Report on Faculty Appointments, Leaves and Promotions

Presented to the Trustees on May 15, 2003

GRADUATE SCHOOL OF EDUCATION

Standing Faculty

Conversion to tenure
Appointment of Dr. Richard Ingersoll as Associate Professor of Education in the Standing Faculty of the Graduate School of Education is converted to tenure effective July 1, 2003 (full salary).

Promotion
Promotion of Dr. Katherine Schultz to Associate Professor of Education in the Standing Faculty of the Graduate School of Education effective July 1, 2003 (full salary; with tenure).

Reduction in Duties
Reduction in duties to 70% for Dr. Morton Botel, Professor of Education in the Standing Faculty of the Graduate School of Education retroactive for the period July 1, 2000 to June 30, 2004 with a proportional reduction in salary and those benefits which are salary based. [This reduction in duties is requested in anticipation of retirement.]

Reduction in duties to 50% for Dr. Morton Botel, Professor of Education in the Standing Faculty of the Graduate School of Education for the period July 1, 2004 to June 30, 2005 with a proportional reduction in salary and those benefits which are salary based. [This reduction in duties is requested in anticipation of retirement.]

Scholarly leaves
Scholarly leave of absence for Dr. Diana Slaughter-Defoe, Professor of Education in the Standing Faculty of the Graduate School of Education for the Spring semester 2004 with full salary, full benefits continued, (12 credits will be accrued; 12 credits will be used).

Scholarly leave of absence for Dr. Kenneth Tobin, Professor of Education in the Standing Faculty of the Graduate School of Education for the Fall semester 2003 with full salary, full benefits continued, (12 credits will be accrued; 12 credits will be used).

SCHOOL OF ARTS AND SCIENCES

Standing Faculty
Appointment Authorizations
Authorization to offer appointment to Mr. Charles Bernstein as Professor of English in the Standing Faculty of the School of Arts and Sciences effective July 1, 2003 (full salary; with tenure).

Chair Designation
Designation of Dr. Mirjam Cveti_, Professor of Physics in the Standing Faculty of the School of Arts and Sciences, as the Fay R. and Eugene L. Langberg Professor of Physics effective January 1, 2003 through her tenure.

Conversion to Tenure
Appointment of Dr. Robert A. Aronowitz as Associate Professor of History and Sociology of Science in the Standing Faculty of the School of Arts and Sciences is converted to tenure effective July 1, 2003 (full salary).

Promotions
Promotion of Dr. Irma Elo to Associate Professor of Sociology in the Standing Faculty of the School of Arts and Sciences effective July 1, 2003 (full salary; with tenure).

Promotion of Dr. Grace Kao to Associate Professor of Sociology in the Standing Faculty of the School of Arts and Sciences effective July 1, 2003 (full salary; with tenure).

Promotion of Dr. Ellen Kennedy to Professor of Political Science in the Standing Faculty of the School of Arts and Sciences effective July 1, 2003 (full salary; has tenure).

Correction to previously approved minute
Authorization to offer appointment to Dr. Jay Kikkawa as Assistant Professor of Physics and Astronomy in the Standing Faculty of the School of Arts and Sciences for four years effective July 1, 1999 SHOULD READ effective January 1, 2000 (full salary; tenure probationary period commences July 1, 2000). Mandatory tenure review is academic year 2005-06. [Refer to PSCS May 27, 1999]

Leaves of Absence
Scholarly leave of absence for Dr. William R. Brennen, Associate Professor of Chemistry in the Standing Faculty of the School of Arts and Sciences, for the academic year 2003-04 with up to full salary (66.7% from the leave budget and 33.3% from the Department); full benefits continued. [16 credits will be accrued; 16 credits will be used].

Scholarly leave of absence for Dr. Anthony R. Cashmore, Professor of Biology in the Standing Faculty of the School of Arts and Sciences, for the spring semester 2003 with up to full salary; full benefits continued. [20 credits will be accrued; 12 credits will be used].

Scholarly leave of absence for Dr. Christopher B. Croke, Professor of Mathematics in the Standing Faculty of the School of Arts and Sciences, for the spring semester 2004 with up to full salary; full benefits continued. [23.4 credits will be accrued; 12 credits will be used].
Scholarly leave of absence for Dr. Warren J. Ewens, Professor of Biology in the Standing Faculty of the School of Arts and Sciences, for the spring semester 2003 with up to full salary; full benefits continued. [16 credits will be accrued; 12 credits will be used].

Scholarly leave of absence for Dr. Antonella Grassi, Associate Professor of Mathematics in the Standing Faculty of the School of Arts and Sciences, for the academic year 2003-04 with up to 75% salary; appropriate benefits continued. [18 credits will be accrued; 18 credits will be used].

Scholarly leave of absence for Dr. David Harbater, E. Otis Kendall Professor of Mathematics in the Standing Faculty of the School of Arts and Sciences, for the fall semester 2003 with up to half salary; appropriate benefits continued. [10 credits will be accrued; 6 credits will be used].

Scholarly leave of absence for Dr. A. Brooks Harris, Professor of Physics and Astronomy in the Standing Faculty of the School of Arts and Sciences, for the period July 1, 2003 through March 24, 2004 with up to full salary; full benefits continued. [18 credits will be accrued; 18 credits will be used].

Scholarly leave of absence for Dr. Elliott Mossman, Associate Professor of Slavic Languages and Literatures in the Standing Faculty of the School of Arts and Sciences, for the fall semester 2002 with up to full salary (25% from the leave budget and 75% from the Department); full benefits continued. [3 credits will be accrued; 3 credits will be used].

Scholarly leave of absence for Dr. Robert T. Powers, Professor of Mathematics in the Standing Faculty of the School of Arts and Sciences, for the fall semester 2003 with up to full salary; full benefits continued. [18 credits will be accrued; 12 credits will be used].

Scholarly leave of absence for Dr. Charles W. Thayer, Associate Professor of Earth and Environmental Science in the Standing Faculty of the School of Arts and Sciences, for the fall semester 2002 with up to full salary; full benefits continued. [14 credits will be accrued; 12 credits will be used].

Scholarly leave of absence for Dr. Edward R. Thornton, Professor of Chemistry in the Standing Faculty of the School of Arts and Sciences, for the academic year 2003-04 with up to full salary (75% from the leave budget and 25% from the Department); full benefits continued. [18 credits will be accrued; 18 credits will be used].

Scholarly leave of absence for Dr. Robert Vitalis, Associate Professor of Political Science in the Standing Faculty of the School of Arts and Sciences, for the spring semester 2003 without salary; appropriate benefits continued. [7 credits will be accrued; 0 credits will be used].

Reappointments

Reappointment of Dr. Vijay Balasubramanian as Assistant Professor of Physics and Astronomy in the Standing Faculty of the School of Arts and Sciences for three years effective July 1, 2004 (full salary; tenure probationary period commenced July 1, 2000). Mandatory tenure review is academic year 2005-06.
Reappointment of Dr. Emma Dillon as Assistant Professor of Music in the Standing Faculty of the School of Arts and Sciences for three years effective July 1, 2004 contingent on appropriate visa (full salary; tenure probationary period commenced July 1, 2000). Mandatory tenure review is academic year 2005-06. [Consideration for promotion to tenure is contingent upon United States permanent residency status.]

Reappointment of Dr. Mark D. Goulian as Assistant Professor of Physics and Astronomy in the Standing Faculty of the School of Arts and Sciences for three years effective July 1, 2004 (full salary; tenure probationary period commenced July 1, 2000). Mandatory tenure review is academic year 2005-06.

Reappointment of Dr. Milan G. Hejtmanek as Korea Foundation Assistant Professor of History in the Standing Faculty of the School of Arts and Sciences for three years effective July 1, 2004 (full salary; tenure probationary period commenced July 1, 2000). Mandatory tenure review is academic year 2005-06.

Reappointment of Dr. Jay Kikkawa as Assistant Professor of Physics and Astronomy in the Standing Faculty of the School of Arts and Sciences for three years effective July 1, 2004 (full salary; tenure probationary period commenced July 1, 2000). Mandatory tenure review is academic year 2005-06.

Reappointment of Dr. Reinaldo C. Laddaga as Assistant Professor of Romance Languages in the Standing Faculty of the School of Arts and Sciences for three years effective July 1, 2004 contingent on appropriate visa (full salary; tenure probationary period commenced July 1, 2000). Mandatory tenure review is academic year 2005-06. [Consideration for promotion to tenure is contingent upon United States permanent residency status.]

Extension to Reappointment and Tenure Probationary Period

Extension to the approved appointment and tenure probationary period for Dr. Dean G. Cruess as Assistant Professor of Psychology in the Standing Faculty of the School of Arts and Sciences for one year effective July 1, 2004 (full salary; tenure probationary period commenced July 1, 2000). Adjusted mandatory review is academic year 2006-07. [This extension is granted pursuant to paragraph A.1. of the policy on extension of tenure probationary period, March 18, 1997 or as amended.]

Extension to the approved appointment and tenure probationary period for Dr. Amishi P. Jha as Assistant Professor of Psychology in the Standing Faculty of the School of Arts and Sciences for one year effective July 1, 2006 (full salary; tenure probationary period commenced July 1, 2002). Adjusted mandatory review is academic year 2008-09. [This extension is granted pursuant to paragraph A.1. of the policy on extension of tenure probationary period, March 18, 1997 or as amended.]

Extension to the approved reappointment and tenure probationary period for Dr. Stephen Ross Yeaple as Assistant Professor of Economics in the Standing Faculty of the School of Arts and Sciences for one year effective July 1, 2007 (full salary; tenure probationary period commenced July 1, 2000). Adjusted mandatory review is academic year 2006-07. [This
extension is granted pursuant to paragraph A.2. of the policy on extension of tenure probationary period, March 18, 1997 or as amended.]

Miscellaneous
Correction to previously approved scholarly leave for Dr. Elliott Mossman, Associate Professor of Slavic Languages and Literature in the Standing Faculty of the School of Arts and Sciences, for the spring semester 2001 with up to full salary; full benefits continued. Should read: [13 credits will be accrued; 12 credits will be used.] Refer to PSCS of October 27, 2000.

Associated Faculty

Appointment Authorizations
Authorization to offer appointment to Dr. Fabio Finotti as Adjunct Professor of Romance Languages in the Associated Faculty of the School of Arts and Sciences for the period January 1, 2003 through June 30, 2006 (partial salary dependent on duties assigned; not in tenure probationary status in this appointment).

Authorization to offer appointment to Dr. D.E. Lorraine Sterritt as Adjunct Assistant Professor of Romance Languages in the Associated Faculty of the School of Arts and Sciences for three years effective July 1, 2002 or for the duration of her administrative appointment, whichever is the shorter period of time (partial salary dependent on duties assigned, to supplement her administrative appointment salary; not in tenure probationary status in this appointment).

Academic Support Staff

Reappointments
Reappointment of Mr. Maher Awad as Lecturer in Foreign Languages in Asian and Middle Eastern Studies in the Academic Support Staff of the School of Arts and Sciences for three years effective July 1, 2004 (full salary; not in tenure probationary status in this appointment).

Reappointment of Ms. Yoko Makishima-Young as Lecturer in Foreign Languages in Asian and Middle Eastern Studies in the Academic Support Staff of the School of Arts and Sciences for three years effective July 1, 2004 (full salary; not in tenure probationary status in this appointment).

Reappointment of Ms. Tomoko Takami as Lecturer in Foreign Languages in Asian and Middle Eastern Studies in the Academic Support Staff of the School of Arts and Sciences for three years effective July 1, 2004 (full salary; not in tenure probationary status in this appointment).

SCHOOL OF ENGINEERING AND APPLIED SCIENCES

Standing Faculty
Appointment Authorizations

Chair Designation
Designation of Dr. Scott L. Diamond, Professor of Chemical and Biomolecular Engineering in the Standing Faculty of the School of Engineering and Applied Science, as the Arthur E. Humphrey Professor of Biomolecular Engineering for a term of 10 years effective July 1, 2003.

Leaves of Absence
Scholarly leave of absence for Dr. Rajeev Alur, Professor of Computer and Information Science in the Standing Faculty of the School of Engineering and Applied Science, for the academic year 2003-2004 with up to full salary (50% from the leave budget and 50% from existing grants); full benefits continued. [12 credits will be accrued; 12 credits will be used]

Scholarly leave of absence for Dr. Susan S. Margulies, Associate Professor of Bioengineering in the Standing Faculty of the School of Engineering and Applied Science, for the academic year 2003-2004 with up to full salary (25% from the leave budget and 75% from existing grants); full benefits continued. [20 credits will be accrued; 6 credits will be used]

Secondary Appointment
Secondary Appointment of Dr. Dennis E. Discher, Associate Professor of Chemical and Biomolecular Engineering in the Standing Faculty of the School of Engineering and Applied Science, as Associate Professor of Mechanical Engineering and Applied Mechanics for the period March 1, 2003 to June 30, 2006, with voting rights. [Refer to PSCS of February 14, 2003]

Associated Faculty

Authorization to offer appointment
Authorization to offer appointment to Dr. Wenfei Fan as Adjunct Assistant Professor of Computer and Information Science in the Associated Faculty of the School of Engineering and Applied Science for the period February 1, 2003 to June 30, 2005 (without salary; not in tenure probationary status in this appointment).

Terminal reappointment
Terminal reappointment of Dr. Max I. Kanovich as Lecturer – Full Time in Computer and Information Science in the Academic Support Staff of the School of Engineering and Applied Science for one year effective July 1, 2003 (full salary; not in tenure probationary status in this appointment). Dr. Kanovich has held one-year appointments as a Lecturer – full time since July 1, 2000.

GRADUATE SCHOOL OF FINE ARTS

Standing Faculty

Promotion
Promotion of Mr. James Corner to Professor of Landscape Architecture in the Standing Faculty of the Graduate School of Fine Arts effective July 1, 2003 (full salary).

Reappointments
Reappointment of Mr. Joshua Mosley as Assistant Professor of Fine Arts in the Standing Faculty of the Graduate School of Fine Arts for three years effective July 1, 2004 (full salary; tenure probationary period commenced July 1, 2000). Mandatory tenure review is academic year 2005-06.

Reappointment of Ms. Jackie Tileston as Assistant Professor of Fine Arts in the Standing Faculty of the Graduate School of Fine Arts for three years effective July 1, 2004 (full salary; tenure probationary period commenced July 1, 2000). Mandatory tenure review is academic year 2005-06.

Reduction in duties
Reduction in duties by 50% for Ms. Marion Weiss, Associate Professor of Architecture in the Standing Faculty of the Graduate School of Fine Arts, for four years, effective July 1, 2003, with a proportional reduction in salary and those benefits which are salary-based.

Conversion to tenure
Appointment of Dr. Terry Adkins as Associate Professor of Fine Arts in the Standing Faculty of the Graduate School of Fine Arts is converted to tenure effective July 1, 2003 (full salary).

Scholarly leave
Scholarly leave of absence for Ms. Anuradha Mathur, Associate Professor of Landscape Architecture and Regional Planning in the Standing Faculty of the Graduate School of Fine Arts, for the Spring semester 2004, full salary; full benefits continued. [17 credits will be accrued; 12 credits will be used.]

Associated Faculty
Reappointment of Ms. Susana V. Jacobson as Adjunct Associate Professor of Fine Arts in the Associated Faculty of the Graduate School of Fine Arts for five years effective July 1, 2003 (partial salary dependent on duties assigned; not in tenure probationary status in this appointment).

SCHOOL OF SOCIAL WORK

Standing Faculty

Scholarly leaves
Scholarly leave of absence for Dr. Roberta Sands, Associate Professor of Social Work in the Standing Faculty of the School of Social Work, for the Spring semester 2004 with up to full salary; full benefits continued. [14 credits will be accrued; 8 credits will be used.]
Scholarly leave of absence for Dr. Vivian Seltzer, Professor of Human Development and Behavior in the Standing Faculty of the School of Social Work, for the academic year 2004-05 with up to full salary; full benefits continued. [24 credits will be accrued; 24 credits will be used.]

Associated Faculty

Appointment Authorization
Authorization to offer appointment to Dr. Zvi Eisikovits as Adjunct Professor of Social Work in the Associated Faculty of the School of Social Work for the period February 1, 2003 to June 30, 2006 (without salary; not in tenure probationary status in this appointment).

WHARTON SCHOOL
Standing Faculty

Leaves of Absence
Scholarly leave of absence for Dr. Ian C. Macmillan, the Fred R. Sullivan Professor in the Standing Faculty of the Wharton School, for the period July 1, 2003 to June 30, 2004 with up to full salary, appropriate benefits continued. [24 credits will be accrued; 24 credits will be used.]

Approved scholarly leave of absence for Dr. Howard Pack, Professor of Business and Public Policy in the Standing Faculty of the Wharton School, for the academic year 1998-99 with up to one-half salary; appropriate benefits continued is changed to without salary; any benefits continued are without University contribution. [Refer to PSC February 13, 1998]

Scholarly leave of absence for Dr. Howard Pack Professor of Business and Public Policy in the Standing Faculty of the Wharton School, for the period July 1, 2003 to June 30, 2004 with partial salary, appropriate benefits continued. [16 credits will be accrued; 16 credits will be used.]

Approved scholarly leave of absence for Dr. Janet Rothenberg Pack, Professor of Business and Public Policy in the Standing Faculty of the Wharton School, for the academic year 1997-98 with up to one-half salary; appropriate benefits continued is changed to with up to full salary (50% from Brookings directly to Penn; 50% from the School); appropriate benefits continued. [11 credits will be accrued; 6 credits will be used] [Refer to PSC February 13, 1998]

Approved scholarly leave of absence for Dr. Janet Rothenberg Pack, Professor of Business and Public Policy in the Standing Faculty of the Wharton School, for the academic year 1998-99 with up to one-half salary; appropriate benefits continued is changed to with up to full salary (50% from Brookings directly to Penn; 25% from the School; 25% from the leave budget); appropriate benefits continued. [11 credits will be accrued; 6 credits will be used] [Refer to PSC February 13, 1998]
Scholarly leave of absence for Dr. Janet Rothenberg Pack, Professor of Business and Public Policy in the Standing Faculty of the Wharton School, for the period July 1, 2003 to June 30, 2004 with partial salary (54.2% from the leave budget; 29.2% to be paid by the School), appropriate benefits continued. [13 credits will be accrued; 13 credits will be used.]

Scholarly leave of absence for Dr. Michael Useem, the William and Jacalyn Egan Professor of Management in the Standing Faculty of the Wharton School, for the period January 1, 2004 to June 30, 2004 with full salary, appropriate benefits continued. [14 credits will be accrued; 12 credits will be used.]

Degree Compliances
Degree Compliance -- Appointment of Dr. Scott A. Richardson as Assistant Professor of Accounting in the Standing Faculty of the Wharton School for three years effective July 1, 2003 (full salary; tenure probationary period commences July 1, 2003). Mandatory tenure review is academic year 2008-09. [Refer to PSC of June 21, 2002 and September 6, 2002]

Degree Compliance -- Appointment of Dr. Ayse Irem Tuna as Assistant Professor of Accounting in the Standing Faculty of the Wharton School for three years effective July 1, 2003 contingent on appropriate visa (full salary; tenure probationary period commences July 1, 2003). Mandatory tenure review is academic year 2008-09. [Refer to PSC of June 21, 2002 and September 6, 2002]

Terminal Reappointment
Terminal reappointment of Dr. L. Anne Cummings as Assistant Professor of Management in the Standing Faculty of the Wharton School for one year effective July 1, 2003 (full salary; tenure probationary period commenced July 1, 1997)

Reappointments
Reappointment of Dr. Martin James Conyon as Assistant Professor of Management in the Standing Faculty of the Wharton School for three years effective July 1, 2003 (full salary; tenure probationary period commenced July 1, 2000). Mandatory tenure review is academic year 2005-06.

Reappointment of Dr. Nancy P. Rothbard as Assistant Professor of Management in the Standing Faculty of the Wharton School for three years effective July 1, 2003 (full salary; tenure probationary period commenced July 1, 2000). Mandatory tenure review is academic year 2005-06.

HEALTH SCHOOLS

SCHOOL OF DENTAL MEDICINE

Standing Faculty

Promotion
Promotion of Dr. Chun-Hsi Chung to Associate Professor of Orthodontics in the Standing Faculty Clinician-Educator of the School of Dental Medicine effective January 1, 2003 (full salary; non-tenure; continuation of appointment subject to the stipulations given in Guidelines for Appointments and Promotions, January 8, 1985 or as amended).

Scholarly leave
Scholarly leave of absence for Dr. Ellis E. Golub, Professor of Biochemistry in the Standing Faculty of the School of Dental Medicine, for the period September 1, 2003 to February 29, 2004 with up to full salary; full benefits continued. [18 credits will be accrued; 12 credits will be used.]

SCHOOL OF MEDICINE

Standing Faculty

Appointment Authorizations

Authorization to offer appointment to Dr. Kevin H. Franck as Assistant Professor of Otorhinolaryngology: Head and Neck Surgery at the Children's Hospital of Philadelphia in the Standing Faculty -- Clinician-Educator of the School of Medicine for the period of October 1, 2002 to June 30, 2005 (full salary; appointment subject to the stipulations given in Guidelines for Appointments and Promotions, January 8, 1985 or as amended). This appointment carries a ten-year, non-tenure probationary period which commenced July 1, 2002. The clinician-educator review date is academic year 2010-11.

Authorization to offer appointment to Dr. Mary Ann E. Keenan as Professor of Orthopaedic Surgery at the Hospital of the University of Pennsylvania in the Standing Faculty -- Clinician-Educator of the School of Medicine effective January 1, 2003 (full salary; non-tenure; continuation of appointment subject to the stipulations given in Guidelines for Appointments and Promotions, January 8, 1985 or as amended).

Authorization to offer appointment to Dr. Andrew D.A. Maidment as Assistant Professor of Radiology at the Hospital of the University of Pennsylvania in the Standing Faculty -- Clinician-Educator of the School of Medicine for the period of February 1, 2003 to June 30, 2006 (full salary; appointment subject to the stipulations given in Guidelines for Appointments and Promotions, January 8, 1985 or as amended). This appointment carries a ten-year, non-tenure probationary period which commences July 1, 2003. The clinician-educator review date is academic year 2011-12.

Authorization to offer appointment to Dr. Hooman Noorchashm as Assistant Professor of Surgery in the Standing Faculty of the School of Medicine for the period of January 1, 2003 to June 30, 2006 (full salary; tenure probationary period commences July 1, 2003). The mandatory tenure review is academic year 2008-09.

Authorization to offer appointment to Dr. Howard M. Ross as Assistant Professor of Surgery at the Hospital of the University of Pennsylvania and Presbyterian Medical Center of Philadelphia in the Standing Faculty -- Clinician-Educator of the School of Medicine for the
period of March 1, 2003 to June 30, 2006 (full salary; appointment subject to the stipulations given in Guidelines for Appointments and Promotions, January 8, 1985 or as amended). This appointment carries a ten-year, non-tenure probationary period which commences July 1, 2003. The clinician-educator review date is academic year 2011-12.

Authorization to offer appointment to Dr. Seema S. Sonnad as Associate Professor of Surgery at the Hospital of the University of Pennsylvania in the Standing Faculty Clinician-Educator of the School of Medicine effective March 1, 2003 (full salary; non-tenure; continuation of appointment subject to the stipulations given in Guidelines for Appointments and Promotions, January 8, 1985 or as amended).

Authorization to offer appointment to Dr. Robert A. Stoltz as Assistant Professor of Ophthalmology at Presbyterian Medical Center of Philadelphia and the Hospital of the University of Pennsylvania in the Standing Faculty -- Clinician-Educator of the School of Medicine for three years effective July 1, 2003 (full salary; appointment subject to the stipulations given in Guidelines for Appointments and Promotions, January 8, 1985 or as amended). This appointment carries a ten-year, non-tenure probationary period which commences July 1, 2003. The clinician-educator review date is academic year 2011-12.

Chair designation
Designation of Dr. Matthew B. Stern, Professor of Neurology at Pennsylvania Hospital in the Standing Faculty – Clinician-Educator of the School of Medicine, as the Parker Family Professor of Neurology for a term of ten years effective April 1, 2003.

Conversion to Tenure
Appointment of Dr. Anjan Chatterjee, Associate Professor of Neurology in the Standing Faculty of the School of Medicine is converted to tenure effective July 1, 2003 (full salary).

Extensions
Extension to the approved appointment and tenure probationary period for Dr. Hillary R. Bogner as Assistant Professor of Family Practice and Community Medicine in the Standing Faculty of the School of Medicine for one year effective July 1, 2005 (full salary; ten-year clinical tenure probationary period commenced July 1, 2002). Adjusted mandatory tenure review is academic year 2011-12. [This extension is granted pursuant to paragraph A.1. of the policy on extension of tenure probationary period, March 18, 1997 or as amended].

Extension to the approved appointment and clinician-educator probationary period for Dr. Tracey L. Evans as Assistant Professor of Medicine at the Hospital of the University of Pennsylvania, Presbyterian Medical Center of Philadelphia and the Veterans Administration Medical Center in the Standing Faculty – Clinician-Educator of the School of Medicine for one year effective July 1, 2005 (full salary; appointment subject to the stipulations given in Guidelines for Appointments and Promotions, January 8, 1985 or as amended). This appointment carries a ten-year, non-tenure probationary period which commenced July 1, 2002. Adjusted clinician-educator review is academic year 2011-12. [This extension is granted pursuant paragraph A.1. of the policy on extension of tenure probationary period, March 18, 1997 or as amended].
Extension to the approved appointment and tenure probationary period for Dr. John P. Lynch as Assistant Professor of Medicine in the Standing Faculty of the School of Medicine for one year effective July 1, 2005 (full salary; ten-year clinical tenure probationary period commenced July 1, 2002). Adjusted mandatory tenure review is academic year 2011-12. [This extension is granted pursuant to paragraph A.1. of the policy on extension of tenure probationary period, March 18, 1997 or as amended].

Extension to the approved appointment and non-tenure probationary period for Dr. Deborah B. Nelson as Research Assistant Professor of Epidemiology in Biostatistics and Epidemiology in the Associated Faculty of the School of Medicine for one year effective July 1, 2004 or for the duration of the grant or contract which supports her work, whichever is the shorter period of time (full salary, without obligation on the part of the University to continue salary and benefits beyond termination of these research funds; non-tenure probationary period commenced July 1, 2001). Adjusted mandatory non-tenure review is academic year 2007-08. [This extension is granted pursuant to paragraph A.1 of the policy on extension of tenure probationary period, March 18, 1997 or as amended].

Extension to the approved appointment and tenure probationary period for Dr. Virginia Smith Shapiro as Assistant Professor of Pathology and Laboratory Medicine in the Standing Faculty of the School of Medicine for one year effective July 1, 2003 (full salary; tenure probationary period commenced July 1, 2000). Adjusted mandatory tenure review is academic year 2006-07. [This extension is granted pursuant to paragraph A.2. of the policy on extension of tenure probationary period, March 18, 1997 or as amended].

Promotions
Promotion of Dr. Robert N. Baldassano to Associate Professor of Pediatrics at the Children’s Hospital of Philadelphia in the Standing Faculty – Clinician-Educator of the School of Medicine effective July 1, 2003 (full salary; non-tenure; continuation of appointment subject to the stipulations given in Guidelines for Appointments and Promotions, January 8, 1985 or as amended).

Promotion of Dr. Gerd A. Blobel to Associate Professor of Pediatrics in the Standing Faculty of the School of Medicine effective July 1, 2003 (full salary; with tenure).

Promotion of Dr. Jeffrey P. Carpenter to Professor of Surgery at the Hospital of the University of Pennsylvania in the Standing Faculty – Clinician-Educator of the School of Medicine effective July 1, 2003 (full salary; non-tenure; continuation of appointment subject to the stipulations given in Guidelines for Appointments and Promotions, January 8, 1985 or as amended).

Promotion of Dr. William M. DeCampli to Associate Professor of Surgery at the Children's Hospital of Philadelphia in the Standing Faculty – Clinician-Educator of the School of Medicine effective July 1, 2003 (full salary; non-tenure; continuation of appointment subject to the stipulations given in Guidelines for Appointments and Promotions, January 8, 1985 or as amended).
Promotion of Dr. Dennis R. Durbin to Associate Professor of Pediatrics at the Children's Hospital of Philadelphia in the Standing Faculty -- Clinician-Educator of the School of Medicine effective July 1, 2003 (full salary; non-tenure; continuation of appointment subject to the stipulations given in Guidelines for Appointments and Promotions, January 8, 1985 or as amended). Promotion in secondary appointment to Associate Professor of Epidemiology in Biostatistics and Epidemiology for three years effective July 1, 2003 with voting rights.

Promotion of Dr. David M. Eckmann to Associate Professor of Anesthesia in the Standing Faculty of the School of Medicine effective July 1, 2003 (full salary; with tenure).

Promotion of Dr. Jeffrey A. Golden to Associate Professor of Pathology and Laboratory Medicine in the Standing Faculty of the School of Medicine effective July 1, 2003 (full salary; with tenure).

Promotion of Dr. J. Daniel Ragland to Associate Professor of Neuropsychology in Psychiatry at the Hospital of the University of Pennsylvania in the Standing Faculty -- Clinician-Educator of the School of Medicine effective July 1, 2003 (full salary; non-tenure; continuation of appointment subject to the stipulations given in Guidelines for Appointments and Promotions, January 8, 1985 or as amended).

Reappointments
Reappointment of Dr. Evaline A. Alessandrini as Assistant Professor of Pediatrics at the Children's Hospital of Philadelphia in the Standing Faculty—Clinician-Educator of the School of Medicine for three years effective July 1, 2003 (full salary; appointment subject to the stipulations given in Guidelines for Appointments and Promotions, January 8, 1985 or as amended). This appointment carries a ten-year non-tenure probationary period which commenced July 1, 1995 and was previously adjusted by one year pursuant to paragraph A.1. of the policy on extension of tenure probationary period, March 18, 1997 or as amended. The clinician-educator review is academic year 2005-06. [This extension is granted pursuant to paragraph A.1. of the policy on extension of tenure probationary period, March 18, 1997 or as amended].

Reappointment of Dr. Jeffrey M. Bergelson as Assistant Professor of Pediatrics in the Standing Faculty of the School of Medicine for three years effective July 1, 2003 (full salary; tenure probationary period commenced July 1, 1997 with a ten-year clinical probationary period). The mandatory tenure review is academic year 2005-06.

Reappointment of Dr. Timothy W.I. Clark as Assistant Professor of Radiology at the Hospital of the University of Pennsylvania in the Standing Faculty -- Clinician-Educator of the School of Medicine for three years effective July 1, 2003 contingent on appropriate visa (full salary; appointment subject to the stipulations given in Guidelines for Appointments and Promotions, January 8, 1985 or as amended). This appointment carries a ten-year, non-tenure probationary period which commenced July 1, 2000. The clinician-educator review date is academic year 2008-09.
Reappointment of Dr. Elizabeth M. Datner as Assistant Professor of Emergency Medicine at the Hospital of the University of Pennsylvania in the Standing Faculty—Clinician-Educator of the School of Medicine for three years effective July 1, 2003 (full salary; appointment subject to the stipulations given in Guidelines for Appointments and Promotions, January 8, 1985 or as amended). This appointment carries a ten-year non-tenure probationary period which commenced July 1, 1996 and was previously adjusted by one year pursuant to paragraph A.1. of the policy on extension of tenure probationary period, March 18, 1997 or as amended. The clinician-educator review is academic year 2005-06.

Reappointment of Dr. Angela DeMichele as Assistant Professor of Medicine in the Standing Faculty of the School of Medicine for three years effective July 1, 2003 (full salary; ten-year clinical probationary period commenced July 1, 1999 and was previously adjusted pursuant to paragraph A.1. of the policy on extension of tenure probationary period, March 18, 1997 or as amended). Adjusted mandatory tenure review is academic year 2008-09. Continuation of secondary appointment as Assistant Professor of Epidemiology in Biostatistics and Epidemiology for the same period with voting rights.

Reappointment of Dr. Edward T. Dickinson, III as Assistant Professor of Emergency Medicine at the Hospital of the University of Pennsylvania in the Standing Faculty—Clinician-Educator of the School of Medicine for three years effective July 1, 2003 (full salary; appointment subject to the stipulations given in Guidelines for Appointments and Promotions, January 8, 1985 or as amended). This appointment carries a ten-year, non-tenure probationary period which commenced July 1, 1997. The clinician-educator review date is academic year 2005-06.

Reappointment of Dr. Michael R. Elliott as Assistant Professor of Biostatistics and Epidemiology at the Hospital of the University of Pennsylvania in the Standing Faculty—Clinician-Educator of the School of Medicine for three years effective July 1, 2003 (full salary; appointment subject to the stipulations given in Guidelines for Appointments and Promotions, January 8, 1985 or as amended). This appointment carries a ten-year, non-tenure probationary period which commenced July 1, 2000. The clinician-educator review date is academic year 2008-09.

A terminal reappointment of Dr. Robert J. Goldman as Assistant Professor of Rehabilitation Medicine at the Hospital of the University of Pennsylvania, Presbyterian Medical Center of Philadelphia and Pennsylvania Hospital in the Standing Faculty—Clinician-Educator of the School of Medicine for one year effective July 1, 2003 (full salary; appointment subject to the stipulations given in Guidelines for Appointments and Promotions, January 8, 1985 or as amended). This appointment carries a ten-year, non-tenure probationary period which commenced July 1, 1994.

Reappointment of Dr. James P. Guevara as Assistant Professor of Pediatrics in the Standing Faculty of the School of Medicine for three years effective July 1, 2003 (full salary; tenure probationary period commenced July 1, 2000 with a ten-year clinical probationary period). The mandatory tenure review is academic year 2008-09.
Reappointment of Dr. Eleanor E. Harris as Assistant Professor of Radiation Oncology at the Hospital of the University of Pennsylvania in the Standing Faculty -- Clinician-Educator of the School of Medicine for three years effective July 1, 2003 (full salary; appointment subject to the stipulations given in Guidelines for Appointments and Promotions, January 8, 1985 or as amended). This appointment carries a ten-year, non-tenure probationary period which commenced July 1, 2000. The clinician-educator review date is academic year 2008-09.

Reappointment of Dr. Michael D. Hogarty as Assistant Professor of Pediatrics in the Standing Faculty of the School of Medicine for three years effective July 1, 2003 (full salary; tenure probationary period commenced July 1, 2000 with a ten-year clinical probationary period). The mandatory tenure review is academic year 2008-09.

A terminal reappointment of Dr. Abbas F. Jawad as Assistant Professor of Biostatistics in Pediatrics at the Children's Hospital of Philadelphia in the Standing Faculty -- Clinician-Educator of the School of Medicine for one year effective July 1, 2003 (full salary; appointment subject to the stipulations given in Guidelines for Appointments and Promotions, January 8, 1985 or as amended). This appointment carries a ten-year, non-tenure probationary period which commenced July 1, 1994.

Reappointment of Dr. Jacqueline Kreutzer as Assistant Professor of Pediatrics at the Children's Hospital of Philadelphia in the Standing Faculty -- Clinician-Educator of the School of Medicine for three years effective July 1, 2003 (full salary; appointment subject to the stipulations given in Guidelines for Appointments and Promotions, January 8, 1985 or as amended). This appointment carries a ten-year, non-tenure probationary period which commenced July 1, 2000. The clinician-educator review date is academic year 2008-09.

Reappointment of Dr. Mary B. Leonard as Assistant Professor of Pediatrics in the Standing Faculty of the School of Medicine for three years effective July 1, 2003 (full salary; ten-year clinical tenure probationary period commenced July 1, 1997). The mandatory tenure review is academic year 2005-06. Continuation of secondary appointment as Assistant Professor of Epidemiology in Biostatistics and Epidemiology for the same period of time, with voting rights.

Reappointment of Mr. A. Russell Localio as Assistant Professor of Biostatistics and Epidemiology at the Hospital of the University of Pennsylvania in the Standing Faculty -- Clinician-Educator of the School of Medicine for three years effective July 1, 2003 (full salary; appointment subject to the stipulations given in Guidelines for Appointments and Promotions, January 8, 1985 or as amended). This appointment carries a ten-year, non-tenure probationary period which commenced July 1, 1997. The clinician-educator review date is academic year 2005-06.

Reappointment of Dr. Susan J. Mandel as Assistant Professor of Medicine at the Hospital of the University of Pennsylvania in the Standing Faculty -- Clinician-Educator of the School of Medicine for three years effective July 1, 2003 (full salary; appointment subject to the stipulations given in Guidelines for Appointments and Promotions, January 8, 1985 or as amended). This appointment carries a ten-year, non-tenure probationary period which commenced July 1, 1997. The clinician-educator review date is academic year 2005-06.
Reappointment of Dr. Giacolina Massaro-Giordano as Assistant Professor of Ophthalmology at Presbyterian Medical Center of Philadelphia and the Hospital of the University of Pennsylvania in the Standing Faculty—Clinician-Educator of the School of Medicine for three years effective July 1, 2003 (full salary; appointment subject to the stipulations given in Guidelines for Appointments and Promotions, January 8, 1985 or as amended). This appointment carries a ten-year non-tenure probationary period which commenced July 1, 1999 and was previously adjusted pursuant to paragraph A.1. of the policy on extension of tenure probationary period, March 18, 1997 or as amended. The clinician-educator review is academic year 2008-09.

Reappointment of Dr. Joshua P. Metlay as Assistant Professor of Medicine in the Standing Faculty of the School of Medicine for three years effective July 1, 2003 (full salary; tenure probationary period commenced July 1, 1997 with a ten-year clinical probationary period). The mandatory tenure review is academic year 2005-06. Continuation of secondary appointment as Assistant Professor of Epidemiology in Biostatistics and Epidemiology for the same period with voting rights.

Reappointment of Dr. Eleanor S. Pollak as Assistant Professor of Pathology and Laboratory Medicine at the Hospital of the University of Pennsylvania in the Standing Faculty — Clinician-Educator of the School of Medicine for three years effective July 1, 2003 (full salary; appointment subject to the stipulations given in Guidelines for Appointments and Promotions, January 8, 1985 or as amended). This appointment carries a ten-year, non-tenure probationary period which commenced July 1, 1997. The clinician-educator review date is academic year 2005-06.

Reappointment of Dr. Eline T. Luning Prak as Assistant Professor of Pathology and Laboratory Medicine in the Standing Faculty of the School of Medicine for three years effective July 1, 2003 (full salary; tenure probationary period commenced July 1, 2000 with a ten-year clinical probationary period). The mandatory tenure review is academic year 2008-09.

Reappointment of Dr. E. Scott Pretorius as Assistant Professor of Radiology at the Hospital of the University of Pennsylvania in the Standing Faculty — Clinician-Educator of the School of Medicine for three years effective July 1, 2003 (full salary; appointment subject to the stipulations given in Guidelines for Appointments and Promotions, January 8, 1985 or as amended). This appointment carries a ten-year, non-tenure probationary period which commenced July 1, 2000. The clinician-educator review date is academic year 2008-09.

Reappointment of Dr. Eric S. Rovner as Assistant Professor of Urology in Surgery at the Hospital of the University of Pennsylvania in the Standing Faculty — Clinician-Educator of the School of Medicine for three years effective July 1, 2003 (full salary; appointment subject to the stipulations given in Guidelines for Appointments and Promotions, January 8, 1985 or as amended). This appointment carries a ten-year, non-tenure probationary period which commenced July 1, 1997. The clinician-educator review date is academic year 2005-06.
Reappointment of Dr. Mary D. Sammel as Assistant Professor of Biostatistics and Epidemiology at the Hospital of the University of Pennsylvania in the Standing Faculty -- Clinician-Educator of the School of Medicine for three years effective July 1, 2003 (full salary; appointment subject to the stipulations given in Guidelines for Appointments and Promotions, January 8, 1985 or as amended). This appointment carries a ten-year, non-tenure probationary period which commenced July 1, 1997. The clinician-educator review date is academic year 2005-06.

Reappointment of Dr. Erin M. Simon as Assistant Professor of Radiology at the Children's Hospital of Philadelphia in the Standing Faculty -- Clinician-Educator of the School of Medicine for three years effective July 1, 2003 (full salary; appointment subject to the stipulations given in Guidelines for Appointments and Promotions, January 8, 1985 or as amended). This appointment carries a ten-year, non-tenure probationary period which commenced July 1, 2000. The clinician-educator review date is academic year 2008-09.

Reappointment of Dr. S. William Stavropoulos as Assistant Professor of Radiology at the Hospital of the University of Pennsylvania in the Standing Faculty -- Clinician-Educator of the School of Medicine for three years effective July 1, 2003 (full salary; appointment subject to the stipulations given in Guidelines for Appointments and Promotions, January 8, 1985 or as amended). This appointment carries a ten-year, non-tenure probationary period which commenced July 1, 2000. The clinician-educator review date is academic year 2008-09.

Reappointment of Dr. Sigrid C. Veasey as Assistant Professor of Medicine in the Standing Faculty of the School of Medicine for three years effective July 1, 2003 (full salary; tenure probationary period commenced July 1, 1997 with a ten-year clinical probationary period). The mandatory tenure review is academic year 2005-06.

Reappointment of Dr. Daniel von Allmen as Assistant Professor of Surgery at the Children's Hospital of Philadelphia in the Standing Faculty -- Clinician-Educator of the School of Medicine for three years effective July 1, 2003 (full salary; appointment subject to the stipulations given in Guidelines for Appointments and Promotions, January 8, 1985 or as amended). This appointment carries a ten-year, non-tenure probationary period which commenced July 1, 1997. The clinician-educator review date is academic year 2005-06.

Reappointment of Dr. Susan P. Weinstein as Assistant Professor of Radiology at the Hospital of the University of Pennsylvania in the Standing Faculty -- Clinician-Educator of the School of Medicine for three years effective July 1, 2003 (full salary; appointment subject to the stipulations given in Guidelines for Appointments and Promotions, January 8, 1985 or as amended). This appointment carries a ten-year, non-tenure probationary period which commenced July 1, 1999 and was previously adjusted pursuant to paragraph A.1. of the policy on extension of tenure probationary period, March 18, 1997 or as amended. The clinician-educator review is academic year 2008-09.

Reappointment of Dr. Drew Weissman as Assistant Professor of Medicine in the Standing Faculty of the School of Medicine for three years effective July 1, 2003 (full salary; tenure
probationary period commenced July 1, 1997 with a ten-year clinical probationary period). The mandatory tenure review is academic year 2005-06.

**Reappointment of Dr. Ronald L. Wolf** as Assistant Professor of Radiology at the Hospital of the University of Pennsylvania in the Standing Faculty -- Clinician-Educator of the School of Medicine for three years effective July 1, 2003 (full salary; appointment subject to the stipulations given in *Guidelines for Appointments and Promotions*, January 8, 1985 or as amended). This appointment carries a ten-year, non-tenure probationary period which commenced July 1, 2000. The clinician-educator review date is academic year 2008-09.

**Reappointment of Dr. Robert L. Zimmerman** as Assistant Professor of Pathology and Laboratory Medicine at Presbyterian Medical Center of Philadelphia and at the Hospital of the University of Pennsylvania in the Standing Faculty -- Clinician-Educator of the School of Medicine for three years effective July 1, 2003 (full salary; appointment subject to the stipulations given in *Guidelines for Appointments and Promotions*, January 8, 1985 or as amended). This appointment carries a ten-year, non-tenure probationary period which commenced July 1, 1997. The clinician-educator review date is academic year 2005-06.

**Reduction of duties**

Reduction of duties to 80% for child care for **Dr. Christine M. Stoltz**, Assistant Professor of Medicine at the Presbyterian Medical Center of Philadelphia in the Standing Faculty – Clinician-Educator of the School of Medicine, for one year effective March 1, 2003 with a proportional reduction in salary and those benefits which are salary-based.

**Leaves of Absence**

Scholarly leave of absence for **Dr. Clay M. Armstrong**, Professor of Physiology in the Standing Faculty of the School of Medicine for one year effective July 1, 2003 with up to full salary (50% from the leave budget and 50% from grants); full benefits continued. [12 credits will be accrued; 12 credits will be used]

Scholarly leave of absence for **Dr. Carol J. Deutsch**, Professor of Physiology in the Standing Faculty of the School of Medicine for one year effective September 1, 2003 with up to full salary; full benefits continued. [24 credits will be accrued; 24 credits will be used]

A leave of absence for employment elsewhere for **Dr. Reuben E. Kron**, Associate Professor of Psychiatry in the Standing Faculty of the School of Medicine for the period of October 1, 2002 to February 28, 2003 without salary; any benefits continued are without University contribution.

A leave of absence for employment elsewhere for **Dr. Leslie G. Womble**, Assistant Professor of Psychology in Psychiatry at the Hospital of the University of Pennsylvania in the Standing Faculty -- Clinician-Educator of the School of Medicine for the period of January 17, 2003 to January 16, 2004 without salary; any benefits continued are without University contribution.

Scholarly leave of absence for **Dr. Takashi Yonetani**, Professor of Biochemistry and Biophysics in the Standing Faculty of the School of Medicine for the period of September 1, 2003 to February 28, 2004 with up to full salary; full benefits continued. [14 credits will be accrued; 12 credits will be used]
Miscellaneous Change
Scholarly leave of absence is corrected to read: Compressed Scholarly leave of absence for Dr. Rob Roy MacGregor, Professor of Medicine in the Standing Faculty of the School of Medicine for the period of September 1, 2002 to February 28, 2003 with up to full salary; full benefits continued. [24 credits will be accrued; 16 credits will be used] [Refer to PSCS of June 7, 2002]

Miscellaneous Change: Correction to previous minute
Correction to previously approved minute - Scholarly leave of absence for Dr. Noga Vardi, Research Associate Professor of Neuroscience in the Associated Faculty of the School of Medicine for the period of October 1, 2002 to March 31, 2003 with up to full salary; full benefits. Should read: [14 credits will be accrued; 12 credits will be used]. [Refer to PSCS of September 6, 2002]

Resignations
Resignation of Dr. Edward F. Chan as Assistant Professor of Dermatology at the Hospital of the University of Pennsylvania in the Standing Faculty—Clinician-Educator of the School of Medicine effective April 11, 2003.

Resignation of Dr. E. Bryan Crenshaw, III as Assistant Professor of Neuroscience in the Standing Faculty of the School of Medicine effective March 31, 2002.

Resignation of Dr. Leonard M. Dzubow as Professor of Dermatology at the Hospital of the University of Pennsylvania in the Standing Faculty--Clinician-Educator of the School of Medicine effective June 30, 2003.

Resignation of Dr. Cynthia R. Jacobstein as Assistant Professor of Pediatrics at the Children's Hospital of Philadelphia in the Standing Faculty -- Clinician-Educator of the School of Medicine effective June 30, 2003.

Resignation of Dr. Jean Ok Kim as Assistant Professor of Pediatrics at the Children's Hospital of Philadelphia in the Standing Faculty -- Clinician-Educator of the School of Medicine effective May 4, 2003.

Resignation of Dr. Abdolmohamad Rostami as Professor of Neurology in the Standing Faculty of the School of Medicine effective February 1, 2003. PSCS 4/18/03

Resignation of Dr. Konrad E. Zinsmaier as Assistant Professor of Neuroscience in the Standing Faculty of the School of Medicine effective June 30, 2002.

Associated Faculty

Appointment Authorizations
Authorization to offer appointment to Dr. Rose Cheney as Adjunct Assistant Professor of Surgery in the Associated Faculty of the School of Medicine for the period of January 1, 2003 to
Authorization to offer appointment to Dr. Lisa E. Davis as Adjunct Assistant Professor of Medicine in the Associated Faculty of the School of Medicine for the period of April 1, 2003 to June 30, 2006 (without salary; not in tenure probationary status in this appointment).

Authorization to offer appointment to Dr. Bruce Freundlich as Adjunct Associate Professor of Medicine in the Associated Faculty of the School of Medicine for the period of February 1, 2003 to June 30, 2006 (without salary; not in tenure probationary status in this appointment).

Authorization to offer appointment to Dr. Jack Goldberg as Clinical Professor of Medicine in the Associated Faculty of the School of Medicine for the period of February 1, 2003 to June 30, 2006 (with salary; not in tenure probationary status in this appointment).

Authorization to offer appointment to Dr. Victor Hatini as Research Assistant Professor of Cell and Developmental Biology in the Associated Faculty of the School of Medicine for the period of February 1, 2003 to June 30, 2006 or for the duration of the grant or contract which supports his work, whichever is the shorter period of time (full salary; without obligation on the part of the University to continue salary and benefits beyond termination of these research funds; with a non-tenure probationary period which commences July 1, 2003). The mandatory review year is academic year 2008-09.

Authorization to offer appointment to Dr. Kristen M. Huang as Research Assistant Professor of Ophthalmology in the Associated Faculty of the School of Medicine for the period of January 1, 2003 to June 30, 2006 or for the duration of the grant or contract which supports her work, whichever is the shorter period of time (full salary; without obligation on the part of the University to continue salary and benefits beyond termination of these research funds; with a non-tenure probationary period which begins July 1, 2003). The mandatory review year is academic year 2008-09.

Authorization to offer appointment to Dr. Thomas O. Kelly as Adjunct Assistant Professor of Education in Biostatistics and Epidemiology in the Associated Faculty of the School of Medicine for three years effective July 1, 2003 or for the duration of his administrative appointment, whichever is the shorter period of time (without salary; not in tenure probationary status in this appointment).

Authorization to offer appointment to Dr. Ralph W. Kuncl as Adjunct Professor of Neurology in the Associated Faculty of the School of Medicine for the period of November 1, 2002 to June 30, 2005 (without salary; not in tenure probationary status in this appointment).

Authorization to offer appointment to Dr. Chengyang Liu as Research Assistant Professor of Surgery in the Associated Faculty of the School of Medicine for the period of January 1, 2003 to June 30, 2006 or for the duration of the grant or contract which supports his work, whichever is the shorter period of time (full salary; without obligation on the part of the University to continue
salary and benefits beyond termination of these research funds; with a non-tenure probationary period which begins July 1, 2003). The mandatory review year is academic year 2008-09.

**Authorization to offer appointment** to Dr. Laura E. Mitchell as Adjunct Associate Professor of Epidemiology in Biostatistics and Epidemiology in the Associated Faculty of the School of Medicine for the period of January 1, 2003 to June 30, 2006 (without salary; not in tenure probationary status in this appointment).

**Authorization to offer appointment** to Dr. Gordon H. Morewood as Clinical Assistant Professor of Anesthesia in the Associated Faculty of the School of Medicine for the period of April 1, 2003 to June 30, 2006 (with salary; not in tenure probationary status in this appointment).

**Authorization to offer appointment** to Dr. Helena M. Schotland as Clinical Assistant Professor of Medicine in the Associated Faculty of the School of Medicine for the period of June 1, 2003 to June 30, 2006 (with salary; not in tenure probationary status in this appointment).

**Promotions**
The promotion and reappointment of Dr. Joseph P. Atkins, Jr., to Clinical Professor of Otorhinolaryngology: Head and Neck Surgery in the Associated Faculty of the School of Medicine for three years effective July 1, 2003 (with salary; not in tenure probationary status in this appointment).

The promotion and reappointment of Dr. Jacquelyn R. Evans to Clinical Professor of Pediatrics in the Associated Faculty of the School of Medicine for three years effective July 1, 2004 (with salary; not in tenure probationary status in this appointment).

The promotion and reappointment of Dr. Lawrence M. Neustadter to Clinical Associate Professor of Radiology in the Associated Faculty of the School of Medicine for three years effective July 1, 2003 (with salary; not in tenure probationary status in this appointment).

Promotion of Dr. Rong Wen to Research Associate Professor of Ophthalmology in the Associated Faculty of the School of Medicine for five years effective July 1, 2003 or for the duration of the grant or contract which supports his work, whichever is the shorter period of time (full salary, without obligation on the part of the University to continue salary and benefits beyond termination of these research funds; not in tenure probationary status in this appointment).

**Reappointments**
Reappointment of Dr. Marc Auriacombe as Adjunct Assistant Professor of Psychiatry in the Associated Faculty of the School of Medicine for three years retroactive to July 1, 2002 (without salary; not in tenure probationary status in this appointment).

Reappointment of Dr. Jean B. Belasco as Clinical Associate Professor of Pediatrics in the Associated Faculty of the School of Medicine for three years effective July 1, 2003 (without salary; not in tenure probationary status in this appointment).
Reappointment of Dr. Bruce J. Berg as Clinical Assistant Professor of Psychiatry in the Associated Faculty of the School of Medicine for three years retroactive to July 1, 2002 (without salary; not in tenure probationary status in this appointment).

Reappointment of Dr. Vinod K. Bhutani as Clinical Professor of Pediatrics in the Associated Faculty of the School of Medicine for three years effective July 1, 2003 (without salary; not in tenure probationary status in this appointment).

Reappointment of Dr. Radovan Bubanj as Clinical Assistant Professor of Radiology in the Associated Faculty of the School of Medicine for three years retroactive to July 1, 2002 (without salary; not in tenure probationary status in this appointment).

Reappointment of Dr. David B. Burgess as Clinical Associate Professor of Pediatrics in the Associated Faculty of the School of Medicine for three years effective July 1, 2003 (without salary; not in tenure probationary status in this appointment).

Reappointment of Dr. Victor L. Carpinelli as Clinical Associate Professor of Urology in Surgery in the Associated Faculty of the School of Medicine for three years retroactive to July 1, 2002 (without salary; not in tenure probationary status in this appointment).

Reappointment of Dr. H. Fred Clark as Research Professor of Pediatrics in the Associated Faculty of the School of Medicine for five years effective July 1, 2003 or for the duration of the grant or contract which supports his work, whichever is the shorter period of time (full salary, without obligation on the part of the University to continue salary and benefits beyond termination of these research funds; not in tenure probationary status in this appointment).

Reappointment of Dr. Robert C. Cohn as Clinical Assistant Professor of Psychiatry in the Associated Faculty of the School of Medicine for three years retroactive to July 1, 2002 (without salary; not in tenure probationary status in this appointment).

Reappointment of Dr. Margarita de la Llera-Moya as Research Assistant Professor of Pediatrics in the Associated Faculty of the School of Medicine for three years effective July 1, 2003 or for the duration of the grant or contract which supports her work, whichever is the shorter period of time (full salary; without obligation on the part of the University to continue salary and benefits beyond termination of these research funds; with a non-tenure probationary period which began July 1, 2000). The mandatory review year is academic year 2005-06.

Reappointment of Dr. Edward J. Delikatny as Research Assistant Professor of Radiology in the Associated Faculty of the School of Medicine for three years effective July 1, 2003 contingent on appropriate visa or for the duration of the grant or contract which supports his work, whichever is the shorter period of time (full salary; without obligation on the part of the University to continue salary and benefits beyond termination of these research funds; with a non-tenure probationary period which began July 1, 2000). The mandatory review year is academic year 2005-06.
Reappointment of Dr. Gary W. Dorshimer as Clinical Assistant Professor of Medicine in the Associated Faculty of the School of Medicine for three years retroactive to July 1, 2002 (without salary; not in tenure probationary status in this appointment).

Reappointment of Dr. Jack Durell as Adjunct Professor of Psychiatry in the Associated Faculty of the School of Medicine for three years retroactive to July 1, 2002 (without salary; not in tenure probationary status in this appointment).

Reappointment of Dr. Judith W. Dogin as Clinical Associate Professor of Psychiatry in the Associated Faculty of the School of Medicine for three years retroactive to July 1, 2002 (without salary; not in tenure probationary status in this appointment).

Reappointment of Dr. Francis D. Duffy as Adjunct Professor of Medicine in the Associated Faculty of the School of Medicine for three years effective July 1, 2003 (without salary; not in tenure probationary status in this appointment).

Reappointment of Dr. Patricia A. Ford as Clinical Assistant Professor of Medicine in the Associated Faculty of the School of Medicine for three years retroactive to July 1, 2002 (without salary; not in tenure probationary status in this appointment).

Reappointment of Dr. Jeffrey S. Gerdes as Clinical Associate Professor of Pediatrics in the Associated Faculty of the School of Medicine for three years effective July 1, 2003 (without salary; not in tenure probationary status in this appointment).

Reappointment of Dr. Marianne Glanzman as Clinical Associate Professor of Pediatrics in the Associated Faculty of the School of Medicine for three years effective July 1, 2003 (with salary; not in tenure probationary status in this appointment).

Reappointment of Dr. Jane M. Glick as Adjunct Associate Professor of Cell and Developmental Biology in the Associated Faculty of the School of Medicine for three years retroactive to July 1, 2002 or for the duration of her administrative appointment, whichever is the shorter period of time (without salary; not in tenure probationary status in this appointment).

Reappointment of Dr. Joel D. Glickman as Clinical Associate Professor of Medicine in the Associated Faculty of the School of Medicine for three years retroactive to July 1, 2002 (without salary; not in tenure probationary status in this appointment).

Reappointment of Dr. Jerry D. Glickson as Research Professor of Radiology in the Associated Faculty of the School of Medicine for five years retroactive to July 1, 2002 or for the duration of the grant or contract which supports his work, whichever is the shorter period of time (full salary; without obligation on the part of the University to continue salary and benefits beyond termination of these research funds; not in tenure probationary status in this appointment).

Reappointment of Dr. Stacy Gordon as Clinical Associate Professor of Pediatrics in the Associated Faculty of the School of Medicine for three years effective July 1, 2003 (with salary; not in tenure probationary status in this appointment).
Reappointment of Dr. Phyllis L. Greenwald as Clinical Assistant Professor of Psychiatry in the Associated Faculty of the School of Medicine for three years retroactive to July 1, 2002 (without salary; not in tenure probationary status in this appointment).

Reappointment of Dr. W. Clark Hargrove, III as Clinical Professor of Surgery in the Associated Faculty of the School of Medicine for three years effective July 1, 2003 (with salary; not in tenure probationary status in this appointment).

Reappointment of Dr. Joseph F. Harryhill as Clinical Assistant Professor of Urology in Surgery in the Associated Faculty of the School of Medicine for three years effective July 1, 2003 (without salary; not in tenure probationary status in this appointment).

Reappointment of Dr. David H. Henry, III as Clinical Associate Professor of Medicine in the Associated Faculty of the School of Medicine for three years retroactive to July 1, 2002 (without salary; not in tenure probationary status in this appointment).

Reappointment of Dr. Dorothee Herlyn as Wistar Institute Associate Professor of Surgery in the Associated Faculty of the School of Medicine for three years effective July 1, 2003 (without salary; not in tenure probationary status in this appointment).

Reappointment of Dr. Susan E. Johnstz as Clinical Assistant Professor of Psychiatry in the Associated Faculty of the School of Medicine for three years retroactive to July 1, 2002 (without salary; not in tenure probationary status in this appointment).

Reappointment of Dr. C. Wayne Jones as Clinical Assistant Professor of Psychology in Psychiatry in the Associated Faculty of the School of Medicine for three years retroactive to July 1, 2002 (without salary; not in tenure probationary status in this appointment).

Reappointment of Dr. Alan E. Kohrt as Clinical Associate Professor of Pediatrics in the Associated Faculty of the School of Medicine for one year due to budgetary constraints effective July 1, 2003 (with salary; not in tenure probationary status in this appointment).

Reappointment of Dr. Julie Ann Low as Clinical Assistant Professor of Psychiatry in the Associated Faculty of the School of Medicine for three years retroactive to July 1, 2002 (without salary; not in tenure probationary status in this appointment).

Reappointment of Dr. Anthony A. Luberti as Clinical Assistant Professor of Pediatrics in the Associated Faculty of the School of Medicine for three years effective July 1, 2003 (without salary; not in tenure probationary status in this appointment).

Reappointment of Dr. Bernard A. Mason as Clinical Associate Professor of Medicine in the Associated Faculty of the School of Medicine for three years retroactive to July 1, 2002 (without salary; not in tenure probationary status in this appointment).
Reappointment of Dr. A. Thomas McLellan as Adjunct Professor of Psychology in Psychiatry in the Associated Faculty of the School of Medicine for three years retroactive to July 1, 2002 (partial salary dependent on duties assigned; not in tenure probationary status in this appointment).

Reappointment of Dr. David M. Mintzer as Clinical Associate Professor of Medicine in the Associated Faculty of the School of Medicine for three years retroactive to July 1, 2002 (without salary; not in tenure probationary status in this appointment).

Reappointment of Dr. Matthijs F. Muijen as Adjunct Assistant Professor of Psychiatry in the Associated Faculty of the School of Medicine for three years retroactive to July 1, 2002 (without salary; not in tenure probationary status in this appointment).

Reappointment of Dr. Andrew E. Mulberg as Adjunct Associate Professor of Pediatrics in the Associated Faculty of the School of Medicine for three years effective July 1, 2003 (without salary; not in tenure probationary status in this appointment).

Reappointment of Dr. Martin Muschol as Research Assistant Professor of Neuroscience in the Associated Faculty of the School of Medicine for three years effective July 1, 2003 or for the duration of the grant or contract which supports his work, whichever is the shorter period of time (full salary, without obligation on the part of the University to continue salary and benefits beyond termination of these research funds; with a non-tenure probationary period which began July 1, 2000). The mandatory review year is academic year 2005-06.

Reappointment of Dr. Peter B. Nonack as Clinical Assistant Professor of Medicine in the Associated Faculty of the School of Medicine for three years retroactive to July 1, 2002 (without salary; not in tenure probationary status in this appointment).

Reappointment of Dr. R. Barrett Noone as Clinical Professor of Surgery in the Associated Faculty of the School of Medicine for three years effective July 1, 2003 (without salary; not in tenure probationary status in this appointment).

Reappointment of Dr. Kwabena Adu Ntoso as Clinical Associate Professor of Medicine in the Associated Faculty of the School of Medicine for three years retroactive to July 1, 2002 (without salary; not in tenure probationary status in this appointment).

Reappointment of Dr. Jerome A. Osheroff as Adjunct Assistant Professor of Medicine in the Associated Faculty of the School of Medicine for three years effective July 1, 2003 (without salary; not in tenure probationary status in this appointment).

Reappointment of Dr. John C. Ouligian as Clinical Assistant Professor of Psychiatry in the Associated Faculty of the School of Medicine for three years retroactive to July 1, 2002 (without salary; not in tenure probationary status in this appointment).
Reappointment of Dr. Glenn F. Rall as Adjunct Assistant Professor of Microbiology in the Associated Faculty of the School of Medicine for three years retroactive to July 1, 2002 (without salary; not in tenure probationary status in this appointment).

Reappointment of Dr. Robert S. Rhodes as Adjunct Professor of Surgery in the Associated Faculty of the School of Medicine for three years effective July 1, 2003 (without salary; not in tenure probationary status in this appointment).

Reappointment of Dr. James L. Riley as Research Assistant Professor of Pathology and Laboratory Medicine in the Associated Faculty of the School of Medicine for three years effective July 1, 2003 or for the duration of the grant or contract which supports his work, whichever is the shorter period of time (full salary, without obligation on the part of the University to continue salary and benefits beyond termination of these research funds; with a non-tenure probationary period commenced July 1, 1999). Adjusted mandatory non-tenure review is academic year 2005-06. [This extension was granted pursuant to paragraph A.1. of the policy on extension of tenure probationary period, March 18, 1997 or as amended].

Reappointment of Dr. Heinrich Roder as Adjunct Professor of Biochemistry and Biophysics in the Associated Faculty of the School of Medicine for three years effective July 1, 2003 (without salary; not in tenure probationary status in this appointment).

Reappointment of Dr. Susan E. Rowling as Clinical Assistant Professor of Radiology in the Associated Faculty of the School of Medicine for three years effective July 1, 2003 (with salary; not in tenure probationary status in this appointment).

Reappointment of Dr. Chandra M. Sehgal as Research Associate Professor of Radiology in the Associated Faculty of the School of Medicine for five years effective July 1, 2003 or for the duration of the grant or contract which supports his work, whichever is the shorter period of time (full salary, without obligation on the part of the University to continue salary and benefits beyond termination of these research funds; not in tenure probationary status in this appointment).

Reappointment of Dr. Eileen M. Shore as Research Professor of Orthopaedic Surgery in the Associated Faculty of the School of Medicine for five years effective July 1, 2003 or for the duration of the grant or contract which supports her work, whichever is the shorter period of time (full salary; without obligation on the part of the University to continue salary and benefits beyond termination of these research funds; not in tenure probationary status in this appointment).

Reappointment of Dr. Anna Marie Skalka as Adjunct Professor of Microbiology in the Associated Faculty of the School of Medicine for three years retroactive to July 1, 2002 (without salary; not in tenure probationary status in this appointment).

Reappointment of Dr. Arthur P. Staddon as Clinical Associate Professor of Medicine in the Associated Faculty of the School of Medicine for three years retroactive to July 1, 2002 (without salary; not in tenure probationary status in this appointment).
Reappointment of Dr. Jacqueline C. Tanaka as Adjunct Associate Professor of Biochemistry and Biophysics in the Associated Faculty of the School of Medicine for three years effective July 1, 2003 (without salary; not in tenure probationary status in this appointment).

Reappointment of Dr. John P. Tooker as Adjunct Professor of Medicine in the Associated Faculty of the School of Medicine for three years effective July 1, 2003 (without salary; not in tenure probationary status in this appointment).

Reappointment of Dr. Ronald R. Ulm as Adjunct Assistant Professor of Psychology in Psychiatry in the Associated Faculty of the School of Medicine for three years retroactive to July 1, 2002 (without salary; not in tenure probationary status in this appointment).

Reappointment of Dr. David A. Zanis as Adjunct Assistant Professor of Social Welfare Psychiatry in the Associated Faculty of the School of Medicine for three years retroactive to July 1, 2002 (without salary; not in tenure probationary status in this appointment).

Reappointment of Dr. Barry L. Ziober as Research Assistant Professor of Otorhinolaryngology: Head and Neck Surgery in the Associated Faculty of the School of Medicine for three years retroactive to July 1, 2002 or for the duration of the grant or contract which supports his work, whichever is the shorter period of time (full salary; without obligation on the part of the University to continue salary and benefits beyond termination of these research funds; with a non-tenure probationary period which began July 1, 1999). The mandatory review year is academic year 2004-05.

Emeritus Faculty

Reemploysments beyond retirement
Reemployment beyond retirement of Dr. Peter H. Arger, Professor Emeritus of Radiology in the School of Medicine, for one year effective July 1, 2003 with partial salary dependent on duties assigned.

Reemployment beyond retirement of Dr. Wallace T. Miller, Professor Emeritus of Radiology in the School of Medicine, for one year effective July 1, 2003 with partial salary dependent on duties assigned.

SCHOOL OF VETERINARY MEDICINE

Standing Faculty

Scholarly leave
Scholarly leave of absence for Dr. Mark Donaldson, Assistant Professor of Medicine in the Department of Clinical Studies, New Bolton Center, in the Standing Faculty of the School of Veterinary Medicine, for the period September 1, 2003 through February 29, 2004, with up to full salary; full benefits continued. (14 credits will be accrued; 12 credits will be used)
Scholarly leave of absence for Dr. Joan C. Hendricks, Henry and Corinne R. Bower Professor of Small Animal Medicine, in the Standing Faculty of the School of Veterinary Medicine, for the period July 1, 2003 to June 30, 2004 with full salary; (50% from the leave budget; 50% from other support); full benefits continued. [13 credits will be accrued; 12 credits will be used.]

Reduction in Duties
Reduction in duties by 50% for Dr. Colin Johnstone, Associate Professor of Parasitology, in the Department of Clinical Studies, New Bolton Center, in the Standing Faculty of the School of Veterinary Medicine for three years effective July 1, 2003 with a proportional reduction in salary and those benefits which are salary based. (This reduction in duties is requested in anticipation of retirement.)

Associated Faculty

Appointment Authorizations
Authorization to offer appointment to Dr. James G. Fox as Adjunct Professor of Laboratory Animal Medicine in the Department of Clinical Studies, Philadelphia, in the Associated Faculty of the School of Veterinary Medicine for the period January 1, 2003 to June 30, 2008 (no salary; not in tenure probationary status in this appointment).

Authorization to offer appointment to Dr. Michael J. May as Assistant Professor of Pharmacology in the Department of Animal Biology in the Standing Faculty of the School of Veterinary Medicine for the period of April 1, 2003 to June 30, 2006 contingent upon appropriate visa (full salary; tenure probationary period commences July 1, 2003). Mandatory tenure review is academic year 2008-2009.

Reappointment
Reappointment of Dr. Ji-Kang Fang as Adjunct Assistant Professor of Biochemistry, in the Department of Animal Biology, in the Associated Faculty of the School of Veterinary Medicine for three years effective July 1, 2003 (without salary; not in tenure probationary status in this appointment).

Change of name and reappointment
Change of name of Dr. Donna Ialeggio to Dr. Donna Ialeggio Pelletier and reappointment as Adjunct Assistant Professor of Zoological Medicine in Clinical Studies – Philadelphia in the Associated Faculty of the School of Veterinary Medicine for five years, retroactive to July 1, 2002 (without salary; not in tenure probationary status in this appointment)

SCHOOL OF NURSING

Standing Faculty

Correction to previously approved minute
Correction to previously approved minute: Scholarly leave of absence for Barbara Medoff-Cooper, Professor of Nursing in the Standing Faculty of the School of Nursing for the period September 1, 2003 to May 31, 2004 with full salary (65% from the sabbatical budget and 35% from grants); full benefits continued. (21 credits will be accrued; 16 credits will be used.) is corrected to read (47% from the sabbatical budget and 53% from grants); full benefits continued. (21 credits will be accrued; 11 credits will be used.) [Refer to PSCS of February 28, 2003]

Leaves of Absence
Scholarly leave of absence for Dr. Barbara Medoff-Cooper, Professor of Nursing in the Standing Faculty of the School of Nursing for the period September 1, 2003 to May 31, 2004 with full salary (65% from the sabbatical budget and 35% from grants); full benefits continued. [21 credits will be accrued; 16 credits will be used.]

ROTC

Academic Support Staff
Authorization to offer appointment to Major Matthew G. Chalkley, USMC as the Marine Officer Instructor in the Academic Support Staff of the University of Pennsylvania for the period June 1, 2003 through June 1, 2006 (without salary; not in tenure probationary status in this appointment).