

Board of Visitors

VIRGINIA COMMONWEALTH UNIVERSITY BOARD OF VISITORS ACADEMIC AND HEALTH AFFAIRS COMMITTEE September 12, 2024 3:30 p.m.¹

James Branch Cabell Library 901 Park Avenue – Room 303 Richmond,

VA

DRAFT

MINUTES

COMMITTEE MEMBERS PRESENT

Dr. V. Dale Jones, Chair

Mr. Gurpreet "P2" Sandhu, Vice Chair

Hon. Siobhan Dunnavant, M.D.

Dr. Kenneth Lipstock

Dr. Clifton Peay

Mr. Randolph Reynolds, Jr.

Mr. C. J. Sailor

Hon. Todd Haymore, Rector

OTHERS PRESENT

Dr. Michael Rao, President

Dr. Fotis Sotiropoulos, Provost and Senior Vice President for Academic Affairs

Dr. Marlon Levy, Interim Senior Vice President for Health Sciences and CEO VCU Health

Dr. Srirama Rao, Vice President for Research and Innovation

Dr. Andrew Arroyo, Senior Vice Provost for Academic Affairs

Dr. Hernan Bucheli, Vice President for Strategic Enrollment Management and Student Success

Dr. Aaron Hart, Vice President for Student Affairs

Ms. Jamie Stillman, Executive Director of Academic Operations, Office of the Provost

Presidential Cabinet of VCU VCU

students, faculty and staff Members of

the media

¹ The start time for the Board of Visitors meeting is approximate only. The meeting may begin either before or after the listed approximate start time as Board members are ready to proceed.

CALL TO ORDER

Dr. V. Dale Jones, Chair of the Academic and Health Affairs Committee, called the meeting to order at 3:42 p.m. The public was able to view the open session of the meeting via livestream at https://mssvideo.vcu.edu/BOV.

ACTION ITEMS

Dr. Jones asked the committee to consider approving two items that were provided in advance for review: the committee meeting minutes for May 9, 2024 and the Academic Affairs Committee Charter and Planner. On a motion duly made and seconded, each of the items were approved. The meeting minutes are posted at https://bov.vcu.edu/meetings/minutes/. The committee charter and planner is attached hereto as *Attachment A* and is made a part hereof.

REPORTS

Dr. Fotis Sotiropoulos provided an overview of activities related to the university's academic enterprise including an update on fall enrollment, transforming the curriculum and enhancing student success. Preliminary enrollment figures, known as Census 1, were tabulated on Sept. 3rd and show overall FTE (full-time enrollment) enrollment is up 1%. Final enrollment numbers – referred to as Census 2 – will be available in late October. The implementation of the five recommendations of the Academic Repositioning initiative, which was reported to the Board last May, is underway. This semester alone VCU debuted 17 degrees, certificates and concentrations that will prepare our students for the future of work. The focus on student success continues to strengthen. This year, in partnership with the National Institute of Student Success, the University Innovation Alliance and Lightcast, the academic enterprise is leveraging data and its workforce to improve financial, communications, and advising supports for students, to enhance the culture of care through 5,000 empathy interviews and to align academic programs to the marketplace through data and analytics. A copy of the Dr. Sotiropoulos' presentation is attached hereto as *Attachment B* and is made a part hereof.

Dr. Marlon Levy provided updates on issues pertaining to the six health sciences schools and campus. In addition to expanded enrollment, research expenditures, philanthropy, and national recognition, the campus welcomed a new dean in the College of Health Professions and is searching for new deans in the School of Nursing and the School of Public Health. The School of Medicine has also received full accreditation for the next 8 years from the LCME (Liaison Committee on Medical Education). The School of Nursing is actively working to expand enrollment by between 100 and 120 students per year starting fall of 2025. A copy Dr. Levy's presentation is attached hereto as *Attachment C* and is made a part hereof.

Dr. Sriram Rao provided an overview of the research enterprise at VCU with highlights around strategic investments in the university's Research Institutes and Centers and core laboratories. One of the ways that VCU realizes research growth is through strategic investments into research initiatives, as well as its 17 Research Institutes and Centers, which are designated as such based on specific criteria including impact and collaboration. The multidisciplinary, collaborative nature of these

institutes and centers, as well as the supporting infrastructure, strengthen funding opportunities – the faculty in these institutes and centers tackle grand societal challenges from multiple angles. VCU's investment in research innovation, across faculty-led projects, institutes and centers and research core labs, is projected to be approximately \$9.7 M in FY25. A copy of Dr. Srirama Rao's presentation is attached hereto as *Attachment D* and is made a part hereof.

ADJOURNMENT

There being no further business, Dr. Jones adjourned the meeting at 4:54 p.m.

VIRGINIA COMMONWEALTH UNIVERSITY BOARD OF VISITORS

ACADEMIC AND HEALTH AFFAIRS COMMITTEE CHARTER

I. PURPOSE

The primary purpose of the Academic and Health Affairs Committee is to provide oversight and make recommendations to the Board on all policies and plans regarding strategic enrollment management; academic quality; student matters; faculty matters; athletics; inclusive excellence and research consistent with the stated goals and objectives of the University and with its academic health center, including its affiliation with the Virginia Commonwealth University Health System Authority. Areas of responsibility include:

- Strategic enrollment management
 - Admissions
 - o Retention
- Academic quality
 - Quality
 - o Degrees, programs and structure
 - o Trends
 - Strategic priorities
 - o Academic program review
 - Online education
 - SACS/accreditation
- Student matters
 - Academic Success
 - Rights and Responsibilities
 - Concerns
 - o Safety, satisfaction and engagement
- Faculty matters
 - o Employment, rights and responsibilities, and professional development
 - o Salaries
 - o Recruitment and retention
 - Benchmarks and best practices
- Athletics
 - o Academic success of student athletes and compliance with NCAA guidelines
- Research
- Inclusive Excellence
- Coordination of academic activities of health sciences schools and affiliation with the VCU Health System Authority

In addition, the Academic and Health Affairs Committee provides oversight and counsel toward the achievement of the mission, vision and goals of the Virginia Commonwealth University strategic plan.

The function of the Academic and Health Affairs Committee is primarily oversight. University management, under the auspices of the President, the Provost and Senior Vice President for Academic Affairs, and the Senior Vice President for Health Sciences and CEO of the VCU Health System, is responsible for the development, implementation, and measurement of success regarding these areas of responsibility, as well as the policies and procedures for maintaining these programs and activities.

II. COMPOSITION AND INDEPENDENCE

The Academic and Health Affairs Committee will be comprised of three or more Visitors. Each member must be free from any financial, family or other material personal relationship that, in the opinion of the Board or Academic and Health Affairs Committee members, would impair their independence from management and the University.

III. MEETINGS

The Academic and Health Affairs Committee will meet at least four times annually. Additional meetings may occur more frequently as circumstances warrant. The Committee chair should communicate with the Provost and Senior Vice President for Academic Affairs and the Senior Vice President for Health Sciences and CEO of the VCU Health System prior to each Committee meeting to finalize the meeting agenda and review the matters to be discussed.

IV. RESPONSIBILITIES

In performing its oversight responsibilities, the Academic and Health Affairs Committee shall:

A. General

- 1. Adopt a formal written charter that specifies the Committee's scope of responsibility. The charter should be reviewed annually and updated as necessary.
- 2. Maintain minutes of open session portions of meetings.
- 3. Report Committee actions to the Board of Visitors with such recommendations as the Committee may deem appropriate.
- 4. Consistent with state law, the Committee may communicate in closed session (with or without members of senior management present) with general counsel and/or the executive director of assurance services present to discuss matters that the Committee or any of these groups believe should be discussed privately.

B. Academic degrees and structure

- 1. Review and approve academic program proposals when required by the State Council of Higher Education for Virginia (SCHEV) policy, and monitor existing programs.
- 2. Review and approve proposals for the organization of the University's academic health center, including the affiliation between VCU and the Virginia Commonwealth University Health System Authority.
- 3. Review and approve proposals for the organization of the academic structure of the University when required by SCHEV policy.

C. Coordination of academic activities of health sciences schools and affiliation with the VCU Health System Authority

1. Receive reports on the relationship and affiliation between the University and the Virginia Commonwealth University Health System Authority and other institutions, organizations, laboratories, and clinics involved in the University's academic health center, including reviewing program coordination between the Virginia Commonwealth University Health System Authority and academic and research programs.

D. Academic research activities

1. Review and approve research policies deemed to require Board of Visitor action.

- 2. Receive reports on research advances of faculty, interdisciplinary groups, and VCU institutes and centers.
- 3. Receive reports on the relationship of research activities to local, regional, national, and international economic development.
- 4. Report annually on the state of the VCU research enterprise including the total research awards, expenditures, trends, and outlook.

E. Faculty and staff employment, rights and responsibilities, and professional development

- 1. Review and approve policies governing the compensation, tenure, promotion, recruitment, retention, rights and responsibilities, and development of the faculty.
- 2. Review and approve policies and programs on equal employment opportunity and affirmative action.
- 3. Afford an opportunity for direct communication between Board members and members of the faculty and staff.

F. Admissions and retention

1. Review and approve policies governing the admission and retention of undergraduate, graduate and professional students to all divisions of the University.

G. Accreditation

1. Review and approve policies and reports related to departmental, school, and institutional accreditation.

H. Academic Success of Students

- 1. Review nominations and make the final selection of the recipient(s) of the Board of Visitors Award at a regularly scheduled meeting in the spring of each year.
- 2. Review topical areas of interest related to the student experience.
- 3. Review major fall and spring activities.
- 4. Review and monitor student academic success.

I. Academic Success of Student Athletes

1. Review and oversee matters relating to the intercollegiate athletic program.

J. Student Rights and Responsibilities

- 1. Review matters (including approving policies) relating to student rights, responsibilities, conduct, concerns and discipline, including matters relating to the VCU Honor System, and Student Code of Conduct.
- 2. Review and oversee matters relating to student government, and appropriate student participation in University governance.
- 3. Review and oversee matters relating to student organizations and extracurricular activities.

K. Student Services

- 1. Review and oversee matters relating to financial aid, housing services, counseling, student health, safety and other student services.
- 2. Review and approve policies relating to student records.
- 3. Review report on campus safety that provides awareness of federal reporting requirement, general overview of VCU safety-related statistics, and ongoing efforts to improve safety.

L. Student Communications

1. Afford an opportunity for direct communication between Board members and students.

M. <u>International Partnerships and Collaborations</u>
 1. Review and approve international partnerships

Virginia Commonwealth University Board of Visitors

Academic and Health Affairs Committee Meeting Planner

A=Annually; Q=Quarterly; AN=As Necessary		Frequency			Planned Timing				
01,	Q2, Q3, Q4 based on Fiscal Year (July – June)	A	Q	AN	Q1	Q2	Q3	Q4	
,				111	Sep	Dec	Feb	May	
	General								
1.	Review, update, and approve Academic and Health Affairs Committee charter	X			X				
2a.	Approve minutes of previous meeting		X		X	X	X	X	
2b.	Maintain minutes of meetings		X		X	X	X	X	
3.	Authorize investigations into any matters within the Committee's scope of responsibilities			X					
4.	Report Committee actions to the Board of Visitors with recommendations deemed appropriate		X		X	X	X	X	
5.	Communicate in executive session, with general counsel		X		X	X	X	X	
6.	Review and approve Academic and Health Affairs Committee meeting planner for the upcoming year	X			X				
7.	Monitor student academic success.		X		X	X	X	X	
	B. Academic degrees-and structure				11	11	11	- 11	
1.	Review and approve academic program proposals when required by the State Council for Higher Education in Virginia (SCHEV) policy, and monitor existing programs.			X					
2.	Review and approve proposals for the organization of the University's academic health center, including the affiliation between VCU and the Virginia Commonwealth University Health System Authority.			X					
3.	Review and approve proposals for the organization of the academic structure of the University when required by SCHEV policy.			X					
C. Coordination of academic activities of health sciences schools and affiliation with the VCU Health System Authority									
1.	Receive reports on the relationship and affiliation between the University and the Virginia Commonwealth University Health System Authority and other institutions, organizations, laboratories, and clinics involved in the University's academic health center, including reviewing program coordination between the Virginia Commonwealth University Health System Authority and academic and research programs.			X					

A=Annually; Q=Quarterly; AN=As Necessary		uency	/	Planned Timing				
Q1, Q2, Q3, Q4 based on Fiscal Year (July – June)	A	Q	AN	Q1	Q2	Q3	Q4	
				Sep	Dec	Feb	May	
D. Academic research activities								
1. Review and approve research policies deemed to require Board of Visitor action.			X					
2. Receive reports on research advances of faculty, interdisciplinary groups, and VCU institutes and centers.			X					
3. Receive reports on the relationship of research activities to local, regional, national and international economic development.			X					
4. Report annually on the state of the VCU research enterprise including the total research awards, expenditures, trends, and outlook.	X				-		X	
E. Faculty and staff employment, rights and responsibilities, and professional development								
1. Review and approve policies governing the compensation, tenure, promotion, recruitment, retention, rights and responsibilities, and development of the faculty.			X					
2. Review and approve policies and programs on equal employment opportunity and affirmative action.			X					
3. Afford an opportunity for direct communication between Board members and members of the faculty.			X					
4. Afford an opportunity for direct communication between Board members and members of the staff.			X					
F. Admissions and retention								
Review and approve policies governing the admission and retention of undergraduate, graduate and professional students to all divisions of the University.			X					
G. Accreditation								
Review and approve policies and reports related to departmental, school, and institutional accreditation.			X					
H. Academic Success of Students								
1. Review nominations and make the final selection of the recipient(s) of the Board of Visitors Award at a regularly scheduled meeting in the spring of each year.	X					X		
2. Review topical areas of interest related to the student experience and overall student engagement.		X		X	X	X	X	
3. Review major fall and spring activities.	X				X		X	
4. Review and monitor student academic success.			X					

A=Annually; Q=Quarterly; AN=As Necessary		Frequency			Planned Timing				
Q1, Q2, Q3, Q4 based on Fiscal Year (July – June)	Α	Q	AN	Q1	Q2	Q3	Q4		
				Sep	Dec	Feb	May		
I. Academic Success of Student Athletes									
Review and oversee matters relating to the intercollegiate athletic program.	X		X						
J. Student Rights and Responsibilities									
1. Review matters (including approving policies) relating to student rights, responsibilities, conduct, concerns and discipline, including matters relating to the VCU Honor System.			X						
2. Review and oversee matters relating to student government, and appropriate student participation in university governance.			X						
3. Review and oversee matters relating to student organizations and extracurricular activities.			X						
K. Student Services									
Review and oversee matters relating to financial aid, housing services, counseling, student health, and other student services			X						
2. Review and approve policies relating to student records.			X						
3. Review report on campus safety that provides awareness of federal reporting requirement, general overview of VCU safety-related statistics, and ongoing efforts to improve safety.	X					X			
L. Student Communications									
Afford an opportunity for direct communication between Board members and students.			X						
M. International Partnerships and Collaboration									
Review and approve international partnerships			X						

Revised: 8/5/2013 12:53 PM Approved by BOV: Sept. 19. 2013 Revised: 03/11/2019 Approved by BOV: 03/22/2019 Approved by BOV: 09/18/2020 Approved by BOV: 09/16/2021 Revised: 09/01/2023 Approved by BOV: 09/15/2023



VCU Board of Visitors

Academic and Health Affairs Committee

Sept. 12, 2024

Fotis Sotiropoulos, Ph.D.

Provost and Senior Vice President for Academic Affairs

Future-proofing VCU's Academic Enterprise

Value proposition and Investment

- Increase the value of a VCU degree
- Boost resources: attracting more students to boost enrollment
- Living within our means: innovating within existing budget resources

Higher Education Landscape

- Enrollment cliff
- Questioning the value of higher education
- Game changing technologies

How do we prepare students for the future of work?

- 1945 knowledge doubling every 25 years
- 1982 knowledge doubling every 12 months
- 2020 IBM predicts knowledge doubling every 12 hours

Workplace skills

- Internships
- Problem solving
- Self-management
- Working with people
- Technology use and development



Enrollment Preview

Another Positive Step for VCU's Enrollment

Fall 2024 Full-Time Enrollment (FTE) - Census I (9-3-24)





Undergraduate

0.4%

Masters

4.0%

Doctoral

3.8%

International

16.1%

Online

49.1%



Modernizing VCU's Academic Enterprise

What is the secret sauce? Collaboration

Academic Repositioning Recommendations

- 1 Restructuring the College of Humanities and Sciences
 - New School on Life Sciences & Sustainability
- Renaming University College to form a college for advancing academic innovation
 - Academy of Interdisciplinary Innovation | AI²
- Convergence Labs at VCU: Expanding Virtual Consortia
 - Advancing team research, curricular innovation and community impact
- Forging VCU Health Sciences
 Pathways
 - Strategic engagement between the campuses; marketable program connections
- Building on VCU's Community Engagement Work

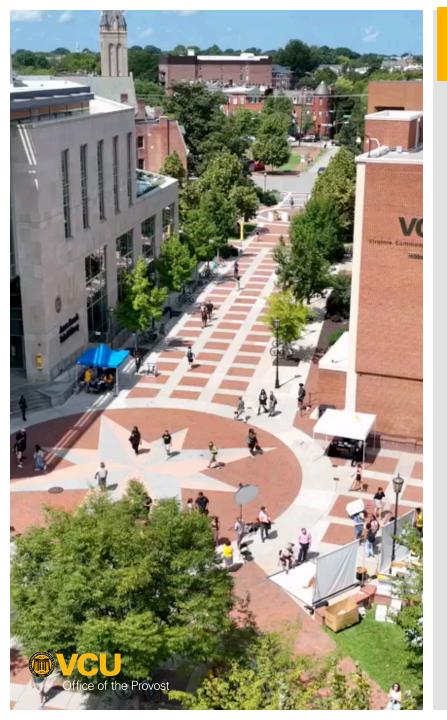
 Enhancing VCU's community impact

For more information visit: www.repositioning.vcu.edu

Implementation

April 2024	Final Recommendations announced
Summer 2024	Launch reorg. of affected units
	Submitted SCHEV action proposals
Fall 2024- Spring 2025	Continued reorganization of units
	Anticipated SCHEV approval
August 2025	Implementation Complete





Convergence Labs @ VCU

Virtual Units that

- Connect centers, institutes, initiatives
- Provide opportunities for cluster hires
- Enhance interdisciplinary curriculum development
- Enhance multi-disciplinary research funding proposals
- Increase scholarly opportunities for faculty
- Incubate spin-offs like micro credentials, online offerings, etc.

Potential Topics*

- Al and Data Science
- Defense
- Health Equity
- Mental Health
- Medicine
- Neuroscience

*Determined by faculty

Academic innovation

"New VCU school year features debut of 17 degrees, certificates and concentrations that are 'future-proofing our students" - VCU News | Aug. 6, 2024

New Degree Programs

- **B.A.** in computer science
- **B.S.** in pharmaceutical sciences
- **B.S.** in supply chain management
- M.S. in data science
- **Graduate certificate in child** welfare
- **Graduate certificate in learning** sciences
- **Graduate certificate in** sustainability, health and health care

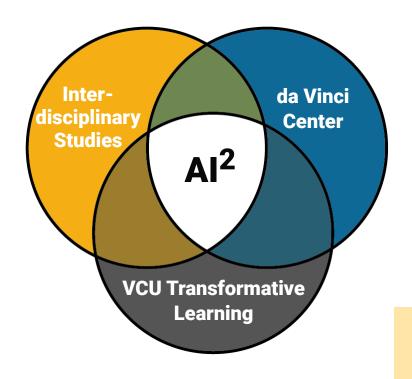
New Concentrations

- B.A. in music
 - concentration in media scoring
- B.F.A. in kinetic imagingconcentration in interaction and game design
- M.B.A.
 - concentration in brand leadership
- M.D.A.
 - concentration in production and operations analytics
- M.S. in engineering
 - concentration in aerospace engineering
 - concentration in engineering management
 - concentration in rehabilitation engineering
 - concentration in systems engineering
 - · concentration in tissue engineering and regenerative medicine





Academy for Interdisciplinary Innovation (AI²)



Benefits

- Advance and scale VCU's vision for transformative, experiential, real-world, and entrepreneurial learning, including internships
- Support the bold goals set by VCU's QEP, "Every Ram's a Researcher"
- Respond to emerging job market trends and address rapidly evolving student needs
- Speedy creation and incubation of new credit and non-credit credentials including new concentrations, minors, majors and microcredentials.

New in fall 2024

- Practical Al minor
- Mixed and Immersive Reality Studies Minor
- Microcredentials
- Bachelor of Interdisciplinary Studies

- Master of Interdisciplinary Studies
- Master of Product Innovation
- Undergraduate certificates in Product Innovation and Venture Creation
- Graduate certificate in Health Care Innovation (collaboration with the School of Nursing)



WE ARE THE UNCOMMON.

Proactively recognizing faculty excellence

National and International Recognition Awards (NIRA) NIRA Class of 2023 - 44 recipients

- Elevating career prominence
- Elevating university prominence
- Retaining prominent faculty

- Publications from major presses
- Career research awards
- Shows in major galleries

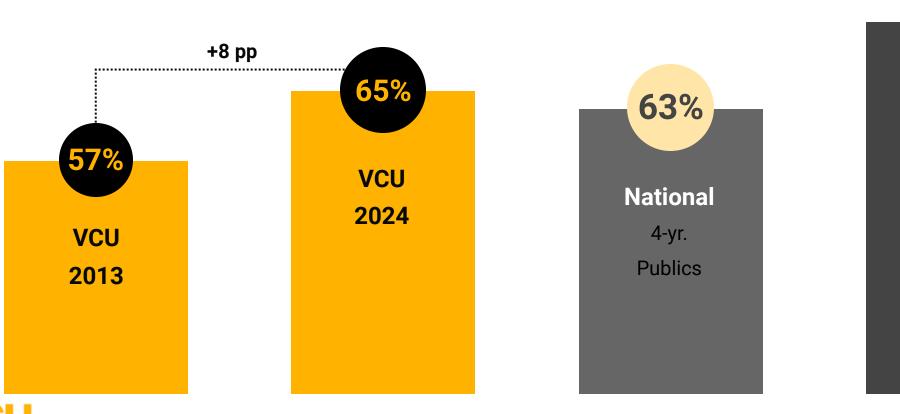




Focus on Student Success

Six-year Graduation Rate

Office of the Provost



Source: IPEDS, VCU Data Portal.





Becoming experts on the students we serve

Through partnerships











VCU and NISS

Four major priority areas:



Systematically leverage academic outcome data



Strengthen the financial support of students



Coordinate student communications



Strengthen academic advising systems



VCU and UIA





5,000 student empathy interviews

student success
IS MY PRIORITY





VCU and Lightcast

Aligning academic programs to the marketplace through data and analytics

- Compare
 - Supply of graduates
 - Demand of job openings
 - Program wage against regional living wage
- Identify
 - Growth opportunities
 - At-risk programs
 - New program opportunities
 - Areas to maintain

High demand, low supply

How can we expand program opportunities?

High demand, high supply

How do we maintain focus on program quality and student success?

Low demand, low supply

How do we reevaluate these programs?

Low demand, high supply

Are we connecting these programs to opportunities outside the region?





Discussion



Academic and Health Affairs Committee Report

Health Sciences Campus | September 2024

Marlon F. Levy M.D. MBA
Interim SVP, VCU Health Sciences



WE ARE THE UNCOMMON.

College of Health Professions



New Dean Started in August

- Dr. Amy Darragh

Strong Fall '24 enrollment

- Est. 4.4% Increase

Record Extramural Funding

- \$7.95M

Record Annual Fundraising

- \$4.7

New program offerings

- Graduate Certificate in Sustainability, Health, and Healthcare
- Masters in perfusion studies proposal expected start in Fall 2025





School of Dentistry



New \$2M NIH Grant

- Study of Macrophage Biology, Inflammation and Cancer

Recruitment

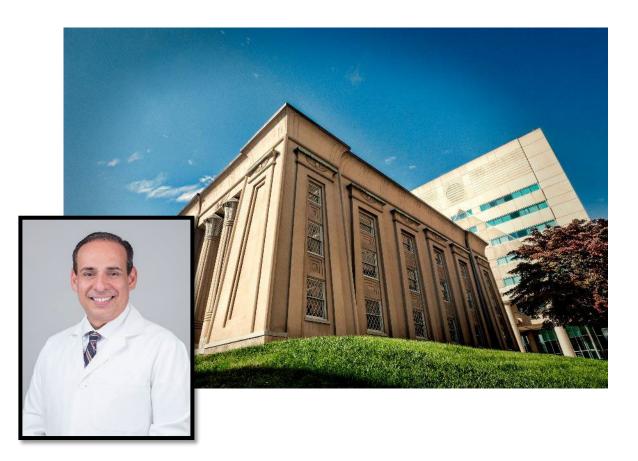
- General Practice and Prosthodontics Faculty

New SOD Building

- Planning Underway
- Architect Firm Selected



School of Medicine



LCME Full Accreditation

186 New Medical Students

Reorganized Basic Health Sciences

Record Year for MCVP

New Large P Grant Awarded

New Pathology Chair

New Urology Department Under Development



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School of Nursing



Dean Search Expected to Begin Soon

Enrollment Expected to Increase from 140 to 240

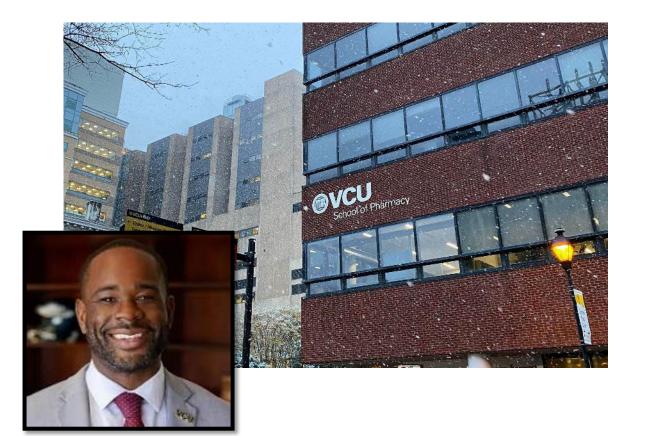
RN-BS Program Under Development with VCU Health

Ahead of National Trends



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School of Pharmacy



BS in Pharmaceutical Sciences

- 18 Students in Major

- 31 Students in Intro Class

Second Highest Philanthropic Calendar Year in School History

Ranked 19th in the Country

- U.S. News & World Report





School of Public Health



Dean Search Underway

96% of Faculty Engaged in Externally Funded Research

\$9.M in FY24 Research Expenditures

Expanded Enrollment

Faculty Exemplar Recognition

Four National Team Science Grants

300 Recent Peer-Reviewed Manuscripts



WE ARE THE **UNCOMMON**.



Innovation and impact through strategic investment

P. Srirama Rao, Ph.D.



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VCU Research – local to global impact



VCU research milestones

*FY24 numbers are forthcoming

Ranked

#47

of U.S. public research universities

\$XXXM*

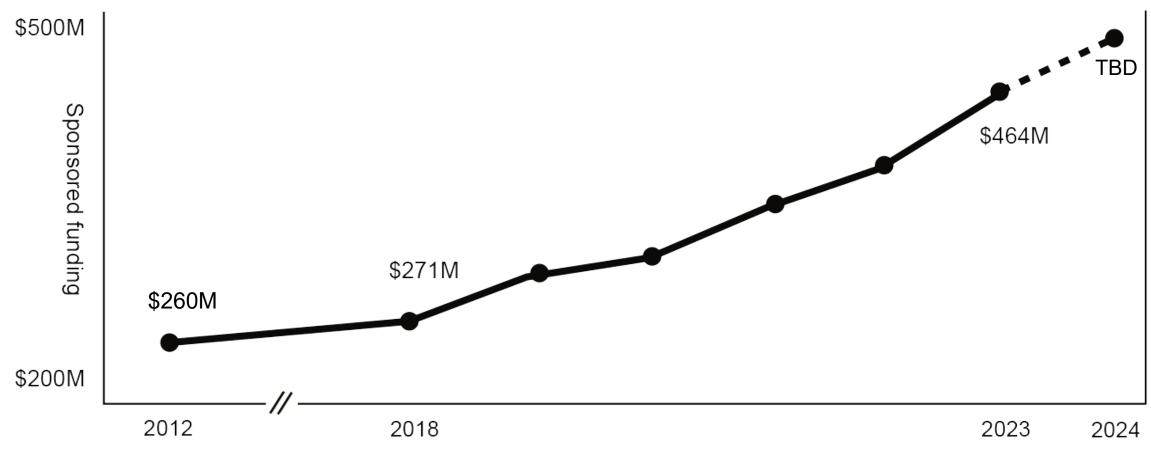
in FY23 sponsored funding



WE ARE THE UNCOMMON.

VCU Research is growing exponentially

71% growth from 2018-23





WE ARE THE **UNCOMMON**.

VCU research is innovative and impactful

Tackling grand challenges

through:



solutions for a sustainable future



reducing disparities



health breakthroughs



social issues and vulnerabilities



economic development



public policy



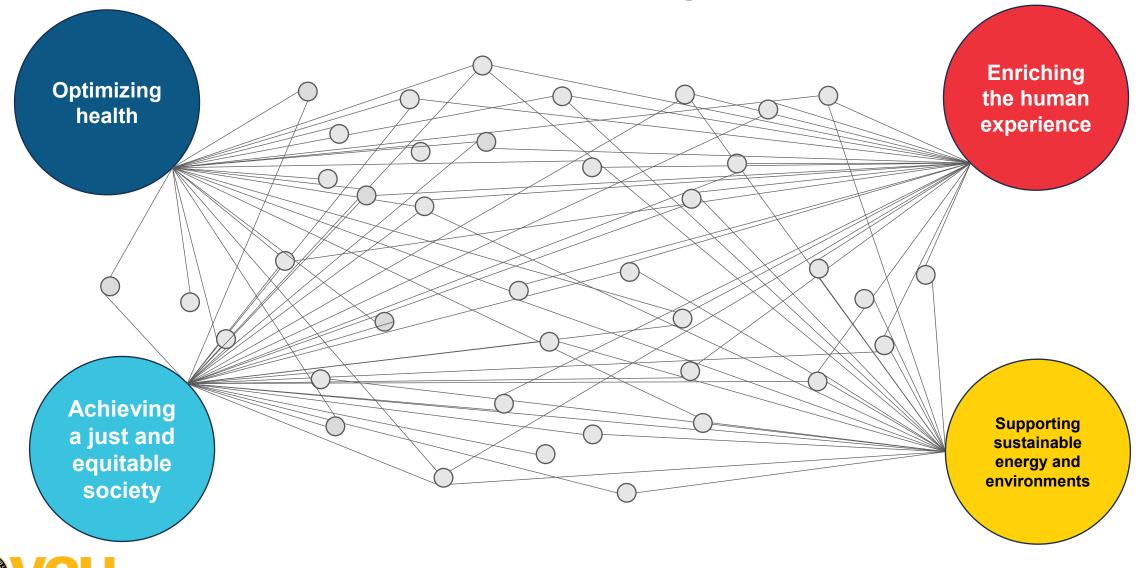
Strategic research initiatives advancing research at VCU



Improving the human condition

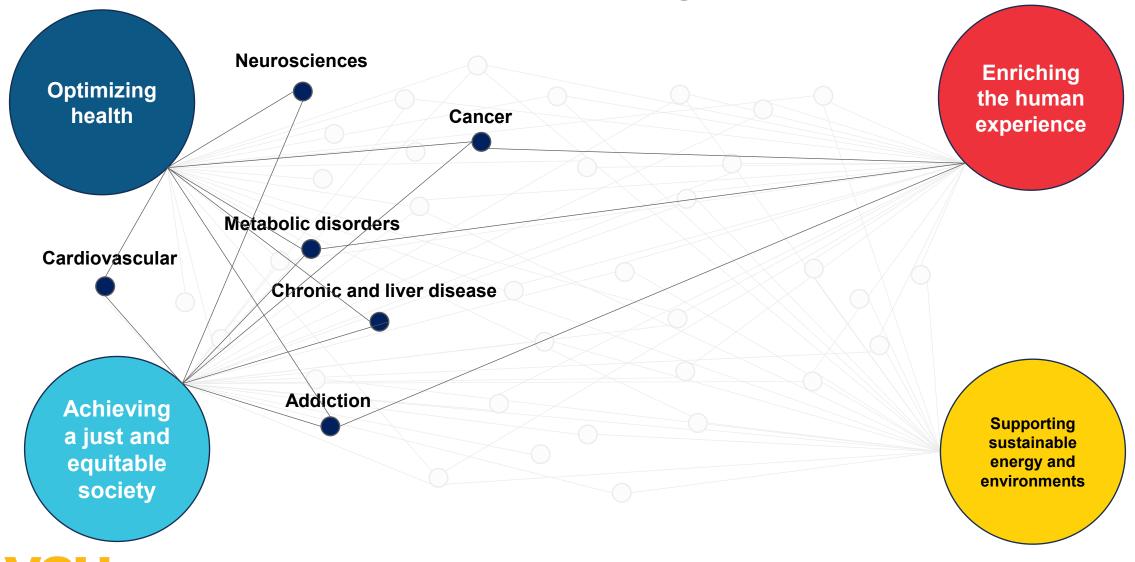


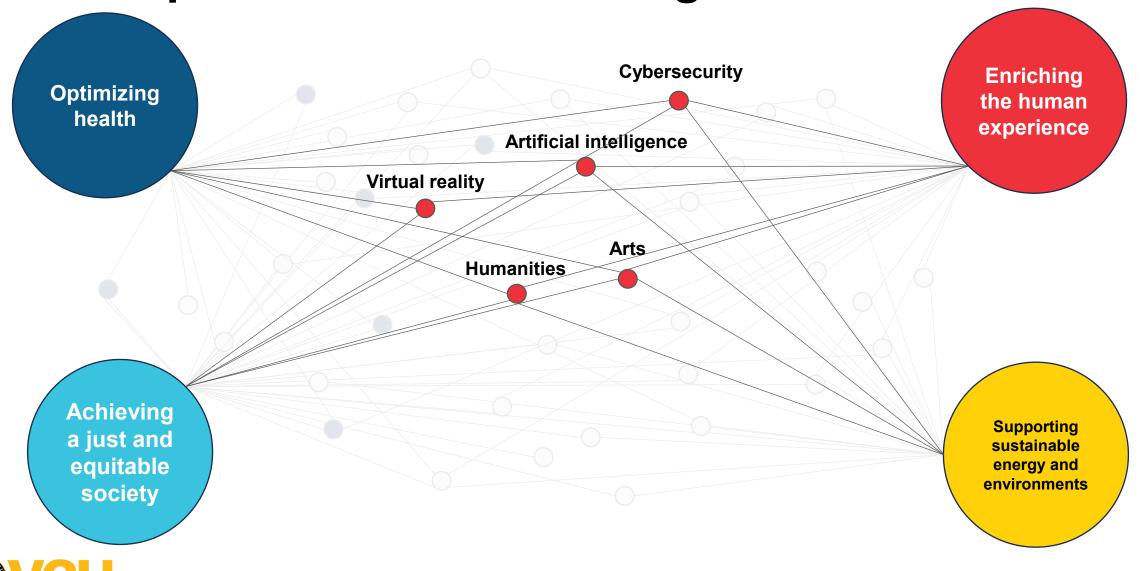


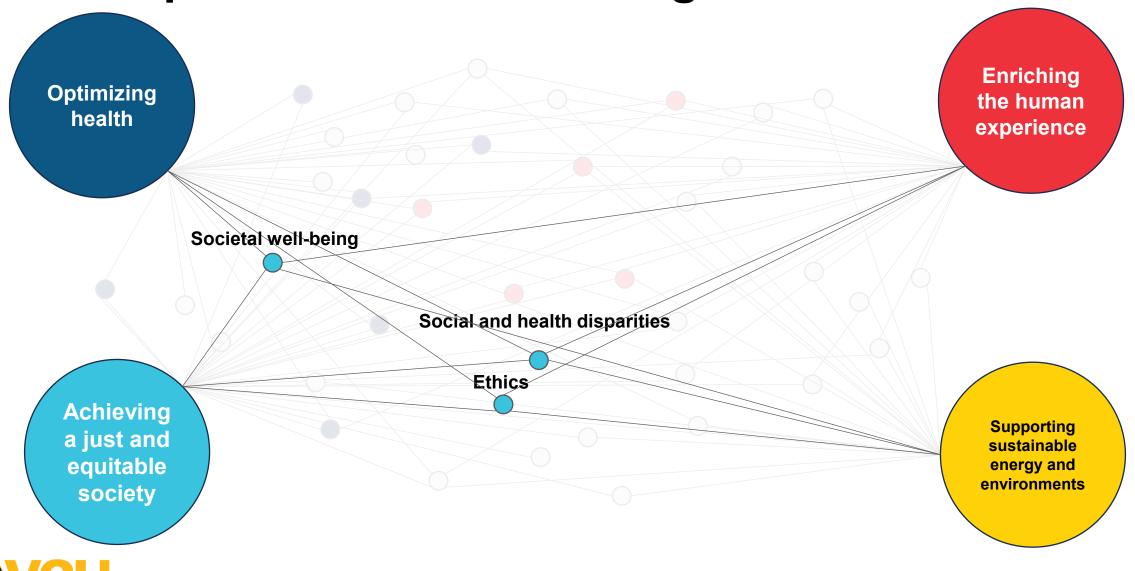


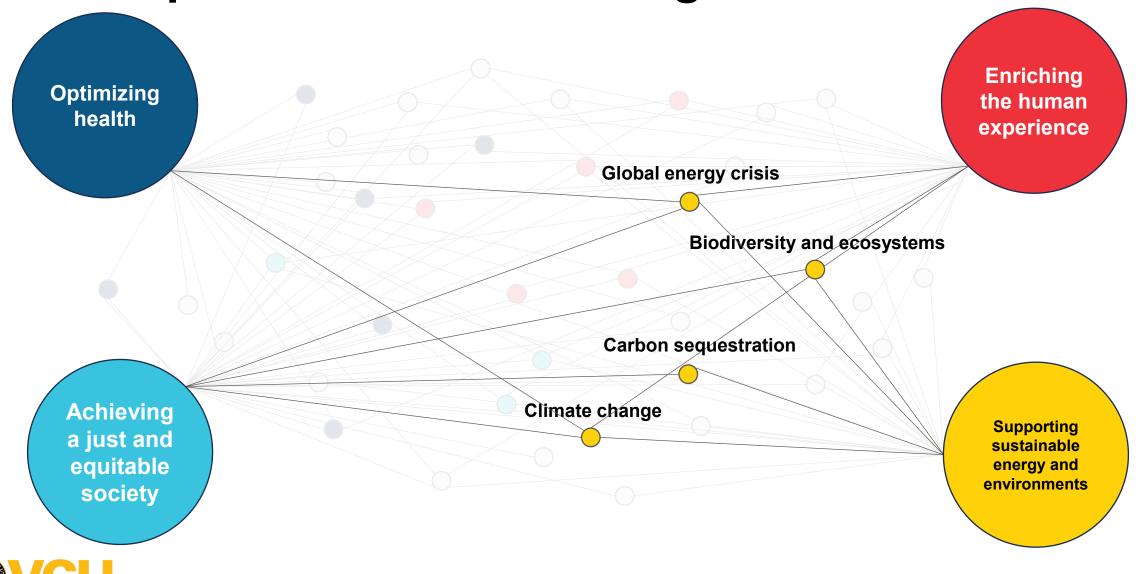


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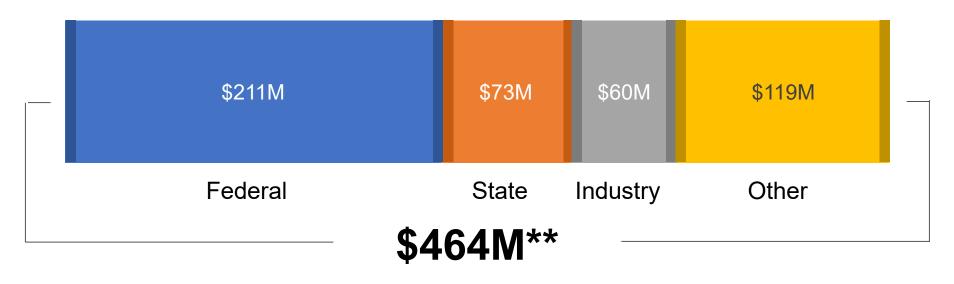






Grants and contracts (FY23*)

*FY24 numbers are forthcoming



**Includes \$56M in indirect cost recovery – FACR

Facilities and administrative cost recoveries (FACR) is a reimbursement that universities receive from granting agencies for services that support grants and contracts.



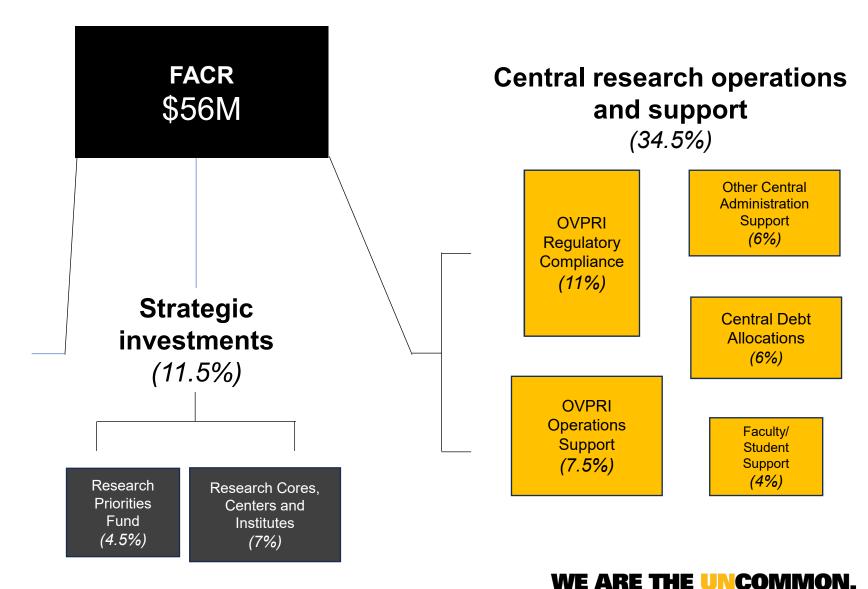


FY24-25 FACR distribution (Table C)

State-Mandated Education and General Fund Support (30%)

School, Colleges and *Units Support (20-24%)

*Massey and Wright Centers





FY25 Strategic investments in research innovation

~\$15.2M in total investments



\$5.5M

Commonwealth-supported high end research instrumentation (HEETF)



\$3.3M

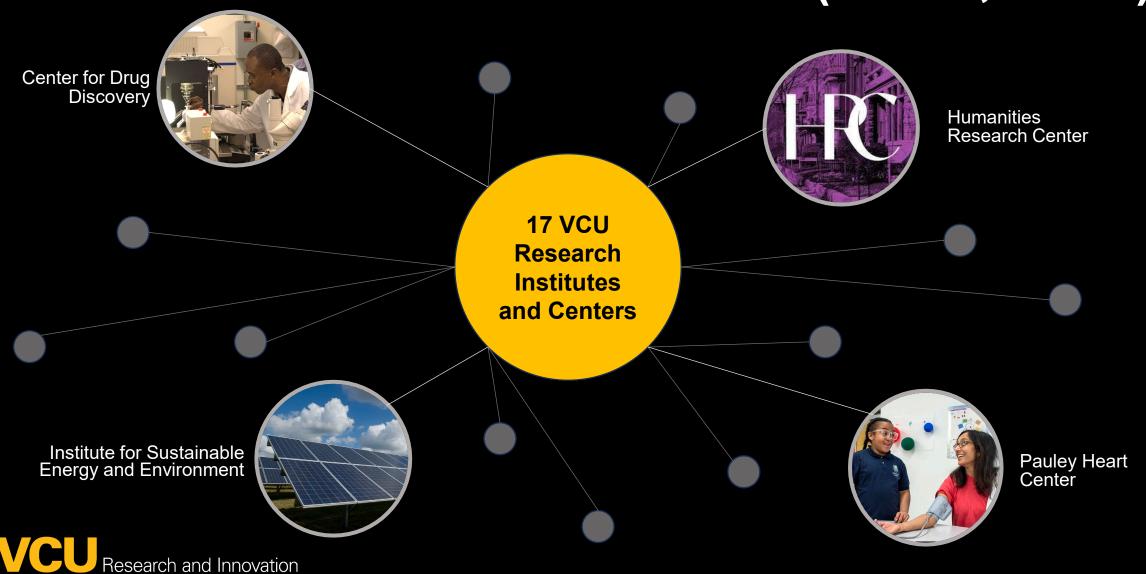
40+ faculty-led projects

~\$3.7M

Research Core Labs



Research Institutes and Centers (\$2.7M, FY25)



Research Core Labs (\$3.7M, FY25)





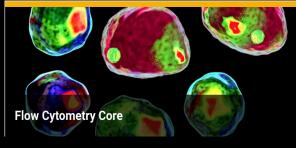






















TechTransfer and Ventures: Protecting and licensing VCU inventions (FY24)



TechTransfer and Ventures' growth over the past 10 years:

>1,600 patents filed

>60
VCU startups

54 products to market

\$41M licensing revenue

Invented at VCU

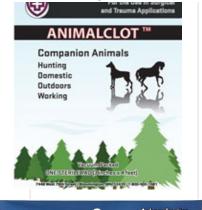


Borrelia Burgdorferi



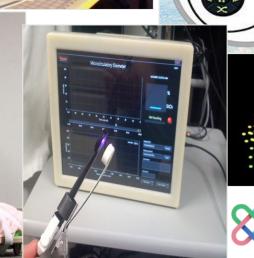














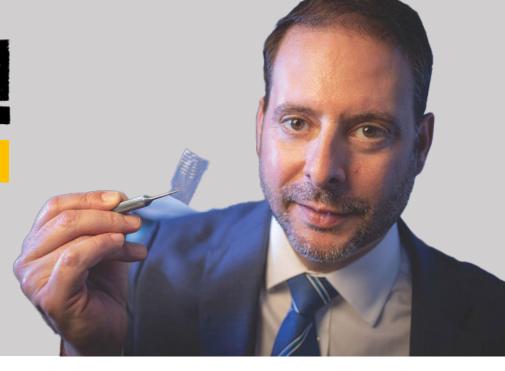


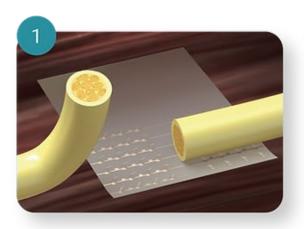


HOT OFF THE PRESS!

Nerve Tape for sutureless repair of injured nerves

- After FDA clearance, began use in humans in 2024
- Poised to become one of VCU's most successful licensing revenue generators
- Cited in July by Congress as a success story for NIH's 2024
 Neurological Disorders and Stroke budget justification









Jonathan E. Isaacs, M.D.
Professor and chair
Division of hand surgery







