CBSSM continues to do good by doing well. Our work -- helping patients and caregivers negotiate difficult decisions and calling attention to, and helping to resolve, social and ethical problems created by old and new medical technologies -- is helping to humanize medicine. CBSSM is an attractive home for scholars from across departmental and disciplinary boundaries. In this newsletter, we spotlight one of our newest colleagues, Andrew Shuman, MD. Andy is an Assistant Professor in the Department of Otolaryngology, studying ethics consultation in oncology and the way laryngeal cancer patients make decisions regarding treatment. He is also contributing to the ethics education of the next generation of physicians (page 2).

Another important aspect of our work at CBSSM is the promotion of policy discussions, ethics education, and public outreach activities. CBSSM faculty form the core of the Medical Ethics Pathway of Excellence (page 4) and we co-sponsor various events, such as the Bishop Lecture in Bioethics and CBSSM Research Colloquium (page 5), and our bimonthly Seminar series (pages 6-7). Last spring we co-hosted a lively and highly successful panel discussion of how to handle incidental findings in clinical sequencing (page 6).

In this issue you will also find highlights from faculty news and press coverage (pages 8-9), publications (pages 10-11), presentations (page 7), and new grants (page 11) from 2014, as well as, CBSSM staff news (pages 12-13).

We invite you to be part of our success, to join us in the important work of CBSSM.

Greetings from the Co-Directors

Angela Fagerlin, PhD
Co-Director
Raymond De Vries, PhD
Co-Director
Valerie Kahn, MPH
Manager
Sandra Moing
Sr. Administrative Assistant
Kerry Ryan, MA
Public Relations and Events

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CBSSM is supported by the Dean’s Office at the University of Michigan Medical School, the Departments of Internal Medicine and Psychiatry, and the Ann Arbor Veterans Administration Medical Center (Center for Clinical Management Research).
Andrew G. Shuman, MD joined the faculty of the CBSSM with his academic hire in 2014. He serves as an Assistant Professor in the Department of Otolaryngology - Head and Neck Surgery, and also the Chief of the ENT Section of the Surgery Service at the VA Ann Arbor Health System. He serves as a member on the adult ethics committee and consult service. His current research interests explore ethical issues involved in caring for patients with head and neck cancer, ethics education, and in managing clinical ethics consultations among patients with cancer.

One of his ongoing empirical research projects involves describing how patients with laryngeal cancer contextualize their diagnosis and treatment options, and understanding how they make decisions regarding whether to undergo surgical or non-surgical treatment. This research has been funded by an American Academy of Otolaryngology-Head and Neck Surgery grant, and his findings will be presented at the American Academy of Otolaryngology-Head and Neck Surgery annual meeting, and the International Federation of Head and Neck Oncologic Societies (IFHNOS) / AHNS 5th World Congress, both in the coming year. He is currently preparing his data for publication.

Ethics education is another of his core academic interests. He developed a case-based grand rounds format for departmental ethics education which remains active, and has designed novel courses teaching ethics to undergraduate and postgraduate medical students, as well as resident physicians at multiple institutions. He is involved in research exploring how to more effectively teach ethics to medical trainees, and is involved in a recently submitted NIH grant exploring educational opportunities in international research ethics. On a national level within his specialty, Dr. Shuman has organized and been involved in ethics panels and educational programming with the American Academy of Otolaryngology-Head and Neck Surgery, American Head and Neck Society, and Combined Otolaryngology Society Meetings.

Recent ethics-related publications by Dr. Shuman:


Aaron Scherer recently earned his PhD in Psychology from the University of Iowa and utilizes methodologies from social psychology, social cognition, and neuropsychology to study the causes and consequences of biased beliefs regarding health and politics.

One aspect of his research examines the causes of biased beliefs, primarily focusing on biased information seeking. It highlights the role that desirability (e.g., positive affect associated with being right; money) plays in distorting information seeking and subsequent confidence and decision making. His other line of research examines the consequences of biased beliefs across a variety of contexts such as the impact of comparative biases on intentions to change eating behaviors; metaphors on intentions to get vaccinated; and political stereotypes on political polarization.

Lauren Wancata, MD

Lauren Wancata received her medical degree from the University of Cincinnati and is a current General Surgery resident at the University of Michigan. Her experiences as a physician have helped develop her focus in the care of patients at the end of life. She is in her research year and her focus is in bioethics and end of life issues specifically in a surgical population.

PIHCD Working Group

Working group meetings provide an opportunity for investigators to receive feedback on research proposals, drafts of papers, grant applications, or any other aspects of projects at any stage of development.

In order to better serve our faculty needs, we have merged the Bioethics Working Group (BWG) with the Program in Health Communication and Decision Making (PICHD) Working Group. Both working groups have similar goals and many of the project presented at these working groups touch both on bioethics and health communication and decision making.

PIHCD usually meets on Wednesday or Thursdays at 2 or 3 pm in B004E.

To be added to the PIHCD email list, contact Nicole Exe at nexe@umich.edu OR join the email list through the CBSSM website: http://cbssm.med.umich.edu
Medical Ethics Pathway of Excellence

CBSSM’s curriculum efforts focus on extending the existing medical ethics curriculum for undergraduate medical students at UM. We are making the medical ethics curriculum more systematic and explicit, increasing medical student interest in, and excitement about, the ethical challenges of medicine. Our most recent education initiative is the Medical Ethics Pathway of Excellence, an opportunity for students to receive mentored training in ethics throughout their four years of medical school.

Overview of Medical Ethics Pathway to Excellence:

- Introduced in September 2013 and 10 students were accepted in 2014.
- Students apply to the Ethics Path of Excellence at the end of February during their M1 year, and continue their studies through their M4 year. Through this program, they learn to:
  - Identify ethical issues in the organization and delivery of health care
  - Implement tools and strategies to address ethical issues
  - Continue professional education and leadership development
- Highlights:
  - Before applying to the Ethics Path of Excellence, students can attend fourteen interactive lunchtime lectures (and must attend at least five) that review various aspects of ethics in a healthcare setting.
  - There is specialized training for students who want to serve on ethics committees and/or include ethics as part of an academic career.
  - Opportunities exist for individualized, independent study, combined with field work with CBSSM, and a capstone project in the M4 year.

“We really want to educate people to be the ethics committee consultants of the future. I think it's pretty unique to have the option of pursuing this extracurricular program because essentially it teaches you leadership skills and how to be a self-directed learner. These are skills you'll really need when you become faculty. Students can take their interest in ethics and pursue it further.”

Lauren Smith, M.D., Associate Professor of Pathology

Lauren Smith is the Director of the Path of Excellence. Andrew Barnosky, Christian Vercler and Raymond De Vries are core faculty members.

Source:
http://medicine.umich.edu/medschool/education/md-program/opportunities/ethics-path-excellence
2014 Research Colloquium & Bishop Lecture

The 2014 CBSSM Research Colloquium was held May 15th in the Michigan League. The Colloquium featured the Bishop Lecture in Bioethics as the keynote address. Myra Christopher presented the Bishop Lecture with a talk entitled: "The Moral Imperative to Transform the Way Pain is Perceived, Judged and Treated." Myra Christopher holds the Kathleen M. Foley Chair in Pain and Palliative Care at the Center for Practical Bioethics.

Colloquium presenters and their topics were as follows:

- Andrew G. Shuman, MD, Assistant Professor, Department of Otolaryngology, University of Michigan: "When Not to Operate: The Dilemma of Surgical Unresectability"
- Phoebe Danziger, MD, University of Michigan Medical School: "Beliefs, Biases, and Ethical Dilemmas in the Perinatal Counseling and Treatment of Severe Kidney Anomalies"
- Kathryn L. Moseley, MD, MPH, Assistant Professor, Pediatrics and Communicable Diseases, University of Michigan: "Electronic Medical Records: Challenges for Clinical Ethics Consultation"
- Helen Morgan, MD, Department of Obstetrics and Gynecology, University of Michigan: "Academic Integrity in the Pre-Health Undergraduate Experience"
- Tanner Caverly, MD, MPH, Health Services Research Fellow, Ann Arbor VA Medical Center and Clinical Lecturer, University of Michigan: "How Transparent are Cancer Screening & Prevention Guidelines about the Benefits and Harms of What They Recommend?"
- Susan D. Goold, MD, MHSA, MA, Professor of Internal Medicine and Health Management and Policy, School of Public Health, University of Michigan: "Controlling Health Costs: Physician Responses to Patient Expectations for Medical Care"

From left: Ellen Bishop, David Bishop, Myra Christopher, Susan Goold, Angie Fagerlin
2014 CBSSM Event Highlights

CBSSM Panel Presentation: "Incidental Findings in Clinical Exome and Genome Sequencing: The Drama and the Data"
April 21, 2014

CBSSM co-sponsored a special panel session regarding the recent American College of Medical Genetics and Genomics (ACMG) guidelines for reporting incidental findings in clinical sequencing.

The keynote presenter was Robert C. Green, MD, MPH, Associate Professor of Medicine, Division of Genetics at Brigham and Women’s Hospital and Harvard Medical School.

Panel Presenters:

- Jeffrey W. Innis, MD, PhD, Morton S. and Henrietta K. Sellner Professor in Human Genetics and Director, Division of Pediatric Genetics, University of Michigan

- Wendy R. Uhlmann, MS, CGC, Clinical Associate Professor, Department of Internal Medicine and Department of Human Genetics, University of Michigan

The panel was moderated by Sharon L.R. Kardia, PhD, Director, Public Health Genetics Program and the Life Sciences and Society Program, School of Public Health, University of Michigan.

This event was co-sponsored by CBSSM, the Department of Human Genetics, Genetic Counseling Program, and Life Sciences and Society, Department of Epidemiology.

The panel was very well-received with 75 attendees.

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Eric Campbell, PhD Talk
March 20, 2014

Co-sponsored by IHPI, the Department of Medical Education, and CBSSM, Eric Campbell, PhD, Professor of Medicine, Harvard Medical School gave an IHPI Special Lecture entitled, "Physician Openness and Honesty With Patients—Results of a National Survey." This presentation explored the issue of physician openness and honesty with patients in the current health care context.

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Douglas White, MD, MAS Talk
May 8, 2014

Douglas B. White, MD, MAS, UPMC Endowed Chair for Ethics in Critical Care Medicine, Associate, Professor of Critical Care Medicine Director, Program on Ethics and Decision Making in Critical Illness University of Pittsburgh Medical Center presented a talk entitled, “Why Is There A Disconnect About Prognosis Between Physicians And Surrogates In Intensive Care Units?” This presentation addressed empirical work on the causes and consequences of discordance about prognosis. It also addressed the development of an intervention to improve surrogate decision making in ICUs.
Fall 2014 CBSSM Events

Fall Seminar Series 2014

Twice-monthly seminars are sponsored by CBSSM on a variety of topics. Seminars are generally scheduled on Wednesdays or Thursdays, at 3:00-4:00 pm located in 266C, NCRC Building 16, unless otherwise noted.

Fall 2014 seminar dates:

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<tr>
<th>Date</th>
<th>Speaker</th>
<th>Institution</th>
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<tr>
<td>September 11</td>
<td>Intro to CBSSM Projects</td>
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<td>September 18</td>
<td>Tom Tomlinson, PhD</td>
<td>Michigan State University</td>
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<td>October 8</td>
<td>Aaron Scherer, PhD</td>
<td>UCSF</td>
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<tr>
<td>October 23</td>
<td>Barbara Koenig, PhD</td>
<td>UCSF</td>
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<td>November 5</td>
<td>Stephanie Kukora, MD</td>
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<td>November 20</td>
<td>Sandra Wong, MD, MS</td>
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<tr>
<td>December 3</td>
<td>Kevin Kerber, MD</td>
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See [http://cbssm.med.umich.edu/news-events/events/cbssm-seminars](http://cbssm.med.umich.edu/news-events/events/cbssm-seminars) for updates. You can be added to the CBSSM seminar list from the CBSSM website home page.

Bioethics Grand Rounds

Wednesdays, Noon, Ford Auditorium

Bioethics Grand Rounds is a monthly presentation and discussion of medical ethics. The Bioethics Grand Rounds is sponsored by the UMHS Adult and Pediatric Medical Ethics Committee and the Program of Society and Medicine. This educational session is open to all faculty and staff and members of the public. **Bioethics Grand Rounds is co-sponsored by CBSSM.**

Fall Bioethics Grand Rounds:

<table>
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<tr>
<th>Date</th>
<th>Speaker</th>
<th>Institution</th>
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<tr>
<td>September 24</td>
<td>Jeffrey Punch, MD</td>
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<td>October 29</td>
<td>Wendy Uhlmann, MS, CGC</td>
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<tr>
<td>December 10</td>
<td>Aisha Langford, PhD</td>
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The list of fall 2014 Bioethics Grand Rounds presenters and topics can be found on the CBSSM Events page: [http://cbssm.med.umich.edu/news-events](http://cbssm.med.umich.edu/news-events)

Selected CBSSM 2014 Faculty Presentations

**Fagerlin A.** Risk Communication Methods for Helping Patients Understand the Risks and Benefits of Genetic Testing. European Society of Human Genetics, Milan, Italy.

**Goold S,** Rowe Z, Cunningham C, Ledon C, Martinez S, Solomon S, Szymeczko L. We got (serious) game for community research! Concurrent Session Presentation. Community-Campus Partnerships in Health. Chicago, IL.

**Howell J.** Art and Medicine, Gheens Foundation Visiting Scholar in Humanism and Medicine lecture, University of Louisville, Louisville, KY.

**Jagsi R.** Women in Science Plenary Session and Workshop on the K to R Transition. Association of Professors of Medicine, Coral Gables, FL.

**Jimbo M.** The decision making process and the implementation of decision aids, National Cancer Institute Advanced Topics in Implementation Science Research Webinar Series, Bethesda, MD.


**Zikmund-Fisher B.** When Numbers Mumble. National Center for Environmental Health, U. S. Centers for Disease Control and Prevention, Atlanta, GA.
Selected CBSSM Faculty Highlights

CBSSM welcomes faculty involvement across the University. Faculty affiliated with CBSSM come not only from the Medical School but also from the School of Public Health, the School of Public Policy, the Law School, the College of Literature, Science and the Arts, and the Institute for Social Research.

Angie Fagerlin has been named one of “25 Champions of Shared Decision Making” according to the Informed Medical Decisions Foundation.

Susan Goold is a newly elected Hastings Center Fellow. The Fellows are an elected association of researchers from around the world whose distinguished contributions in their fields have been influential in bioethics.

Ray De Vries is co-author on a new publication in Academic Medicine, highlighting a successful model for collaboration which was developed in the early phases of a grant funded by the Bill & Melinda Gates Foundation. The Collaborative Health Alliance for Reshaping Training, Education, and Research (CHARTER) project expanded the partnerships between the University of Michigan and several Ghanaian academic institutions to enhance health care provider education and build and/or increase research capacity.

Vic Strecher was presented with the 2014 Elizabeth Fries Health Education Award at the 65th Annual Meeting of the Society for Public Health Education (SOPHE). The James F. and Sarah T. Fries Foundation honored Strecher for pioneering the development of computer tailored health programs that have transformed the way people learn about and manage their health.

Brian Zikmund-Fisher was featured on NPR’s “All Thing Considered.” Brian shared his personal experiences with risk and probability in medical decision making.

Michele Gornick, VA/CBSSM Postdoctoral Fellow, recently received a multidisciplinary career development award as part of MICHR’s Postdoctoral Translational Scholars Program (PTSP).

Sarah Hawley’s JAMA article, “Social and Clinical Determinants of Contralateral Prophylactic Mastectomy” has received national press and has been featured in NBC News, CBS News, the Chicago Tribune, MSN, and many, many other venues. Reshma Jagsi and several others were co-authors on this study.

Angie Fagerlin was recently listed as one of the top 1% of most-cited researchers worldwide per Thompson Reuters.

Jacob Seagull was part of a team recognized as winners of the sixth-annual Provost’s Teaching Innovation Prize for their development of a training portal to help health care professionals better understand the needs of at-risk populations. CaringWithCompassion.org is an online, modular curriculum that covers public healthcare systems and biopsychosocial care for the underserved and is supplemented by a novel, game-based learning tool.

The Visualizing Health Project was recently featured in “Seeing Is Believing: Infographics Revolutionizing The Patient Experience” (Forbes). Robert Wood Johnson Foundation (RWJF) and the UM Center for Health Communications Research (CHCR) joined forces for “Visualizing Health,” a project examining how data visualization for risk behavior can be applied. CBSSM’s Angela Fagerlin, Brian Zikmund-Fisher, Nicole Exe, and Knoll Larkin were involved this project.

Sarah Hawley recently received a 3-year American Cancer Society grant totaling more than $850,000 for her proposal, "Population Based Study of Breast Cancer Decision Support Networks."

Nick Steneck was 1 of 3 invited speakers to the Presidential Commission for the Study of Bioethical Issues (Bioethics Commission) to provide insights on the importance of professional ethics and professionalism in neuroscience research.

(Continued on page 9)
Selected Faculty Highlights (continued)

Reshma Jagsi’s study in the Journal of Clinical Oncology about financial decline in breast cancer survivors has been cited by various health media outlets, including Bio-Medicine, Health News Digest, and various other outlets. The study found that after receiving treatment, a quarter of breast cancer survivors were found to be worse off financially.

Beth Tarini’s 2009 study regarding use of newborn screening samples for research was cited in US News & World Report, which found only 28.2 percent of parents were “very or somewhat willing” to consent to research using their child’s blood samples if their permission were not obtained. Without consent, 55.7 percent would be “very unwilling.”

Brian Zikmund-Fisher was quoted in a Scientific American article about risk communication of certain chemicals in the lives of expectant parents.

Kenneth Langa was reelected to the 2014 class of new members of the American Society for Clinical Investigation (ACSI). ACSI comprises more than 3,000 physician-scientists from all medical specialties who are elected to the society for their outstanding records of scholarly achievement in biomedical research before the age of 50.

Lewis Morgenstern’s stroke education study offered in public schools in Texas to help children recognize symptoms of stroke is cited by Yahoo News, NPR, Fox News, and many other news outlets. Morgenstern was quoted, "The data was highly positive in terms of knowledge about stroke and their intention to call 911... The earlier we can make people aware of stroke and that it’s arguably the most treatable of all catastrophic conditions, the better off we will be."

Susan Goold was the senior author on an article receiving the annual “Professionalism Article Prize” by the ABIM Foundation. Jon C. Tilburt, MD, MPH of the Mayo Clinic is the study’s first author. This award recognizes outstanding contributions to the field of medical professionalism. The article “Views of U.S. Physicians About Controlling Health Care Costs” was published in the Journal of the American Medical Association in July 2013.

Carl Schneider was recently quoted in the Los Angeles Times Health & Fitness article, “Scale of medical decisions shifts to offer varied balances of power.” The article discusses the roles and responsibilities of doctors and patients in the medical decision making process.

Brian Zikmund-Fisher was interviewed by Reuters Health for the article "Shared decision making still lacking for cancer screening." He discusses his research and trade-offs in cancer screenings. His interview also received press in the Chicago Tribune and New York Daily News.

Susan Goold was interviewed by the LA Times about doctors assisting with prison executions despite ethics rules. Goold is the Chair of AMA’s Council on Ethical and Judicial Affairs.

A recent study, “Influence of ‘GERD’ Label on Parents’ Decision to Medicate Infants” by CBSSM faculty Brian Zikmund-Fisher, Angela Fagerlin, and Beth Tarini was featured in a recent New York Times article, “Calling an Ordinary Health Problem a Disease Leads to Bigger Problems.” Laura Scherer, previous CBSSM postdoctoral fellow and current Assistant Professor at University of Missouri was lead author on the study.

Masahito Jimbo was promoted to Professor of Family Medicine and Urology.

Brian Zikmund-Fisher was promoted to Associate Professor of Health Behavior and Health Education, and Research Associate Professor, Department of Internal Medicine.
Selected 2014 Faculty Publications


(Continued on page 11)
**Selected 2014 Faculty Publications (cont.)**


**Selected New Grants in 2014**


**Burke J** and Skolarus L (PIs) and **Morgenstern L**, Freedman V, Lisabeth L (Co-Ils). Reducing Racial Disparities in Post-Stroke Disability in the Elderly. Sponsor: NIH

**Fagerlin, Angela** (PI). Applying Methods of User-Centered Design to Achieve Patient-Centered Care. Direct Sponsor: Universite Laval

**Hawley, Sarah** (PI) and Li Y, **Griggs J**, Katz S, Janz N (Co-Ils). Population based study of breast cancer decision support networks. Sponsor: American Cancer Society

**Jagsi, Reshma** (PI). Evaluating Patient Perspectives to Inform the Ethical Implementation of a Rapid Learning System for Oncology Care. Sponsor: Greenwall Foundation


**Morgenstern L** and Skolarus L (PIs) and Sanchez B (Co-I). A stroke preparedness assessment instrument. Sponsor: NIH

**Roberts S** (PI). Returning Amyloid Imaging Research Results to Persons at Risk for Dementia. Direct Sponsor: University of Pittsburgh

**Tarini B** (PI). Improving the Newborn Screening System in the Genomic Era. Direct Sponsor: Case Western Reserve University

CBSSM People

New Faces at CBSSM

Jacquelyn Miller joined CBSSM on April 28th as a Research Associate working with Dr. Jeffrey Kullgren on a research project related to decreasing overuse of low-value health care services. Jacquelyn has a BS in Environmental Policy and Developing Country Studies (University of Michigan, School of Natural Resources and Environment) and a MA in Sociology, specializing in environmental justice, feminist sociology, and science and technology studies (Michigan State University). Her master’s research addressed the Chagga homegarden agroforestry system of Mt. Kilimanjaro, Tanzania.

Megan Knaus joined CBSSM in the winter of 2014 and works with Drs. Fagerlin and Kullgren on several grant funded research projects related to patient decision making, health communication, as well as a pilot study on workplace health promotion and diabetes prevention.

Megan received her BS in Human Biology and Bioethics from Michigan State University and her MPH in Health Behavior and Health Education from the University of Michigan. Her interests are in health in the media, risk perception and communication, physician-patient communication, and the use of decision aids at the point of care.

Outside of work, Megan enjoys recreation sports, biking, exploring her baking interests, and travelling.

Staff News

Nicole Exe has recently celebrated her sixth year at CBSSM. Congratulations Nicole!

Valerie Kahn and Rochelle DeCastro have recently celebrated their fifth year at CBSSM. Congratulations Valerie and Rochelle!

Nicole Exe and Rochelle DeCastro have put together a monthly CBSSM career development series, “Expanding Your Horizons.”

Rochelle DeCastro is first author on an Academic Medicine article, “Mentoring and the career satisfaction of male and female academic medical faculty.” Medicine. Reshma Jagsi is the senior author.

Sandra Moing has a new baby granddaughter, Aliana Amari Jackson, born June 6, 2014 in Okinawa, Japan. Congratulations Sandra!

Chris Krenz joined CBSSM in the fall of 2014. He received his BA in Sociology from the University of Michigan, minorin Philosophy. Before coming to CBSSM, Chris was located at the Institute for Social Research, working on projects concerning the health of Pacific Islanders and other minority populations.

Chris primarily works with Dr. Raymond De Vries on a study exploring factors that influence whether biobank donors provide consent for their biological material to be used in research.

His outside interests include moral philosophy, the sociology of religion, and criminal justice research, and in his spare time he enjoys reading, spending time with friends and family, and meditating.
CBSSM People (cont.)

Student Staff at CBSSM

Amal Alsamawi is a second-year graduate student at the SPH. She is currently working with Janet Childerhose on her pediatric bariatric surgery studies project.

Tanvi Mehta is a second-year graduate student at the SPH. She is returning this fall for a second work-study placement with Janet.

Pranavi Midathada (Navi) is a junior at U of M, majoring in International Studies with a Biological Anthropology minor. In her free time, she enjoys drawing and playing the ukulele.

Tolulope Olorode is a MSW/MUP (Master of Urban Planning) dual degree student at U of M. She is from Chicago and enjoys photography. She is working on the PCORI and DECIDERS studies.

In Memoriam

Our former colleague, Kathleen “Kate” Conat passed away suddenly on June 25th. Kate was the Administrative Assistant for the Center for Behavioral and Decision Sciences (CBDSM). Kate was a caring, intelligent, generous, strong woman. She touched many lives in a positive way through her strong involvement for more than 20 years in the Ypsilanti community. Kate cared deeply about social and civic issues, the strength of the community, and was a great friend to many, many people. She will be greatly missed.

Center for Bioethics and Social Sciences in Medicine

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Staff Departures

Emily Magoc is leaving CBSSM to pursue an accelerated 2nd degree BSN at the Duquesne University in Pittsburgh, PA.

Daniel Connochie is leaving CBSSM to pursue a MPH in Health Behavior and Health Education at the University of Michigan. Daniel will also be working part-time at the Neurology Department starting this fall with CBSSM faculty member, Darin Zahuranec.

We wish Emily and Daniel best of luck in their new endeavors!

Join CBSSSM’s email list or update you email subscription on the CBSSM Website.

You can also connect with CBSSSM on Twitter, LinkedIn and on Facebook!