health, and he has a unique position in his work in Japan. This is accompanied by excellence in the field of teaching and education."

Summary of Recommendation:

Dr. Fetters has built a substantial program of research in bioethics and cross-cultural patient-centered decision making. He has become nationally and internationally renowned as evidenced by his consultations, research grants and invited presentations. Moreover, Dr. Fetters is one of a select few academic family physicians who has maintained a full spectrum of clinical, educational and scholarly responsibility while developing his international reputation. I enthusiastically support the promotion of Michael D. Fetters, M.D. to professor of family medicine, with tenure, Department of Family Medicine, Medical School.



James O. Woolliscroft, M.D.

Dean

Lyle C. Roll Professor of Medicine

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