Resolution to Amend the Statutes of the Trustees of the University of Pennsylvania

Intention:

The University's current "Policy for the Establishment, Merger, and Closing of Departments, Divisions, and Similar Entities Within Schools," approved by the Provost, the President and the Faculty Senate, requires trustee authorization for the merger and closing of entities as well as for their establishment, as provided in the statutes.

RESOLVED, that Section 10.5 of the Statutes of the University of Pennsylvania be amended as follows:

10.5 Upon recommendation of the President, the Trustees may authorize the establishment, merging, or closing of departments, divisions, or similar entities in schools that do not have departments, of academic departments within a Faculty. The chairman of each department shall be appointed or removed by the President, upon the recommendation of the Dean with the advice of the Faculty, and with the approval of the Provost or his or her designee. A department chairman shall serve according to policies and procedures established by the President and the Provost.
Resolution to Reelect James S. Riepe as Chair of the Board of Trustees

RESOLVED, that James S. Riepe be reelected Chair of the Board of Trustees of the University of Pennsylvania, effective July 1, 2003, for the term ending June 30, 2004.
Resolution to Reelect Jon M. Huntsman, Sr., Natalie I. Koether, Esq., and Michael L. Tarnopol as Vice Chairs of the Board of Trustees

RESOLVED, that Jon M. Huntsman, Sr., Natalie I. Koether, Esq., and Michael L. Tarnopol be reelected as Vice Chairs of the Board of Trustees of the University of Pennsylvania, effective July 1, 2003, for the term ending June 30, 2004.
Resolution to Elect the Executive Committee

RESOLVED, that the following Trustees be elected members of the Executive Committee for one-year terms effective July 1, 2003: Madlyn K Abramson, Christopher H. Browne, Gilbert F. Casellas, L. John Clark, David L. Cohen, Esq, Jon M. Huntsman, Sr., Paul K. Kelly, James J. Kim, Natalie I. Koether, William L. Mack, Andrea Mitchell, James S. Riepe (chair), Alvin V. Shoemaker, Michael L. Tarnopol, George Weiss, and Paul C. Williams.
Resolution to Appoint the Investment Board

RESOLVED, that the following persons be elected members of the Investment Board of the Trustees of the University of Pennsylvania for a term of one year, effective July 1, 2003, and until their successors are elected or appointed and qualified: Christopher H. Browne, Howard S. Marks (chair), Edward Mathias, Paul F. Miller, Jr., David M. Silfen, and Mark Winkelman.
Resolution to Elect Leonard A. Shapiro, Esq., as a Term Trustee

RESOLVED, that Leonard A. Shapiro be elected as a Term Trustee, effective July 1, 2003, to a term ending December 31, 2005, subsequent to his service as President of the University of Pennsylvania Alumni Society.

Mr. Shapiro (W'64) is President and Chief Executive Officer of Emerald Realty Advisors, LLC, a company specializing in real estate investments throughout the eastern United States. Mr. Shapiro has participated as an advisor on and owner of real estate investments throughout the Northeast and mid-Atlantic area.

After graduating from the Wharton School in 1964, Mr. Shapiro received his Juris Doctor degree in 1967 from the Georgetown University Law Center. He is currently a member of the District of Columbia Bar Association and the Virginia Bar Association. Mr. Shapiro is a member of the Economic Advisory Commission of Fairfax County, Virginia, and has previously served as an officer and director of the Northern Virginia Building Industry Association. In addition, Mr. Shapiro has participated as a member of numerous boards and committees for metropolitan Washington-area non-profit and civic organizations.

Mr. Shapiro serves on the Board of Overseers of the Graduate School of Education. He is past President of the Mid-Atlantic Regional Advisory Board. Mr. Shapiro established the Leonard A. Shapiro Trustee Scholarship. He has been a strong supporter of the music program at the School of Arts and Sciences, and he has also supported Athletics and the Graduate School of Education.

Mr. Shapiro will complete his three-year term as President of the University of Pennsylvania Alumni Society on June 30, 2003. In addition to an initial five-year term as an Alumni Trustee begun in January 1997, Mr. Shapiro served as an ex officio Alumni Trustee for the duration of his tenure as UPAS President. This three and one-half year term ending December 31, 2005, would allow Mr. Shapiro to complete ten years of board service.
Resolution to Elect Andrew R. Heyer as a Term Trustee

RESOLVED, that Andrew R. Heyer be elected as a Term Trustee, effective June 20, 2003.

Mr. Heyer (W'79,WG'79) is Vice Chairman of CIBC World Markets Corporation in New York City, as well as co-Head of CIBC Merchant Funds and a Member of CIBC's U.S. Management Committee. CIBC World Markets offers financial services to private investors, corporations, and institutions.

Mr. Heyer is also a co-founder and General Partner of Trimaran Capital Partners, L.L.C., a private asset management firm established in 2000. Trimaran Capital Partners manages Trimaran Fund II, a private-equity fund that concentrates on investments in the equity of private companies in the United States and Western Europe. Prior to being promoted to his current position in 2001, Mr. Heyer was co-founder and co-head of the CIBC High Yield Group.

Mr. Heyer was appointed Chair of the Board of Overseers of the School of Social Work in February 2003 and has served on the Trustee Development Committee since 2002. He has been a frequent guest speaker at Wharton finance classes and was a keynote speaker at the Wharton Finance Conference in October of 2002. Mr. Heyer's wife Mindy Halikman Heyer, C'79, W'79, WG'80, is a member of the College House Advisory Board. The Heyer Family Clock Court will be dedicated in the fall of 2003 in recognition of their support for renovation of the Quad.
Resolution to Appoint Richard J. Gelles as Dean of the School of Social Work

RESOLVED, that Richard J. Gelles be appointed Dean of the School of Social Work, effective February 1, 2003.

Dr. Gelles came to Penn in 1998 from the University of Rhode Island where he had taught since 1973. He is the author of the highly influential book *The Violent Home*, which was the first systematic investigation to provide empirical data on domestic violence. His more recent books, *The Book of David: How Preserving Families Can Cost Children's* and a third edition of *Lives and Intimate Violence in Families*, have also made a significant impact in the study of child welfare and family violence. He is the author or co-author of 23 books and more than 100 articles, chapters and papers.

In 1997, Dr. Gelles helped draft the federal Adoption and Safe Families Act, and he has testified before Congress on many occasions. He was appointed to the Kinship Care Advisory Panel of the Administration for Children, Youth and Families in 1998. Dr. Gelles was the 1999 recipient of the Award for Career Achievement in Research from the American Professional Society on the Abuse of Children. He was a recipient of the SSW Teaching Award in 1999 (Almanac May 16, 2000).

Dr. Gelles serves as Director of the Center for the Study of Youth Policy and as co-director of the Center for Children's Policy, Practice and Research. Dr. Gelles was director of the Family Violence Research Program at the University of Rhode Island, where he also served as department chair, 1978-82, and dean of the College of Arts and Sciences, 1984-90.

Dr. Gelles received his bachelor's degree from Bates College in 1968 and an M.A. in sociology from the University of Rochester in 1970. He holds a Ph.D. in sociology from the University of New Hampshire, 1973.
Resolution to Appoint Marjorie K. Jeffcoat as Dean of the School of Dental Medicine

RESOLVED, that Marjorie K. Jeffcoat be appointed Dean of the School of Dental Medicine, effective July 1, 2003.

An experienced leader in dental education, Dr. Jeffcoat most recently served as assistant dean of research and professor and chair of the department of periodontics at the University of Alabama. She also held the James Rosen Endowed Chair of Dental Research, served as interim chair for the department of oral biology, and taught as a professor of biochemical engineering. Previously, she taught periodontology for 10 years at Harvard.

Dr. Jeffcoat's reputation as a clinical researcher and her leadership at the University of Alabama put her at the very forefront of dental medicine today. She is a past president of the American Association for Dental Research and the International Association for Dental Research. She also sits on the National Institutes of Health-NIDCR Advisory Committee for Research on Women's Health. She has served on the editorial boards of a variety of professional research journals for more than 20 years, and is currently Editor-in-Chief of the Journal of the American Dental Association.

Dr. Jeffcoat graduated from the Harvard School of Dental Medicine, where she was also a research fellow in periodontology and a medical foundation fellow. She received her undergraduate degree from the Massachusetts Institute of Technology.
Resolution to Appoint Michael X. Delli Carpini as Dean of the Annenberg School for Communication

RESOLVED, that Michael X. Delli Carpini be appointed Dean of the Annenberg School for Communication, effective July 1, 2003.

Dr. Michael X. Delli Carpini, a scholar in American politics, public-opinion research and mass media, currently serves as director of the public policy program of the Pew Charitable Trusts.

In Dr. Delli Carpini's leadership role at the Pew Charitable Trusts, he worked to advance and to sustain improvements in American democratic life by implementing and overseeing initiatives that enhance participation in civic life, renewing the quality and meaning of campaigns and elections and improving government.

His impact on the American democratic process is complemented by his academic successes. Before arriving at the Pew Trusts in 1999, Dr. Delli Carpini joined the political science faculty at Barnard College in 1987 and was named department chair in 1995. He also spent six years, beginning in 1996, as a member of the Graduate Faculty of Columbia University. From 1980-87, he served as assistant professor of political science at Rutgers University.

Dr. Delli Carpini has authored four books, most recently *What Americans Know About Politics and Why It Matters*. He has also published dozens of journal articles, essays and panel papers on a variety of political and public-policy topics. He earned both a B.A. in English literature and an M.A. in political science from Penn in 1975. He earned his Ph.D. in political science from the University of Minnesota in 1980.
RESOLVED, that Omar H. Blaik be appointed Senior Vice President for Facilities and Real Estate Services, effective June 20, 2003.

Omar Blaik is Vice President for Facilities and Real Estate Services, with responsibility for Design and Construction, Facilities Operations and Maintenance, Planning, Real Estate Operations, Real Estate Development, Utilities, and Facilities Finance. Mr. Blaik came to the University in 1997 from Coopers & Lybrand where he specialized in advising institutional and corporate clients related to facilities management and real estate issues, process improvement, introduction of internal controls, planning and execution of capital programs, and overall re-structuring of facilities departments. He also has extensive experience advising construction companies in the areas of strategy, process improvement, project management, cost reduction, organizational re-structure, and control systems.

Mr. Blaik received his Bachelor of Science degree from Cairo University, his Master of Science degree in Civil Engineering from the University of Southern California, and his MBA from New York University's Leonard Stern School of Business. He is a member of the Executive Committee of the Board of Directors of International House.
Resolution to Appoint Craig R. Carnaroli as Senior Vice President for Finance and Treasurer

RESOLVED, that Craig R. Carnaroli be appointed Senior Vice President for Finance and Treasurer, effective June 20, 2003.

As Vice President for Finance and Treasurer, Mr. Carnaroli is responsible for the University’s financial planning processes and coordinates the financial activities for the University and its component parts. From 1995 until joining the University in 2000, Mr. Carnaroli had been at Merrill Lynch, where he led a team of professionals responsible for structuring and marketing tax-exempt and taxable debt issues for non-profit education and healthcare institutions. During the course of his investment banking career, Mr. Carnaroli raised over $5 billion of capital for non-profit institutions.

Mr. Carnaroli came to Merrill Lynch from CS First Boston, where he had served most recently as Vice President, Municipal Securities Division. While at CS First Boston, he assisted the University in the development of the Health System's borrowing structure through the development of the Master Trust Indenture. He joined CS First Boston in 1985. Mr. Carnaroli received a B.S. in Economics cum laude from the Wharton School, and an M.B.A. from the Stanford University Graduate School of Business.
RESOLVED, that Wendy S. White, Esq., be appointed Senior Vice President and General Counsel of the University of Pennsylvania and the University of Pennsylvania Health System, effective June 20, 2003.

Wendy S. White became the Vice President and General Counsel for the University of Pennsylvania and the University of Pennsylvania Health System in August 2001. Prior to that, she had been Deputy General Counsel for the University of Pennsylvania, a position she had held since September 1999. Ms. White was a partner in the law firm of Shea & Gardner in Washington, D.C., during the period 1981 to 1999, serving as managing partner for a portion of her tenure there. In addition, Ms. White served as Associate Counsel to the President of the United States in 1996-1997.

Ms. White received a bachelor's degree, magna cum laude, from Goucher College in 1972 and was also elected to Phi Beta Kappa. She received a Juris Doctor degree, magna cum laude, from the University of Pennsylvania where she was an Editor of the Law Review and a member of Order of the Coif. Ms. White is a member of the American Law Institute, the Pennsylvania Bar, the District of Columbia Bar, and the Bar of the United States Supreme Court.
Resolution on Appointments, Leaves and Promotions
April 23, 2003- May 29, 2003

GRADUATE SCHOOL OF EDUCATION

Standing Faculty

Appointment Authorizations

Authorization to offer appointment to Dr. Mary Beth Gasman as Assistant Professor of Education in the Standing Faculty of the Graduate School of Education for four years effective July 1, 2003 (full salary; tenure probationary period commences July 1, 2003). Mandatory tenure review is academic year 2008-09.

Authorization to offer appointment to Ms. Kathryn Howard as Assistant Professor of Education in the Standing Faculty of the Graduate School of Education for four years effective July 1, 2003 contingent upon completion of all the requirements for the Ph.D. degree by that date, otherwise appointment as Lecturer in the Academic Support Staff for one year (full salary; tenure probationary period commences with the appointment as Assistant Professor).

Scholarly leaves

Scholarly leave of absence for Dr. Margaret E. Goertz, Professor of Education in the Standing Faculty of the Graduate School of Education for the Fall 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. Peter Kuriloff, Professor of Education in the Standing Faculty of the Graduate School of Education, for the academic year 2003-2004 with up to full salary; full benefits continued, 91.67% funding from sabbatical pool, 8.33% from grant. [22 credits will be accrued, 22 credits will be used].

Acceptance and change to previously approved minute

Acceptance and Change in effective date – Appointment of Dr. William H. Schmidt as Professor of Education in the Standing Faculty of the Graduate School of Education is changed to effective July 1, 2004 (full salary; with tenure). [Refer to PSC of February 21, 2002]

Secondary Appointment

Secondary appointment for Dr. Dennis M. DeTurck, the Davidson Kennedy Professor in the College in the Standing Faculty of the School of Arts and Sciences, as Professor of Education in the Graduate School of Education for three years effective July 1, 2003 with voting rights.

Resignation
Resignation of Dr. Stephen J. Campbell, Assistant Professor of History of Art in the Standing Faculty of the School of Arts and Sciences effective June 30, 2002.

Associated Faculty

Reappointments
Reappointment of Dr. Mary Ann Julian as Adjunct Assistant Professor of Education in the Associated Faculty of the Graduate School of Education for three years effective July 1, 2003 or for the duration of her administrative appointment, whichever is the shorter period of time (partial salary dependent on duties assigned; not in tenure probationary status in this appointment).

H. SCHOOL OF ARTS AND SCIENCES

Standing Faculty

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

Authorization to offer appointment to Dr. Steven Hahn as Professor of History in the Standing Faculty of the School of Arts and Sciences effective July 1, 2003 (full salary; with tenure). Designation as the Roy F. and Jeannette P. Nichols Professor in American History through his tenure.

Authorization to offer appointment to Dr. Stephanie McCurry as Associate Professor of History in the Standing Faculty of the School of Arts and Sciences effective July 1, 2003 (full salary; with tenure).

Authorization to offer appointment to Dr. Yolanda Martinez-San Miguel as Associate Professor of Romance Languages in the Standing Faculty of the School of Arts and Sciences effective July 1, 2003 (full salary; with tenure).

Authorization to offer appointment to Dr. Diana C. Mutz as Professor of Political Science in the Standing Faculty of the School of Arts and Sciences effective July 1, 2003 (full salary; with tenure). Designation as the Annenberg Professor of Political Science and Communication through her tenure.

Authorization to offer appointment to Dr. Robin Pemantle as Professor of Mathematics in the Standing Faculty of the School of Arts and Sciences effective June 1, 2003 (full salary; with tenure.)

Authorization to offer appointment to Dr. Florian Pop as Professor of Mathematics in the Standing Faculty of the School of Arts and Sciences effective July 1, 2003 (full
salary; with tenure). This appointment will be as Lecturer C for the period July 1, 2003 through June 30, 2005 or until a green card is appropriately received. [This appointment is contingent upon U.S. Permanent Residency status.]

Authorization to offer appointment to Dr. Margo Todd as Professor of History in the Standing Faculty of the School of Arts and Sciences effective July 1, 2003 (full salary; with tenure). Designation as the Walter H. Annenberg Professor of History through her tenure.

Authorization to offer appointment to Dr. Licia Verde as Assistant Professor of Physics and Astronomy in the Standing Faculty of the School of Arts and Sciences for four 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. [This appointment will be as Lecturer C for one year effective July 1, 2003 or until the H-1 visa is appropriately received]

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

Promotion of Dr. Marisa C. Kozlowski to Associate Professor of Chemistry in the Standing Faculty of the School of Arts and Sciences effective July 1, 2003 (full salary; with tenure).

Promotion of Dr. Carol Ann Muller to Associate Professor of Music in the Standing Faculty of the School of Arts and Sciences effective July 1, 2003 (full salary; with tenure).

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

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

Promotion of Dr. Guthrie P. Ramsey, Jr. to Associate Professor of Music in the Standing Faculty of the School of Arts and Sciences effective July 1, 2003 (full salary; with tenure).

Promotion of Dr. Max Tegmark to Associate Professor of Physics and Astronomy in the Standing Faculty of the School of Arts and Sciences effective July 1, 2003 (full salary; with tenure).

Reappointments
Reappointment of Dr. Shane Butler as Assistant Professor of Classical Studies 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. Max Cavitch as Assistant Professor of English 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. David S. Embick as Assistant Professor of Linguistics 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. Sean Keilen as Assistant Professor of English 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.

Associated Faculty

Appointment Authorization
Authorization to offer appointment to Dr. Kathleen Adair Foster as Adjunct Professor of History of Art in the Associated Faculty of the School of Arts and Sciences for the period March 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. Ann Temkin as Adjunct Professor of History of Art in the Associated Faculty of the School of Arts and Sciences for three years effective July 1, 2003 (partial salary dependent on duties assigned; not in tenure probationary status in this appointment).

Academic Support Staff

Reappointment
Reappointment of Dr. James F. Schlatter as Senior Lecturer in English/Theater Arts in the Academic Support Staff of the School of Arts and Sciences for four years effective July 1, 2003 (full salary; not in tenure probationary status in this appointment).

SCHOOL OF ENGINEERING AND APPLIED SCIENCES

Standing Faculty

Leaves of Absence
Scholarly leave of absence for Dr. Scott Diamond, Professor of Chemical and Biomolecular Engineering in the Standing Faculty of the School of Engineering and Applied Science, for the fall semester 2003 with up to full salary; full benefits continued [12 credits will be accrued; 12 credits will be used].

Promotions
Promotion of Dr. Kwabena A. Boahen to Associate Professor of Bioengineering in the Standing Faculty of the School of Engineering and Applied Science effective July 1, 2003 (full salary; with tenure).

Promotion of Dr. Konstantinos Daniilidis to Associate Professor of Computer and Information Science in the Standing Faculty of the School of Engineering and Applied Science effective July 1, 2003 (full salary; with tenure).

Promotion of Dr. Camillo J. Taylor to Associate Professor of Computer and Information Science in the Standing Faculty of the School of Engineering and Applied Science effective July 1, 2003 (full salary; with tenure).

Reappointments
Reappointment of Dr. Eric T. Boder, Assistant Professor of Chemical and Biomolecular Engineering in the Standing Faculty of the School of Engineering and Applied Science, 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. George J. Pappas, Assistant Professor of Electrical and Systems Engineering in the Standing Faculty of the School of Engineering and Applied Science, for three years effective July 1, 2004 (full salary; tenure probationary period commenced in 2000). Mandatory tenure review is academic year 2005-06.

Reappointment of Dr. Saswati Sarkar, Assistant Professor of Electrical and Systems Engineering in the Standing Faculty of the School of Engineering and Applied Science, for three years effective July 1, 2004 (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].

Chair Designation
Designation of Dr. Rajeev Alur, Professor of Computer and Information Science in the Standing Faculty of the School of Engineering and Applied Science, as the Zisman Family Professor of Computer and Information Science for a term of ten years effective July 1, 2003.

LAW SCHOOL
Standing Faculty

Terminal reappointment

Terminal reappointment of Dr. Peter H. Huang as Assistant Professor of Law in the Standing Faculty of the Law School for one year effective July 1, 2003 (full salary; tenure probationary period commenced July 1, 1997).

WHARTON SCHOOL

Standing Faculty

Promotions

Promotion of Dr. Tianwen Tony Cai to Associate Professor of Statistics in the Standing Faculty of the Wharton School effective July 1, 2003 (full salary; with tenure).

Promotion of Dr. Joao F. Gomes to Associate Professor of Finance in the Standing Faculty of the Wharton School effective July 1, 2003 (full salary; with tenure).

Promotion of Dr. Gavan J. Fitzsimons to Associate Professor of Marketing in the Standing Faculty of the Wharton School effective July 1, 2003 (full salary; with tenure).

Promotion of Dr. David K. Musto to Associate Professor of Finance in the Standing Faculty of the Wharton School effective July 1, 2003 (full salary; with tenure).

Promotion of Dr. Dennis A. Yao to Professor of Business and Public Policy in the Standing Faculty of the Wharton School effective July 1, 2003 (full salary; with tenure).

Leaves of Absence

Scholarly leave of absence for Dr. Marshall E. Blume, the Howard Butcher III Professor of Financial Management in the Standing Faculty of the Wharton School, for the period January 1, 2004 to June 30, 2004 with up to full salary, appropriate benefits continued. [21 credits will be accrued; 12 credits will be used.]

Scholarly leave of absence for Dr. Richard C. Marston, the James R.F. Guy Professor of Finance in the Standing Faculty of the Wharton School, for the period July 1, 2003 to December 31, 2003 with up to full salary, appropriate benefits continued. [16 credits will be accrued; 12 credits will be used.]

Approved Senior Faculty Resident leave of absence for Dr. Kenneth L. Shropshire, the David W. Hauck Professor at the Wharton School, for the period July 1, 2003 to December 31, 2003 with up to full salary; full benefits continued. [21 credits will be accrued; 0 credits will be used] is changed to the period July 1, 2006 to December 31,
Reappointments
Reappointment of Dr. Dan Hunter as Assistant Professor of Legal Studies 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. Maurice E. Schweitzer as Assistant Professor of Operations and Information 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. Julie Wulf 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, 1999). Adjusted mandatory tenure review is academic year 2005-06.

Associated Faculty
Reappointments
Reappointment of Mr. Jose F. Anderson as Adjunct Professor of Legal Studies in the Associated Faculty of the Wharton School for the period July 1, 2003 to June 30, 2006 (partial salary dependent upon duties assigned; not in tenure probationary status in this appointment).

Reappointment of Dr. Stephen A. Meyer as Adjunct Professor of Finance in the Associated Faculty of the Wharton School for three years effective July 1, 2003 (partial salary dependent on duties assigned; not in tenure probationary status in this appointment).

Reappointment of Dr. Tayyeb Shabbir as Adjunct Associate Professor of Finance in the Associated Faculty of the Wharton School for three years effective July 1, 2003 (partial salary dependent on duties assigned; not in tenure probationary status in this appointment).

Extension to approved appointment
Extension to the appointment authorization for Dr. Ronel Elul as Visiting Assistant Professor of Finance in the Associated Faculty of the Wharton School to August 31, 2003 (full salary with health and life insurance benefits; not in tenure probationary status in this appointment). [Refer to PSC of June 21 2002]
Emeritus Faculty

Reemployment beyond retirement
Reemployment beyond retirement of Dr. Howard V. Perlmutter, Professor Emeritus of Management, for the period July 1, 2003 to June 30, 2004 with partial salary dependent on duties assigned.

Reemployment beyond retirement of Dr. Edward B. Shils, Professor Emeritus of Management, for the period July 1, 2003 to June 30, 2004 with partial salary dependent on duties assigned.

Resignation
Resignation of Dr. Phillip C. Stocken as Assistant Professor of Accounting in the Standing Faculty of the Wharton School effective June 30, 2003.

HEALTH SCHOOLS

SCHOOL OF DENTAL MEDICINE

Standing Faculty

Conversion to tenure
Appointment of Dr. Hydar Ali as Associate Professor of Pathology in the Standing Faculty of the School of Dental Medicine is converted to tenure effective July 1, 2003 (full salary).

Extension
Extension to the approved appointment and tenure probationary period for Dr. Linda L. Otis, Associate Professor of Oral Medicine in the Standing Faculty of the School of Dental Medicine for one year effective July 1, 2005 (full salary; five year tenure probationary period commenced July 1, 2000. Adjusted mandatory tenure review is academic year 2004-05. [This extension is granted for recall to active military service.]

Promotions
Promotion of Dr. Jonathan Korostoff to Associate Professor of Periodontics in the Standing Faculty–Clinician-Educator of the School of Dental Medicine effective July 1, 2003 (full salary; appointment subject to the stipulations given in Guidelines for Appointments and Promotions, January 8, 1985 or as amended).

Promotion of Dr. Thomas P. Sollecito to Associate Professor of Oral Medicine in the Standing Faculty – Clinician-Educator of the School of Dental 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. Yan Yuan** to Associate Professor of Microbiology in the Standing Faculty of the School of Dental Medicine effective July 1, 2003 (full salary; with tenure).

**Associated Faculty**

**Reappointments**

**Reappointment of Dr. Anne Poison** as Adjunct Associate Professor of Orthodontics in the Associated Faculty of the School of Dental Medicine for a period of 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 with this appointment).

**Reappointment of Dr. Mariano Sanz** as Adjunct Professor of Periodontics in the Associated Faculty of the School of Dental Medicine for a period of three years retroactive to July 1, 2002 (unsalaried; not in tenure probationary status with this appointment).

**Academic Support Staff**

**Reappointments**

**Terminal reappointment of Dr. Mian Khalid Iqbal** as Lecturer of Endodontics in the Academic Support Staff of the School of Dental Medicine for the period January 1, 2003 – December 31, 2003 (full salary; not in tenure probationary status with this appointment). Dr. Iqbal has held one-year appointments as Lecturer since January 2000.

**SCHOOL OF MEDICINE**

**Standing Faculty**

**Appointment Authorizations**

**Authorization to offer appointment to Dr. Douglas A. Coulter** as Associate Professor of Pediatrics in the Standing Faculty of the School of Medicine effective May 1, 2003 (full salary; with tenure).

**Authorization to offer appointment to Dr. Jonathan P. Katz** as Assistant Professor of Medicine 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 with a ten-year clinical probationary period). The mandatory tenure review is academic year 2011-12.
Authorization to offer appointment to Dr. Jennifer R. Kogan 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 the period of January 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 that commences July 1, 2003. The clinician-educator review date is academic year 2011-12.

Authorization to offer appointment to Dr. Louise C. Showe as Wistar Institute Associate Professor of Dermatology 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).

Authorization to offer appointment to Dr. Dajie Wang as Assistant Professor of Anesthesia at the Hospital of the University of Pennsylvania in the Standing Faculty -- Clinician-Educator of the School of Medicine for the period of April 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 that commences July 1, 2003. The clinician-educator review date is academic year 2011-12.

Chair Designation
Designation of Dr. Eli Glatstein, Professor of Radiation Oncology in the Standing Faculty of the School of Medicine, as the Morton M. Kligerman Professor of Radiation Oncology for a term of ten years effective June 1, 2003.

Promotions
Promotion of Dr. Michael Granato to Associate Professor of Cell and Developmental Biology in the Standing Faculty of the School of Medicine effective July 1, 2003 (full salary; with tenure).

Promotion of Dr. Barbara A. Haber 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. Thomas A. Jongens to Associate Professor of Genetics in the Standing Faculty of the School of Medicine effective July 1, 2003 (full salary; with tenure).

Promotion of Dr. David A. Lenrow to Associate 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 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. James F. Markmann** to Associate Professor of Surgery in the Standing Faculty of the School of Medicine effective July 1, 2003 (full salary; with tenure).

**Promotion of Dr. Michael S. Marks** 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. Vladimir R. Muzykantov** to Associate Professor of Pharmacology in the Standing Faculty of the School of Medicine effective July 1, 2003 (full salary; with tenure).

**Promotion of Dr. E. Michael Ostap** to Associate Professor of Physiology in the Standing Faculty of the School of Medicine effective July 1, 2003 (full salary; with tenure).

**Promotion of Dr. Warren S. Pear** 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. Vladimir R. Muzykantov** to Associate Professor of Pharmacology in the Standing Faculty of the School of Medicine effective July 1, 2003 (full salary; with tenure).

**Promotion of Dr. Warren S. Pear** 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. Samantha M. Pfeifer** to Associate Professor of Obstetrics and Gynecology 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. Hao Shen** to Associate Professor of Microbiology in the Standing Faculty of the School of Medicine effective July 1, 2003 (full salary; with tenure).

**Promotion of and change in title for Dr. Robert M. Weinrieb** to Associate Professor of 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).

**Conversion to Tenure**

**Appointment of Dr. Douglas F. Levinson**, Associate Professor of Psychiatry in the Standing Faculty of the School of Medicine is **converted to tenure** effective July 1, 2003 (full salary).
Reduction in salary

**Reduction in salary to 50% for Dr. Helen C. Davies**, Professor of Microbiology in the Standing Faculty of the School of Medicine for one year effective July 1, 2003 with a proportional reduction in those benefits which are salary-based.

Extension

**Extension to the approved reappointment and clinician-educator probationary period for Dr. Thomas J. Bader** as Assistant Professor of Obstetrics and Gynecology at the Hospital of the University of Pennsylvania 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 that commenced July 1, 1996. **Adjusted** Clinician-Educator review is academic year **2005-06**. [This extension is granted pursuant paragraph A.1. of the policy on extension of tenure probationary period, March 18, 1997 or as amended].

Reappointments

**Reappointment of Dr. Shawn P. Cahill** as Assistant Professor of Clinical Psychology in Psychiatry at the Hospital of the University of Pennsylvania in the Standing Faculty -- Clinician-Educator of the School of Medicine for three years retroactive to July 1, 2002 (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 that commenced July 1, 1999. The clinician-educator review date is academic year **2007-08**.

**Reappointment of Dr. Judith G. McKenzie** 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 that commenced July 1, 1997. The clinician-educator review date is academic year **2005-06**.

**Reappointment of Dr. James M. Metz** 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 that commenced July 1, 2000. The clinician-educator review date is academic year **2008-09**.

**Reappointment of Dr. Robert W. Neumar** as Assistant Professor of Emergency 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. Alberto Pochettino** as Assistant Professor of Surgery 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 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 that commenced July 1, 1997. The clinician-educator review date is academic year 2005-06.

**Reappointment of Dr. Daniel H. Sterman** as Assistant Professor of Medicine 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 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 that commenced July 1, 1997. The clinician-educator review date is academic year 2005-06.

**Leaves of Absence**

**Scholarly leave of absence for Dr. Nigel W. Fraser,** Professor of Microbiology in the Standing Faculty of the School of Medicine for one year effective October 1, 2003 with up to full salary (50% from the leave budget – 50% from grants) full benefits continued. [20 credits will be accrued; 12 credits will be used].

**Compressed scholarly leave of absence for Dr. Parvati Ramchandani,** 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 January 1, 2004 to April 30, 2004 with up to full salary; full benefits continued. [24 credits will be accrued; 24 credits will be used].

**Miscellaneous Change: Correction to previous minutes**

The approved 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 - should be changed to partial salary; with full University benefits. [Refer to PSC Subcommittee of February 28, 2003]

**Reduction of duties**

**Reduction in duties by 20% for child care for Dr. Greta R. Bunin,** Research Associate Professor of Pediatrics in the Associated Faculty of the School of Medicine for one year effective July 1, 2003 with a proportional reduction in salary and those benefits which are salary-based.
Extensions

Extension to the approved appointment and tenure probationary period for Dr. Avinash Bhandoola as Assistant Professor of Pathology and Laboratory Medicine in the Standing Faculty of the School of Medicine for one year effective July 1, 2004 contingent on appropriate visa (full salary; tenure probationary period commenced July 1, 2001). Adjusted mandatory tenure review is academic year **2007-08**. [This extension is granted pursuant to paragraph A.2. 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. Holly L. Hedrick as Assistant Professor of Surgery in the Standing Faculty of the School of Medicine for one year effective July 1, 2004 (full salary; ten-year clinical tenure probationary period commenced July 1, 2000 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). Adjusted mandatory tenure review is academic year **2010-11**. [This extension is granted pursuant to paragraph A.1. of the policy on extension of tenure probationary period, March 18, 1997 or as amended].

Associated Faculty

Appointment Authorizations

Authorization to offer appointment to Dr. Jacquelyn M. Aveta 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).

Authorization to offer appointment to Dr. Anthony V. Benedetto as Clinical Assistant Professor of Dermatology 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).

Authorization to offer appointment to Dr. Edward F. Chan as Clinical Assistant Professor of Dermatology in the Associated Faculty of the School of Medicine for the period of April 12, 2003 to June 30, 2004 (without salary; not in tenure probationary status in this appointment). Three years (July 1, 2000 to April 11, 2003) were spent in Clinician-Educator probation.

Authorization to offer appointment to Dr. James Cipolla as Clinical Assistant 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).

Authorization to offer appointment to Dr. Herbert Dardik as Clinical Professor of Surgery in the Associated Faculty of the School of Medicine for the period of March 1,
2003 to June 30, 2006 (without salary; not in tenure probationary status in this appointment).

Authorization to offer appointment to Dr. James G. Davis as Research Assistant Professor of Otorhinolaryngology: Head and Neck Surgery in the Associated Faculty of the School of Medicine for the period of April 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 that begins July 1, 2003). The mandatory review year is academic year 2008-09.

Authorization to offer appointment to Dr. Michael Devon 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).

Authorization to offer appointment to Dr. Kari Anne Draper 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).

Authorization to offer appointment to Dr. Elizabeth Elliott 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).

Authorization to offer appointment to Dr. Mary Beth Fabio 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).

Authorization to offer appointment to Dr. Rodney R. Finalle 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).

Authorization to offer appointment to Dr. Adena B. Greenberg 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).

Authorization to offer appointment to Dr. Robert W. Grundmeier 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).
Authorization to offer appointment to Dr. Blaze R. Gusic  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).

Authorization to offer appointment to Dr. Stanley E. Hemsley, Jr.,  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).

Authorization to offer appointment to Dr. Kelly J. Henning  as Adjunct Associate 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).

Authorization to offer appointment of Dr. Cynthia R. Jacobstein  as Clinical Assistant 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). Two years (August 13, 2001 to June 30, 2003) were spent in Clinician-Educator probation.

Authorization to offer appointment to Dr. Kenneth L. Kershbaum  as Clinical Assistant Professor of Medicine in the Associated Faculty of the School of Medicine for the period of May 1, 2003 to June 30, 2006 (without salary; not in tenure probationary status in this appointment).

Authorization to offer appointment to Dr. Grace Kuo  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).

Authorization to offer appointment to Dr. Thomas Lind  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).

Authorization to offer appointment to Dr. Alexandra McLean  as Clinical Assistant Professor of Psychiatry 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. Sharon B. Meropol  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).
Authorization to offer appointment to Dr. Jeffrey H. Millstein as Clinical Assistant Professor of Medicine in the Associated Faculty of the School of Medicine for the period of May 1, 2003 to June 30, 2006 (without salary; not in tenure probationary status in this appointment).

Authorization to offer appointment to Dr. Sarah K. Moerschel 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).

Authorization to offer appointment to Dr. Susan N. Ortolano 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).

Authorization to offer appointment to Dr. Carol E. Ott 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).

Authorization to offer appointment to Dr. Alice Reich 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).

Authorization to offer appointment to Dr. Rommel L. Rivera as Clinical Assistant Professor of Psychiatry 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. Nicholas Scharff, III as Clinical Assistant Professor of Medicine in the Associated Faculty of the School of Medicine for the period of May 1, 2003 to June 30, 2006 (without salary; not in tenure probationary status in this appointment).

Authorization to offer appointment to Dr. David S. Wernsing as Clinical Assistant Professor of Surgery in the Associated Faculty of the School of Medicine for the period of March 1, 2003 to June 30, 2006 (without salary; not in tenure probationary status in this appointment).

Promotions
Promotion and reappointment of Dr. Ronen Marmorstein to Wistar Institute 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).
**Promotion of Dr. Kathryn E. Saatman** to Research Associate Professor of Neurosurgery 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).

**Reappointments**

**Reappointment of Dr. Christian M. Alexander** as Clinical Assistant Professor of Anesthesia 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. Vidya S. Banka** as Clinical 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. Richard H. Bennett** as Clinical Assistant Professor of Neurology 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. Danielle C. Bruder** 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. John S. Cacciola** as Adjunct Associate 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. Susan M. Chen** as Clinical Assistant Professor of Emergency Medicine 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. Hubert S. Chou** as Adjunct 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. Robert A. Copeland** 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. Sharon E. Davidheiser** 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. Kevin A. Dolan as Clinical Assistant Professor of Anesthesia 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. James E. Duckett as Clinical Associate Professor of Anesthesia 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. George E. Ehrlich 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. Thomas N. Ferraro as Research Associate Professor of Pharmacology in Psychiatry 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. Albert H. Fink, Jr. 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. John C. Flamma as Clinical Assistant Professor of Emergency Medicine 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. Edward T. Flynn, Jr. as Research Associate Professor of Anesthesia 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. Leonard R. Geiger as Clinical Assistant Professor of Neurology 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. Edward P. Gorrie 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. Joel H. Greenberg as Research Professor of Neurology 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. Richard I. Katz** as Clinical Associate Professor of Neurology 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. Suzanne M. Miller** as Adjunct Professor of Psychology in Psychiatry 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. Karen J. Nichols-Ceperley** 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. Jane Z. Portnoy** as Clinical Assistant Professor of Ophthalmology 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. Ellen Pure** as Wistar Institute 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. Michelle E. Rainville** as Clinical Assistant Professor of Emergency Medicine 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. Kusuma E. Reddy** as Clinical Assistant Professor of Emergency 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. Edward G. Reis** 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. Suzanne B.E. Repasky** as Clinical Assistant Professor of Emergency Medicine 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. Beth E. Rezet** 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. Jean Richa** as Adjunct Associate Professor of Genetics 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).

**Reappointment of Dr. Shane E. Ruckle** as Clinical Assistant Professor of Emergency 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. Jean M. Sanger** as Research Professor of Cell and Developmental Biology 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. Norman J. Schatz** as Adjunct Professor of Neurology 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. Henry Shuman** as Research Associate Professor of Physiology 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. Evelyne Shuster** as Adjunct Associate Professor of Philosophy in Psychiatry 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. Steven G. Simms** 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. Robert G. Smith** as Research Associate Professor of Neuroscience 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. Daniel E. Soffer** 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 and change of name for Dr. Barbara L. Stipe (due to marriage name changed from Henshell to Stipe) 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. Lloyd B. Tepper as Adjunct Professor of Emergency 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. Gary D. Thal as Adjunct Assistant Professor of Anesthesia 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 N. Thurman 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. Noga Vardi as Research Associate Professor of Neuroscience 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. Geoffrey A. Agrons 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. Leslie B. Alexander as Adjunct Professor of Social Work in Psychiatry 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. Lorna Blum 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. Robert E. Bonner as Adjunct Assistant Professor of Emergency 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. Deni Carise as Adjunct Assistant Professor of Psychology in Psychiatry 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. Et-tsu Chen as Clinical Assistant Professor of Radiation Oncology 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. Marcia L. Comstock as Adjunct Assistant Professor of Emergency 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. David G. Cook as Clinical Professor of Neurology 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. Robert H. Debbs as Clinical Assistant Professor of Obstetrics and Gynecology 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. Hadassah Degani as Adjunct Professor of Radiologic Science in Radiology 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. Carol A. Dolinskas as 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).

Reappointment of Dr. Roland L. Dunbrack, Jr., as Adjunct Assistant 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. Elizabeth Genovese as Adjunct Assistant Professor of Emergency 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. Lawrence G. Gray as Adjunct Assistant Professor of Neurology 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).

A terminal reappointment of Dr. Shuko Harada as Research Assistant Professor of Pathology and Laboratory Medicine in the Associated Faculty of the School of Medicine for one year 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 that commenced July 1, 1997).
Reappointment of Dr. Natalie P. Hartenbaum as Adjunct Assistant Professor of Emergency 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. Richard A. Hsi as Adjunct Assistant Professor of Radiation Oncology 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. Margaret M. LaManna as Adjunct Associate Professor of Radiology 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. Douglas B. Marlowe as Adjunct Associate Professor of Psychology in Psychiatry in the Associated Faculty of the School of Medicine for three years effective July 1, 2003 (partial salary dependent on duties assigned; not in tenure probationary status in this appointment).

Reappointment of Dr. Alan I. Penn as Adjunct Assistant Professor of Radiology 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. Roger J. Porter as Adjunct Professor of Neurology 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. Andrzej Ptasznik as Research Assistant Professor of 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 that began July 1, 2000). The mandatory review year is academic year 2005-06.

Reappointment of Dr. David W. Speicher as Wistar Institute 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. Christian J. Stoeckert, Jr., as Research Associate Professor of Genetics 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. Kathryn R. Suarez as Clinical Assistant Professor of Obstetrics and Gynecology 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 M. Taubman 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. Robert M. Weinryb as Adjunct Associate Professor of Psychiatry 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. Donald S. Weinstein 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). Three years (July 1, 1996 to June 30, 2000) were spent in Clinician-Educator probation.

Reappointment of Dr. English D. Willis 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).

SCHOOL OF NURSING

Standing Faculty

Promotion
Promotion of Dr. Kathryn H. Bowles to Associate Professor of Nursing in the Standing Faculty of the School of Nursing effective July 1, 2003 (full salary; with tenure).

Scholarly leave
Scholarly leave of absence for Dr. Therese S. Richmond, Associate Professor of Trauma and Critical Care Nursing in the Standing Faculty of the School of Nursing for the period September 1, 2003 to May 31, 2004 with up to full salary (20% from the sabbatical budget, 40% from grants, 40% from clinical sources;) full benefits continued. [12 credits will be accrued; 5 credits will be used]

Associated Faculty

Appointment Authorizations
Authorization to offer appointment to Dr. Ivo L. Abraham as Adjunct Professor of Nursing in the Associated Faculty of the School of Nursing retroactive to the period November 1, 2002 to June 30 2007 (without salary; not in tenure probationary status in this appointment).
Authorization to offer appointment to Dr. Elizabeth Ely as Adjunct Assistant Professor of Nursing in the Associated Faculty of the School of Nursing retroactive to the period December 1, 2002 to June 30 2007 (without salary; not in tenure probationary status in this appointment).

Authorization to offer appointment to Dr. Kathleen P. Kinslow as Clinical Assistant Professor of Nursing in the Associated Faculty of the School of Nursing retroactive to the period November 1, 2002 to June 30 2007 (without salary; not in tenure probationary status in this appointment).

Authorization to offer appointment to Dr. Christiaan B. Morssink as Adjunct Assistant Professor of Nursing in the Associated Faculty of the School of Nursing retroactive to the period December 1, 2002 to June 30 2005 (without salary; not in tenure probationary status in this appointment).
Resolution to Change the Name of the Graduate School of Fine Arts to the School of Design

Intention:

The Graduate School of Fine Arts seeks to change its name to the School of Design.

Architecture and art courses have been taught at Penn since 1868. They began as undergraduate programs lodged within the College (and, for a brief period, in Engineering) until an independent school was established in 1921. Modeled after the Ecole des Beaux Arts in Paris, the new school offered programs in architecture, art, art history and music. In 1951, the school was reinvented as a graduate and professional school and in 1958 was renamed the Graduate School of Fine Arts. Its undergraduate professional programs were gradually replaced by graduate professional programs, and the departments of music and art history were transferred into the School of Arts and Sciences.

Fine arts is the smallest of the school's professional programs, with architecture; city and regional planning; and landscape architecture and historic preservation being considerably larger. For each of these fields, identification with "fine arts" detracts from their hard-won status as professional disciplines that require a blend of scientific and technical expertise as well as creativity. City planning and historic preservation, for example, simply are not "fine arts."

The school also is no longer exclusively a graduate school: fully one-third of its enrollments include undergraduates. Moreover, much of the teaching in fine arts could legitimately be called "design"—photography, digital media, digital graphics, animation, and graphic design, among other areas. For most people, fine arts tends to signify the traditional arts of painting and sculpture.

The change in name is being sought both to eliminate confusion regarding the programs the school offers and to recognize that design is the one element in common among its various programs; it is a term that has meaning in each of its disciplines even if it does not encompass everything they do.

The Standing Faculty voted in September 2001 to request the name change; this request was subsequently endorsed by the school's Board of Overseers, and, this year, by the President and Provost. It has also been discussed with the school's alumni association.

RESOLVED, that the Graduate School of Fine Arts be renamed the School of Design.
Resolution to Establish a Department of Criminology in the School of Arts and Sciences

Intention:

The School of Arts and Sciences proposes the establishment of a Department of Criminology to provide an academic base for research and teaching on crime and criminal behavior.

This proposal is a response to the School's efforts to increase the size of its social sciences faculty, which has declined in recent years while at the same time undergraduate student interest in the social sciences, as measured by majors and course units, has risen sharply.

Criminology is well established as a distinct academic discipline, with its own formal methodologies and over 50 academic journals. The massive investment by the U.S. and foreign governments in criminology research serves as further recognition of the ever-growing importance of this scholarship. Penn has a distinguished tradition in criminology dating back to the 1920s, with some of the most influential figures in the history of the field having served on its faculty. Penn's current academic resources provide a solid foundation for a top criminology program: the University reactivated its doctoral program in Criminology in 2000, transferring it from Wharton to SAS, and the Jerry Lee Center for Criminology opened that same year and has attracted significant external funding. The existence of a criminology department would help the University to recruit the field's top scholars.

The proposed department would be small, with a maximum size of four to six standing faculty. The department would be bolstered by faculty from SAS and other Penn schools who would hold secondary appointments in the department.

A department of criminology would advance the University's goals, articulated most recently in the strategic plan Building on Excellence, to be a global leader in both the social sciences and in urbanism.

RESOLVED, that in accordance with a proposal endorsed by the faculty and administration of the School of Arts and Sciences, the establishment of a Department of Criminology in the University of Pennsylvania School of Arts and Sciences be approved.
Resolution to Authorize the Fiscal Year 2004 Operating Budget
For the University of Pennsylvania

Intention:

The Trustee Budget and Finance Committee has reviewed the operating budget proposed for the University of Pennsylvania for Fiscal Year 2004 and recommends its approval.

RESOLVED, that the operating budget for the University of Pennsylvania for Fiscal Year 2004 be and the same hereby is approved.
Resolution to Authorize the Fiscal Year 2004 Capital Plan
for the University of Pennsylvania

Intention:

The Trustee Budget and Finance Committee has reviewed and recommends for approval
the Capital Plan proposed for the University of Pennsylvania for Fiscal Year 2004,
representing estimated project costs of $184.0 million, as follows (by funding source):

<table>
<thead>
<tr>
<th>Funding Source</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>School &amp; Center</td>
<td>$ 32.4 million</td>
</tr>
<tr>
<td>Gifts &amp; Grants</td>
<td>$ 45.5 million</td>
</tr>
<tr>
<td>Capital Funding Transfer</td>
<td>$  7.7 million</td>
</tr>
<tr>
<td>Internal Capital Loan</td>
<td>$ 53.4 million</td>
</tr>
<tr>
<td>Research Facilities Development Fund</td>
<td>$   .8 million</td>
</tr>
<tr>
<td>Facilities Renewal Fund</td>
<td>$ 12.2 million</td>
</tr>
<tr>
<td>Other Funding Sources</td>
<td>$ 32.0 million</td>
</tr>
</tbody>
</table>

Each project within the Capital Plan costing $250,000 or more will be approved
individually by Capital Council. In addition, each project within the Capital Plan costing
$1 million or more will be presented to the Trustee Budget and Finance Committee for
approval.

RESOLVED, that the Capital Plan for the University of Pennsylvania for Fiscal Year
2004, representing estimated project costs of $184.0 million be and the same hereby is
approved.
Resolution to Authorize the Fiscal Year 2004 Operating Budget for the University of Pennsylvania Health System—Health Services Component

Intention:

Management recommends approval of the Fiscal Year 2004 Operating Budget for the University of Pennsylvania Health System—Health Services Component, as presented to the Penn Medicine Executive Committee. The Operating Budgets for Clinical Care Associates, Pennsylvania Hospital, Phoenixville Hospital, Hospital of the University of Pennsylvania, Wissahickon Hospice, and University of Pennsylvania Medical Center—Presbyterian have been reviewed by their respective Trustee Boards, each of which has recommended them for approval. The Penn Medicine Finance Committee and the Penn Medicine Executive Committee have further recommended the approval of the Fiscal Year 2004 Operating Budget for the University of Pennsylvania Health System—Health Services Component.

RESOLVED, that the Fiscal Year 2004 Operating Budget of the University of Pennsylvania Health System—Health Services Component be and hereby is approved.
Resolution to Authorize the Fiscal Year 2004 Capital Budget for the University of Pennsylvania Health System—Health Services Component

Intention:

Management recommends approval of the Fiscal Year 2004 Capital Budget authorization of $79.9 million for the University of Pennsylvania Health System—Health Services Component as detailed in Exhibit C and D and presented to the Penn Medicine Executive Committee. The Capital Budgets for Clinical Care Associates, Pennsylvania Hospital, Phoenixville Hospital, Hospital of the University of Pennsylvania, Wissahickon Hospice, and University of Pennsylvania Medical Center—Presbyterian have been reviewed by their respective Trustee Boards, each of which has recommended them for approval. The Penn Medicine Finance Committee and the Penn Medicine Executive Committee have further recommended the approval of the Fiscal Year 2004 Capital Budget for the University of Pennsylvania Health System—Health Services Component.

Projected capital spending for FY 2004 and prior-year capital budget authorizations is budgeted at $96.5 million.

RESOLVED, that the Fiscal Year 2004 University of Pennsylvania Health System—Health Services Component capital authorization for new capital projects and items in the amount of $79.9 million be and hereby is approved.
## Exhibit C - FY 2004 Capital Budget Major Project Schedule

<table>
<thead>
<tr>
<th>Entity</th>
<th>Project Description</th>
<th>$ In 000s</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>HUP</strong></td>
<td>1. Renovate to Create a New Inpatient Bed Unit</td>
<td>7,900</td>
</tr>
<tr>
<td></td>
<td>2. Emergency Department Critical Diagnosis Unit</td>
<td>4,000</td>
</tr>
<tr>
<td></td>
<td>3. Expand Surgery Clinical Space on 4 Silverstein</td>
<td>3,600</td>
</tr>
<tr>
<td></td>
<td>4. Neurosurgery Clinical Expansion</td>
<td>3,150</td>
</tr>
<tr>
<td></td>
<td>5. Expanded Chemotherapy Capacity in Penn Tower</td>
<td>3,000</td>
</tr>
<tr>
<td></td>
<td>6. NICU Expansion</td>
<td>2,300</td>
</tr>
<tr>
<td></td>
<td>7. Founders Fire Alarm Replacement</td>
<td>1,700</td>
</tr>
<tr>
<td></td>
<td>8. Gates Elevators</td>
<td>1,500</td>
</tr>
<tr>
<td></td>
<td>9. Center of Surgical Excellence</td>
<td>2,000</td>
</tr>
<tr>
<td></td>
<td>10. Cardiac Information System</td>
<td>1,900</td>
</tr>
<tr>
<td></td>
<td>11. Apheresis Phase II</td>
<td>750</td>
</tr>
<tr>
<td></td>
<td>12. Completion of Radiology System</td>
<td>501</td>
</tr>
<tr>
<td></td>
<td>13. Annual Routine &lt; $500K</td>
<td>8,000</td>
</tr>
<tr>
<td></td>
<td><strong>Total</strong></td>
<td><strong>40,301</strong></td>
</tr>
<tr>
<td><strong>PMC</strong></td>
<td>1. Develop Interventional Bronchoscopy Suite</td>
<td>1,000</td>
</tr>
<tr>
<td></td>
<td>2. Renovate Space for Urology Incontinence Program</td>
<td>890</td>
</tr>
<tr>
<td></td>
<td>3. Annual Routine &lt; $500K</td>
<td>4,203</td>
</tr>
<tr>
<td></td>
<td><strong>Total</strong></td>
<td><strong>6,093</strong></td>
</tr>
<tr>
<td><strong>PAH</strong></td>
<td>1. Outpatient Radiology Equipment Replacement</td>
<td>3,613</td>
</tr>
<tr>
<td></td>
<td>2. Operating Room Power Equipment Replacement</td>
<td>750</td>
</tr>
<tr>
<td></td>
<td>3. Annual Routine &lt; $500K</td>
<td>3,705</td>
</tr>
<tr>
<td></td>
<td><strong>Total</strong></td>
<td><strong>8,068</strong></td>
</tr>
<tr>
<td><strong>PHX</strong></td>
<td>1. Radiology Information System</td>
<td>750</td>
</tr>
<tr>
<td></td>
<td>2. Annual Routine &lt; $500K</td>
<td>2,760</td>
</tr>
<tr>
<td></td>
<td><strong>Total</strong></td>
<td><strong>3,510</strong></td>
</tr>
<tr>
<td><strong>CPUP</strong></td>
<td>1. EPIC</td>
<td>1,050</td>
</tr>
<tr>
<td></td>
<td>2. New Practice Development</td>
<td>800</td>
</tr>
<tr>
<td></td>
<td>3. Annual Routine &lt; $500K</td>
<td>3,412</td>
</tr>
<tr>
<td></td>
<td><strong>Total</strong></td>
<td><strong>5,262</strong></td>
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<tr>
<td><strong>CCA</strong></td>
<td>1. Annual Routine &lt; $500K</td>
<td>902</td>
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<tr>
<td></td>
<td><strong>Total</strong></td>
<td><strong>902</strong></td>
</tr>
<tr>
<td><strong>Home Care</strong></td>
<td>Annual Routine &lt; $500K</td>
<td>398</td>
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<tr>
<td></td>
<td><strong>Total</strong></td>
<td><strong>398</strong></td>
</tr>
<tr>
<td><strong>Corporate</strong></td>
<td>Upgrade to Lawson 8.0</td>
<td>5,300</td>
</tr>
<tr>
<td></td>
<td>2. Visicu Electronic ICU</td>
<td>3,700</td>
</tr>
<tr>
<td></td>
<td>3. Upgrade Electric throughout Penn Tower</td>
<td>820</td>
</tr>
<tr>
<td></td>
<td>4. Replace Cooling Tower for Penn Tower</td>
<td>700</td>
</tr>
<tr>
<td></td>
<td>5. Annual Routine &lt; $500K</td>
<td>2,297</td>
</tr>
<tr>
<td></td>
<td><strong>Contingency</strong></td>
<td><strong>2,540</strong></td>
</tr>
<tr>
<td></td>
<td><strong>Total Capital Authorization</strong></td>
<td><strong>12,817</strong></td>
</tr>
</tbody>
</table>

Contingency 2,540

Total Capital Authorization 2,540
EXHIBIT D — Fiscal Year 2004 Capital Budget Major Project Narratives

HUP
Phase II of our Facility Master Plan calls for a number of moves and expansions that create the space needed to grow HUP’s clinical capacity. This phase (see the first eight projects listed below) of the multi-year plan requires the initiation of the following major components in FY 2004.

1) Renovate to Create a New Inpatient Bed Unit (2.5 year payback) $7,900,000
The HUP Facilities Master Plan projected the need to expand HUP’s inpatient capacity over the next five to seven years by between 115—140 beds. The FY 2003 Capital Budget funded the creation of a new unit on Rhoads 1; however, that was largely a replacement bed unit for Founders 8, that now houses our new Catheterization Labs. Current demand for inpatient beds clearly documents the need to expand as current occupancy averages 88%, while midday, mid-week census exceeds 100%. The FY 2004 Capital Budget requests funding to create a new inpatient unit, expanding inpatient capacity by between 28 and 32 beds. The financial impact to the direct operating margin is projected to result in a 2.5 year payback period.

2) Emergency Department Critical Diagnosis Unit (2.2 year payback) $4,000,000
Both the significant growth in demand for inpatient beds as well as the continued growth in emergency room visits has caused crowding in the emergency department, as inpatients without bed assignments are held in the Emergency Department (ED) until beds become available. The creation of an observation unit in the ED will create additional capacity but also establish a place for diagnosis, treatment, and sometimes even discharge directly from the ED, without a bed assignment. This should improve patient satisfaction, as diagnosis and most often discharge to home will occur more quickly, instead of the current one-to-two day hospital stay. It is proposed that 5,000 square feet of the current ambulance bay area be built out to construct an eight-bed observation unit. The financial impact to the direct operating margin is projected to result in a 2.2 year payback period.

3) Expand Surgery Clinical Space on 4 Silverstein (< 1.0 year payback) $3,600,000
New recruits in Surgery as well as continued growth of our existing surgical programs have necessitated the expansion of the clinical space on 4 Silverstein. This project will relocate administrative and educational functions to 4 Maloney and create more exam rooms and clinical office space on 4 Silverstein. The financial impact to the direct operating margin is projected to result in less than a 1.0 year payback period.

4) Neurosurgery Clinical Expansion (5.0 year payback) $3,150,000
The Neurosurgery Service at HUP has continued to grow despite having inadequate outpatient facilities for many years. The HUP Facilities Master Plan calls for the movement of the Neurosurgery Department from Silverstein 5 to Silverstein 3, creating needed outpatient capacity and support areas. This is a critical high-margin tertiary service with excellent market potential for growth. This project is a part of a larger
Neurosciences Service Line Business Plan that has a projected financial impact to the direct operating margin of a 5.0 year payback period.

5) Expanded Chemotherapy Capacity in Penn Tower (2.0 year payback) $3,000,000

With the continued growth of the Cancer Program, the demand for outpatient chemotherapy is exceeding the available capacity. Total project cost is estimated to be $3,000,000 with $1,000,000 in funding coming from outside the health system. This project will renovate one-half of a floor in Penn Tower in order to expand chemotherapy bays and provide expanded pharmacy support areas. The financial impact to the direct operating margin is projected to result in a 2.0 year payback period.

6) NICU Expansion (meets non-ROI criteria) $2,300,000

Due to the market changes that have closed Obstetrics programs at Misericordia and Methodist Hospitals, HUP’s Obstetrical Deliveries have grown at a much quicker rate than anticipated. Most significant is the shortage of capacity in the Neonatal Intensive Care Unit, which runs at over 100% occupancy every day of the week. This project will relocate the Neonatology administrative offices to expand the current NICU by five beds, creating the space and equipment to more adequately take care of high-risk babies.

7) Founders Fire Alarm Replacement (meets non-ROI criteria) $1,700,000

The Fire Alarm System in the Founders Pavilion is over fifteen years old and needs to be replaced in order to meet current hospital code.

8) Gates Elevators (meets non-ROI criteria) $1,500,000

This is the final stage of the project to upgrade the elevators in the Gates Building. The Gates Building is over fifty years old and the elevators, which serve as the primary cars to move supplies through the hospital, need to be upgraded to meet safety and code requirements.

9) Center of Surgical Excellence (externally funded) $2,000,000

The Center for Surgical Excellence (COSE) is made possible by the generous funding from Tyco, Inc. This year the funds will be used to support upgrades and enhancements of surgery educational conference facilities on 4 Maloney. In addition funds will be used to expand the COSE Executive Leadership Collaboration with Wharton; for development of enhanced educational simulators in robotic and minimally invasive surgery; and for modernization of resident training facilities.

10) Cardiac Information System (externally funded) $1,900,000

The Cardiology Division has made substantial investments in interventional and diagnostic medical devices and equipment to enhance its ability to provide the best care possible and attract greater volumes of patients. To further enable this potential, a Cardiovascular Information System (CVIS) will allow physicians to access all of the patient's Cardiology data and report results to one coordinated and networked system and provide access across the Health System. In addition, integrating data to the CVIS from our Patient Management, Patient Accounting, and Materials Management Systems will provide greater operational efficiencies and revenue enhancements by: reducing
duplicate data entry; more accurate capturing of billable procedures and services; and more efficient tracking of expensive supplies. Most, if not all, of the capital needed for this system will be covered by Siemens as part of the existing contract which covered the purchase of the Cardiology medical devices.

11) Apheresis Phase II (externally funded) ................................................................. $750,000
The proceeds from the 2003 Antiques Show have been graciously granted to the expansion of the Apheresis Unit on Silverstein 3. With the marked increase in the availability of new apheresis therapies the unit has experienced significant increases in the demand for its service. The expansion of this unit will occur when funding is established for the move of Department of Medicine space currently occupying the proposed unit.

12) Radiology System (IDX Rad) Upgrade to Version #10 (meets non-ROI criteria) $501,000
This project will complete the upgrade of the Radiology System to Version 10 of the IDX Rad Software. The funding will pay the remaining cost of the original contract as well as creating interfaces to the existing hospital system. In addition, it will support the data conversion to the new system, with removal of customizations prior to conversion.

PMC
1) Develop Interventional Bronchoscopy Suite (externally funded) ....................... $1,000,000
This collaborative project between UPHS and GlaxoSmithKline (GSK) will allow for the development of a research bronchoscopy suite on the PMC's campus. The research program proposed for the bronchoscopy suite will tie together several key elements of respiratory drug discovery including the Penn Institute of Airways Biology (IAB), Biology Groups in the UK/US (Philadelphia) Respiratory and Inflammation Center of Excellence in Drug Discovery (ri-CEDD) and Clinical Pharmacology-Discovery Medicine (CPDM) both within the CEDD and at the GSK-Presbyterian Clinical Pharmacology Unit (CPU).

2) Renovate Space for Urology Incontinence Program (meets non-ROI criteria) $889,900
This capital project involves the purchasing of diagnostic and therapeutic equipment as well as the renovation of patient care and administrative office space to accommodate a new multidisciplinary Center for Incontinence and Pelvic Health in the Health System. This center will provide patients with diagnostic and treatment services of all types of non-malignant pelvic disorders in the female and male in a convenient and friendly environment. From a Health System perspective, locating this program at PMC would support the ongoing clinical integration of the HUP and PMC campuses while decompressing some of the crowded procedural areas currently on the HUP campuses.

PAH
1) Outpatient Radiology Equipment Replacement Project (meets non-ROI criteria) $3,613,000
This project will replace various obsolete and antiquated ultrasound, nuclear medicine, and other equipment. This area is on the first floor of Schiedt & Cathcart adjacent to the present Emergency Department. The project involves relocating and consolidating all outpatient radiology functions to the second floor of Widener & Cathcart.

At present, the outpatient radiology department facilities and equipment are below standard. The relocation, in addition to providing space for the Emergency Department expansion, will consolidate and modernize the outpatient radiology equipment and provide a 10% growth in outpatient radiology volume.

2) Operating Room Power Equipment Replacement (meets non-ROI criteria) $ 750,000
This project will replace operating room equipment such as drills, saws, and hoses, sets, videooscopic equipment. The equipment, frequently out for repair and past its useful life, presents issues for timely instrument availability and procedure delays. The cost of repair burdens the hospital financially by increasing the cost of providing service.

PHX
1) Radiology Information System (meets non-ROI criteria) $750,000
The current Radiology Information System is not sufficiently robust to handle increased volumes and interface with SMS Invision. Quickly becoming an urgent situation, the project will provide Phoenixville Hospital's Department of Diagnostic Imaging with a fully functional Radiology Information System (RIS). The RIS is a requirement for the future system-wide Picture Archive Communication (PAC) Project. The RIS will provide the department with the following functions: report storage and retrieval, physician auto fax, computerized scheduling, film file tracking, patient tracking, transcription, mammography module, image routing and workless management.

CPUP
1) EPIC (meets non-ROI criteria) $1,050,000
Capital request is to support the continuation of electronic medical records implementation (EpicCare) throughout the CPUP Practices. This program is a UPHS Information Systems initiative and is now in its third year of implementation. The FY 2004 request is for hardware upgrades and completion of implementation in the Department of Obstetrics & Gynecology.

2) New Practice Development (meets non-ROI criteria) $ 800,000
Penn Medicine at Radnor renovations related to new practice development and/or existing practice expansion into Medical Records space to be vacated in FY 2004. A major component of this request will be dedicated to the expansion of the Gastrointestinal Division of the Department of Medicines at Radnor.

Corporate
1) Upgrade to Lawson 8.0 (meets non-ROI criteria) $5,300,000
As of July 1, 2002, the Lawson System was implemented for the UPHS city-based entities, as well as the Clinical Care Associates practice sites. The settling down period is substantially complete, with remaining activities planned for FY 2003 revolving around
the Materials Management module. During FY 2004, an upgrade from the current Lawson version 7.2.4 to 8.0 will begin. It is expected that the process will be completed by no later than March 31, 2004. In addition, the existing materials management legacy system (Matkon) at Pennsylvania Hospital will be converted to the Lawson system with an effective date of July 1, 2004. Throughout FY 2004, the planning for the Matkon conversion will occur and closely track the 8.0 upgrade initiative. Total FY 2004 capital costs relating to the Lawson System upgrade and materials management module implementation at PAH approximates $5.3M.

2) Visicu Electronic ICU (1.0 year payback) $3,700,000
An electronic ICU surveillance/care management system will be implemented in 8 ICUs and 121 beds of UPHS over two years (60% in FY04, 40% in FY05). This project addresses patient safety, quality of care, resource utilization, patient throughput and increased revenues. The electronic ICU involves a central monitoring station where an intensivist physician(s) and intensivist nurse(s) constantly monitor physiological data, radiological images, laboratory data, physical appearance (if necessary), etc. of ICU patients. Hardware consists of computers, video cameras, physiological monitors, etc., at the bedside and in the remote "eICU." Software includes trend analysis, "smart alerts" that provide early warnings of alterations in heart rate, blood pressure, ventilation, etc., and decision support that advises on evidence-based best practices for the management of clinical problems. The system does not replace existing physician or nursing personnel, but will assure full-time 24x7 attending coverage during nights (7 PM-7 AM) and weekends. Implementation of this system decreased hospital mortality of ICU patients by 21-28% (depending on the ICU), shortened ICU length of stay by 17%, decreased ICU resource utilization by $2100/admission and increased ICU throughput by 20% in the Sentara Health System (Norfolk VA). The Visicu eICU is operative in several large health systems nationally, and is being implemented in 200 ICU beds in the merged New York — Presbyterian health system currently. Also, the eICU will place our units in compliance with the Leapfrog Group standards. The financial impact to the direct operating margin is projected to result in a 1.0 year payback period.

3) Upgrade Electric throughout Penn Tower (meets non-ROI criteria) $820,000
A three-part project to upgrade the electrical service throughout the Penn Tower building, required to accommodate increased clinical activity in the building, will consist of the following projects: a) Upgrade the existing 26-year-old emergency generator and emergency power distribution system to increase capacity and reliability. The current generator is old and replacement parts are no longer available for this equipment. Per an engineering study performed by Ewing Cole, install a switchgear transfer switch, which will automatically switch the electrical power feed to the alternate PECO power source in the event of a power loss. Currently, the transfer is manual, which creates an unsafe working condition; c) Upgrade the electrical distribution throughout the building to accommodate increased power loads resulting from increased clinical and administrative activity.

4) Replace Cooling Tower for Penn Tower (meets non-ROI criteria) $700,000
Per an engineering study from Wick Fisher White, the existing chilled water plant is not efficiently serving the building's cooling needs with the increased load from clinical activity. Increased loads require the increase of chiller capacity and corresponding cooling tower and pumping capacity. Equipment is reaching the end of its service life. The air-handling unit and exhaust fan will improve heating, cooling and fresh air circulation to the elevator lobbies and corridors throughout the building.
Resolution to Declare the University's Intent to Reimburse Capital Costs with Proceeds of Borrowings

Intention:

The Trustees of the University of Pennsylvania (University) is undertaking various capital projects described in Exhibit A (Project). The administration of the University recommends that its Board of Trustees declare the University's intent to reimburse expenditures for the Project with proceeds of borrowings, including tax-exempt debt obligations. Background on this resolution is provided in Exhibit B.

RESOLVED that the University hereby declares its intent under Treasury Regulation § 1.150-2 to use borrowings, including tax-exempt bonds, to finance the capital costs of the Project, together with costs of issuance and reasonably required reserves, subject to the following conditions:

1. The maximum principal amount of tax-exempt bonds expected to be issued to finance the Project is $140,000,000.

2. Pending issuance of the tax-exempt bonds, the University may finance the Project with other funds which will be reimbursed with the proceeds of the tax-exempt bonds.

3. Issuance of the tax-exempt bonds shall be subject to documentation acceptable to the University providing for the tax-exempt bonds to be payable from the payments by the University.
EXHIBIT A

Project Description

The Project consists primarily of construction, renovations, improvements and equipment acquisitions at the University's facilities in the Commonwealth of Pennsylvania, including the campus of the University in the City of Philadelphia, the boundaries of which are 41st Street on the West, 31st Street on the East, Chestnut Street on the North and Civic Center Boulevard on the South, during fiscal years 2004 through 2008. The Project facilities will be used by the University in its activities as an independent, not-for-profit institution of higher learning.

The Project is reasonably expected to include the following specific facilities together with other projects included in the Fiscal Year 04 Capital Plan and Future Years' Capital Plans:

I. Annenberg Plaza
   BRB III Improvement Projects
   CMK Building
   Evans Building Renovations
   Dormitory Renovations Including Sprinklers and Fire Safety
   Law Office Expansion Wing
   Levine Hall
   Life Sciences Quad
   MEP Infrastructure Upgrades
   New Vet School Building
   Quadrangle College House Renovation
   Radiation Therapy
   Schattner Center
   Skirkanich Hall
   Steinberg-Dietrich & Vance Hall Reconfiguration
   Vivarium Space
   Weightman Hall - Sports Medicine
EXHIBIT B

Background on Resolution to Declare the University's Intent to Reimburse Capital Costs with Proceeds of Borrowings

The University's lowest cost and most favorable source of capital is tax-exempt financing. The IRS has promulgated specific rules and procedures to enable eligible capital projects to secure tax-exempt financing. One of the basic principles of tax-exempt financing is that should the proceeds must be traced to the expenditure of specifically identified assets. The IRS further requires that if an issuer wishes to borrow for expenditures prior to a tax-exempt borrowing, the governing board of such issuer declare its intent to borrow at the time of the expenditure. The benefit of declaring intent to borrow is that should the University secure external financing for any capital project, the University could reimburse itself for these expenditures and use the proceeds immediately upon their delivery. The reimbursement resolution does not commit or authorize any borrowing by the University. If the University moves forward with long-term borrowing plans, the Budget and Finance Committee and Board of Trustees would need to approve such plans.

The financial management of the University recommends that this reimbursement resolution be adopted and a similar resolution be adopted each June when the capital plan is presented to the Budget & Finance Committee.
Resolution to Authorize the Advancement System Project — Phase I
in the Amount of $5,700,000

Intention:

Fundraising is a critical source of capital for the University. Successful fundraising requires not only skilled solicitors, administrative and operational office staff, but also processes and systems to facilitate it. The University presently uses two major systems developed in the 1980s (the Integrated Database, or IDB system, used by Development and Alumni Relations and the Gifts System, used by the Division of Finance), as well as a number of smaller shadow systems. Management has identified significant system enhancements that are required to improve and enhance fundraising at the University. The system requirements include maintaining a single database that provides biographic and demographic information on prospective donors, donors, and alumni; gift pledges and cash receipts from gifts; and the comprehensive relationships among them. The project vision reflects the provision of universal web access to staff to empower a mobile workforce with real-time availability of accurate and valid information. Prospect and campaign management features allow staff to implement and manage plans for cultivation, solicitation and stewardship of donors. A more robust online community is envisioned to create opportunities for constituents to remain connected to Penn and each other through directories, links to services, giving opportunities, club/chapter information, mentoring, career networking and online registration tools. Management of cash receipts and gift receivables will be strengthened by a more robust database that has been adapted to current gift types and related regulatory requirements.

Enhancing the existing systems was determined not to be a viable or cost-effective alternative on an on-going basis, given their technological obsolescence. As such, the Advancement Project Team has sought external system solutions. The Phase I solutions have been divided into opening initiatives (involving data cleanup, data warehouse initiatives, and enhanced online community information) and core initiatives (developing a single, integrated, complex system to replace the existing systems).

Phase I of the Advancement Project is estimated to cost $5.7 million and will be funded by unrestricted bequests received by the University.

RESOLVED, that the University hereby approves the Advancement System Project — Phase I which will result in the acquisition and implementation of new hardware and software systems estimated to cost $5.7 million and that the Executive Vice President or other appropriate officers of the University be and hereby are authorized to take such actions, execute such contracts and incur such expenses and obligations — not, however, in excess of 110 percent of the estimated cost as presented to the Budget and Finance Committee — as may, in their judgment, be necessary or desirable to accomplish the purposes of this resolution.
Resolution to Authorize the Development of a New Student Borrowing Management System in the Amount of $4.15 Million

Intention:

Student loans are an important source of funds to Penn students for the payment of their educational expenses. Over 11,000 students, or about 50% of Penn's enrollment, need to borrow approximately $165 million annually from external sources to meet their educational cost. To support our students efficiently and effectively, the University wishes to develop a new Student Borrowing Management System. The system will support required activities in the process of determining student eligibility for federally guaranteed and private loan programs. The process assures compliance with government regulations and lender criteria regarding enrollment, academic progress, the amount of loan for which the student is eligible, and the disbursement of funds. The new system will facilitate direct student involvement throughout the entire process. In addition, it will provide students with the means to calculate potential indebtedness and debt service, which will help them manage the cost of attendance.

The proposed new Student Borrowing Management System will provide students with web-enabled tools to simplify the loan application process, make tracking the status of their applications and funds easier, and provide guidance in debt-modeling and management. A streamlined back office will coordinate workflow, facilitate faster turnaround of applications and funds, reduce manual effort and ensure compliance with lender guidelines and regulations. The system will support the development of innovative new products and services for our students, as well as supporting Penn's schools in their development of new academic programs.

The new system will replace a failing system designed in the early 1980s. The project is estimated to cost $4.15 million and will be funded from reserves created by the University's involvement as a Federal Stafford lender. The timeframe for implementation of the new system would be May 2005, to coincide with the onset of processing for academic year 2005-2006. The new system would be expected to provide additional revenue of approximately $700,000 per year, beginning in year four, with lesser amounts in years one through three as the portfolio matures, and is expected to fully pay for itself over the course of 7-11 years.

RESOLVED, that the development of a new Student Borrowing Management System, estimated to cost $4.15 million, be and the same hereby is approved and that the Executive Vice President or another appropriate officer of the University be and hereby is authorized to take such actions, execute such contracts and incur such expenses and obligations - not, however, in excess of 110 percent of the estimated cost as presented to the Budget and Finance Committee - as may, in his judgment, be necessary or desirable to accomplish the purposes of the resolution.
Resolution to Authorize Old Vet Quad 223E-229E Renovations in the Amount of $1.0 Million

Intention:

The University wishes to proceed with the design and construction of laboratory renovation in rooms 223E-229E in the Old Vet Quad building for the Department of Animal Biology in the School of Veterinary Medicine. This project will provide a total of approximately 2,400 square feet of new research space that includes two wet laboratory suites, offices, tissue culture rooms, study, new air handling equipment, and replacement of windows. This renovation will also provide additional space for departmental growth. This project will vacate space that will be used for a new University Laboratory Animal Resources (ULAR) office renovation. The project is estimated to cost $1.0 million and will be funded by a block grant from the Commonwealth of Pennsylvania Health Formula Funds ($500,000) and Department of Animal Biology operating funds ($500,000).

RESOLVED, that the design and construction of Old Vet Quad 223E – 229E renovations, estimated to cost $1.0 million, be and the same hereby are approved and that the Executive Vice President or another appropriate officer of the University be and hereby is authorized to take such actions, execute such contracts and incur such expenses and obligations – not, however, in excess of 110 percent of the estimated cost as presented to the Budget and Finance Committee – as may, in his judgment, be necessary or desirable to accomplish the purposes of this resolution.
Resolution to Authorize the Old Vet Quad ULAR Office Renovation in the Amount of $2.3 Million

Intention:

The University wishes to proceed with the design and construction of approximately 7,200 square feet of new University Laboratory Animal Resources (ULAR) office space in the Old Vet Quad Building. The project will enable ULAR to consolidate their administrative and operational staff in a single location in close proximity to the facilities under ULAR operation. In addition, locating the new offices in the School of Veterinary Medicine will benefit the new Laboratory Animal Medicine program to be located in the adjacent research building currently under design. This project will displace an existing 1,200-square-foot research lab of the Department of Animal Biology in the School of Veterinary Medicine (see previous resolution). The project is estimated to cost $2.3 million and will be funded by a block grant from the Commonwealth of Pennsylvania Health Formula Funds.

RESOLVED, that the design and construction of Old Vet Quad ULAR Office Renovation, estimated to cost $2.3 million, be and the same hereby are approved and that the Executive Vice President or another appropriate officer of the University be and hereby is authorized to take such actions, execute such contracts and incur such expenses and obligations — not, however, in excess of 110 percent of the estimated cost as presented to the Budget and Finance Committee — as may, in his judgment, be necessary or desirable to accomplish the purposes of this resolution.
Resolution to Authorize SEAS Graduate Research Wing (GRW) 5th Floor Renovations in the Amount of $1.86 Million

Intention:

The University wishes to proceed with the design and construction of renovations to the GRW 5th floor. The air handling system in GRW is deficient and requires significant upgrading to meet current standards. The project will include a new air handler and distribution to the 5th floor. The air handler will be sized to provide capacity for the 4th floor to accommodate future renovations. The space is currently vacant after the relocation of the department of Computer and Information Sciences to Levine Hall. The renovations will also provide office space for faculty, graduate students, and staff of the department of Computer and Information Sciences. The project is estimated to cost $1.86 million and will be funded by $860,000 from SEAS General Purpose Funds and $1 million from University Facilities Renewal Program funding.

RESOLVED, that the design and construction of GRW 5th Floor Renovations, estimated to cost $1.86 million, be and the same hereby are approved and that the Executive Vice President or another appropriate officer of the University be and hereby is authorized to take such actions, execute such contracts and incur such expenses and obligations — not, however, in excess of 110 percent of the estimated cost as presented to the Budget and Finance Committee — as may, in his judgment, be necessary or desirable to accomplish the purposes of this resolution.
RESOLUTION TO AUTHORIZE THE DISPOSITION AND REDEVELOPMENT OF THE PROPERTY AT 126 SOUTH 30TH STREET AS BIOMEDICAL RESEARCH LABORATORIES

Intention:

The University proposes to arrange for redevelopment of the property at 126 S. 30th Street (the "Property") for use as biomedical laboratories, medical offices, and other related uses. The Property consists of a 60,000 square foot parcel of land which is the site of a two-story former factory building comprising approximately 74,000 square feet (the "Building") that was acquired in 1999 by OAP, Inc., a University subsidiary.

To facilitate the redevelopment of the Property, the University either directly, or through OAP, Inc., will enter into a series of agreements with Forest City Commercial Group, Inc. ("Forest City" or "Developer"'), or an entity controlled by Forest City under which Forest City will (i) acquire the Building; (ii) ground lease the land comprising the Property; (iii) agree to arrange for redevelopment of the Building in accordance with plans approved by the University; and (iv) master lease the redeveloped Building to the University (together, the 'Project'). The terms of the Master Lease and the Ground Lease will be structured so that the transaction will be characterized as an operating lease for accounting purposes.

The Ground Lease shall have a term of 65 years and will require that the Developer undertake and guaranty completion of the redevelopment project in accordance with plans approved by the University. The Developer will be responsible for financing the Project and for ensuring that the Project is completed at the agreed upon cost. The total estimated Project cost to be financed by the Developer is $55 million. After completion of the redevelopment, the Building will comprise approximately 124,000 rentable square feet.

The University will enter into a Master Lease agreement with Forest City to lease the redeveloped Building. The Master Lease shall have a term of 20 years and will require that the University pay annual triple net rent in the amount of approximately $4,600,000 during the first five years of the Master Lease term, increasing in increments to approximately $6,100,000 during the last five years of the term. In addition, as a tenant, the University will pay for the Building's operating costs. The University will have the right, but not the obligation, to extend the Master Lease for two extension terms of 20 years followed by one extension term of 5 years.

The Master Lease shall provide to tenants occupying space in the building an improvement allowance of approximately $184 per rentable square foot ("Improvement Allowance") which will be used to pay for the cost of designing and constructing improvements to the space they occupy. Costs in excess of the Improvement Allowance, if any, would be the responsibility of the tenant occupying the space. In addition, the
University shall be solely responsible for the cost of moveable furniture, fixtures, and equipment, and related project indirect costs estimated at $4.5 million.

RESOLVED, that the Trustees, hereby authorize and approve the transfer of the Building on the Property to the Developer and the execution and delivery of a Ground Lease of the land by the University's subsidiary OAP, Inc. in accordance with the terms and conditions set forth herein and such additional terms and conditions, not inconsistent therewith, as shall be approved by the University's Vice President for Facilities and Real Estate Services and either the Executive Vice-President or the Vice President for Finance.

FURTHER RESOLVED, that the Trustees hereby authorize and approve the execution and delivery of a Master Lease of the Building in accordance with the terms and conditions set forth herein and such additional terms and conditions not inconsistent therewith as shall be approved by the Vice President for Facilities Services and either the Executive Vice-President or the Vice President for Finance.

FURTHER RESOLVED, that the Vice President for Facilities and Real Estate Services and either the Executive Vice President or the Vice President for Finance are authorized to execute and deliver the Master Lease and any other agreements, documents and affidavits necessary or appropriate to consummate the transactions contemplated by this Resolution all on such terms, not inconsistent with the terms set forth herein as they shall deem appropriate and that any actions heretofore taken by such officers in furtherance of the purposes of this Resolution are hereby ratified and affirmed.
Resolution to Authorize the Division of Public Safety
$1.2M Loan to In-source the Human Resource Component of its Operating Contract with iXP Corporation

Intention:

In 1998 the Division of Public Safety (DPS) entered into a ten-year, $20.3 million contract with MCI Systemhouse, Corporation. Through this contract, Public Safety outsourced staffing and technology support for its Dispatch Center, which was subsequently renamed the Division of Public Safety PennComm Center. In 2000, nine (9) of the original MCI Systemhouse partners left the company to form the current company, iXP Corporation (iXP), and assumed the PennComm contract.

The human resources staffing levels in the PennComm center have not changed in the first five years of this contract, even though the metrics (alarms, 511 calls, fire alarms, etc) continue to grow exponentially. The Division of Public Safety realizes it needs to increase the staffing levels in the PennComm Center in order to ensure the safety and security of the community. In FY 2002, DPS began exploring the option of increasing the staffing levels through iXP. In order to meet the metric growth for the PennComm Center, iXP would have charged DPS an additional $3.0 million over the next five years for additional staff.

As an alternative, DPS began exploring the possibility of modifying the current contract so as to allow for the in-sourcing of the human resources component. IXP would continue to provide technology support under the revised agreement. By in-sourcing the human resources component, DPS can provide the same number of employees at a savings of $2,231,000. The cost to revise the contract is a $1.2 million buy-out. This will be paid from an internal loan. DPS will use $1,781,000 of the $2,231,000 savings over the next five years to support the increased staffing levels. The differential ($450,000) over the five year period will be captured as savings in terms of cost reductions to the University.

RESOLVED, that the Executive Vice President or another appropriate officer of the University be and hereby is authorized to take such actions, and execute and deliver such documents on such terms as he/she shall deem appropriate as are required to provide for the Public Safety Division's PennComm Human Resource In-sourcing, and that any actions heretofore taken by such officers in furtherance of the purposes of this resolution are hereby ratified and affirmed.
Resolution to Authorize a Forward Interest Rate Swap or Swaption Contract with a $105,995,000 Notional Amount

INTENTION:

In 1995, the Trustees of the University of Pennsylvania (University) borrowed $156,835,000 (Bonds) through the Pennsylvania Higher Education Facilities Authority (PHEFA) pursuant to a Trust Indenture dated as of September 1, 1995. There are currently $105,995,000 million Bonds outstanding. Under current tax law, 69% of the bonds may not be refunded prior to the call date. While the balance of the bonds can be refunded, the savings are currently depressed by significant negative arbitrage in the escrow established to defease the bonds from low reinvestment rates.

The Bonds are callable on September 1, 2005 and have serial maturities through September 1, 2015. The University is able to lock in current low interest rates and significant savings on the Bonds through the use of a forward interest rate swap or swaption contract (Contract). The University would enter into the Contract with one or more investment banks with execution on or after the date authorized by the Bond Ad Hoc Committee (refer to below) and the University’s payment start date will be on or not more than 90 days’ prior to the call date for the bonds. The University would pay a fixed rate on the Contract, while the counterparty or counterparties would pay a floating rate approximating the University's variable cost of funds. On the call date, the University would refinance the Bonds by a new bond issue (the "New Bonds") in a variable rate mode. The variable rate on the New Bonds would approximate the rate received on the Contract, leaving the University making fixed rate payments. The weighted interest rate of the Bonds is 5.68%. Currently, the University could lock in a 3% fixed rate on the Contract resulting in annual savings of approximately $1,400,000. Alternatively, the University could take the savings up-front. The present value savings represent approximately 11% of the Bonds to be refunded.

Management recognizes that the Contract entails various risks including counterparty risk and basis risk. As such, the University will manage these risks through the contract terms to the extent possible.

The University administration recommends that the University delegate to the Bond Ad Hoc Committee (Ad Hoc Committee) the power to determine the terms of the Contract authorized by this resolution and the details thereof. The Chair of the University Trustees’ Budget and Finance Committee will have authority to select members of the Ad Hoc Committee.
RESOLVED, that the Trustees of the University, in consultation with the Chair of the Trustees, hereby grant the Chair of the Budget and Finance Committee the ability to select members of the Ad Hoc Committee for the purposes described in this resolution.

FURTHER RESOLVED, that the Trustees of the University hereby authorize and approve the Contract in a notional amount up to $105,995,000 to lock in savings on the Bonds. In addition, the Trustees of the University authorize the Ad Hoc Committee to authorize the details of the Contract including the counterparties and the variable rate basis.

FURTHER RESOLVED, that the Trustees of the University hereby authorize and approve the provision by the University in the event required by counterparties of collateral in the form of investment securities to the counterparty or counterparties to the Contract to secure the obligations of the University thereunder and the Trustees of the University authorize the Bond ad Hoc Committee to authorize the details of such collateral arrangements, including the circumstances under which such collateral will be posted.

FURTHER RESOLVED, that the Contract authorized by this resolution may be for a term of up to thirteen (13) years.

FURTHER RESOLVED, that the Executive Vice President or the Vice President for Finance and Treasurer be and each of them is hereby authorized to select an investment banker or bankers as counterparty or counterparties to the Contract and select a variable rate basis and approve a fixed rate for the Contract, subject to the Ad Hoc Committee's approval of the details of any contracts.

FURTHER RESOLVED, that the Executive Vice President or the Vice President for Finance and Treasurer be and each of them is hereby authorized and empowered to execute and deliver and the Secretary or Assistant Secretary is authorized and directed to affix the seal of the University to such documents, including the interest rate swap or similar hedge and related documents constituting the Contract, all to the extent applicable as determined by the Ad Hoc Committee, and to take all action and to do all things as shall be necessary or advisable in connection with the subject matter of this resolution.

FURTHER RESOLVED, that the Executive Vice President and Vice President for Finance and Treasurer be and they are hereby authorized and empowered to take such action, approve the form and content and execute and deliver such documents and do such things as shall be necessary to effectuate the Contract authorized by this resolution, subject, however, in all respects to the powers granted by the Trustees to the Ad Hoc Committee.
RESOLUTION
TO AUTHORIZE ACQUISITION
OF THE POSTAL SERVICE COMPLEX LOCATED IN THE VICINITY
OF 30TH AND MARKET STREETS IN
PHILADELPHIA, PENNSYLVANIA

Intention:

The University intends to acquire the complex of properties owned by the United States Postal Service ("USPS") in the vicinity of 30th and Market Streets in Philadelphia (the "Postal Properties"). The Postal Properties comprise four separate parcels: (i) the Main Postal Service Building ("Main Building"), a 5 story structure consisting of 1,089,000 square feet located at 30th and Market Street; (ii) the Postal Annex Building, a 171,000 square foot structure located on a 2.35 acre parcel at 30th and Chestnut Streets; (iii) the Vehicle Maintenance Garage and Parking Facility, an approximately 400 car parking garage located at 31st and Chestnut Streets; and (iv) an approximately 14 acre parcel of largely vacant land bounded by Walnut Street on the North, the Amtrak right of way on the East, the University's Bower Field on the South and other University owned properties on the West. The University has executed a non-binding Term Sheet with the USPS setting forth the material terms of the transaction and intends to execute a legally binding Purchase Agreement in the near future.

The Postal Properties would be acquired for a gross purchase price of $50.6 million. An initial deposit of $2.53 million is payable upon execution of the Purchase Agreement with the balance of the purchase price paid at closing. Closing currently is expected to occur during the first half of calendar year 2007 when the new Postal Service mail processing facility in Southwest Philadelphia is completed. The Administration contemplates that additional costs related to the acquisition will be incurred as follows: approximately $1 million will be incurred through the end of fiscal year 2003 for due diligence investigations and related costs; closing costs, additional due diligence evaluations and internal project management costs estimated at approximately $2.0 million will be incurred through the end of fiscal year 2007; additional payments in the range of $2.5 million to $5.0 million will be made to service providers for work related to the acquisition, paid out over a period of 8 years following the closing date.

As part of the transaction, USPS would enter into three leases with the University. These leases would provide for (i) USPS occupancy of approximately 135,000 square feet on the street level floor of the Main Building for its carrier operations and the existing retail facility; (ii) USPS occupancy of approximately 85,000 square feet of office space on the upper floors of the Main Building and (iii) the rental of 560 parking spaces. These leases will initially generate approximately $3.2 million of annual gross rent to the University during the first 10 years after closing. The USPS has also
agreed (i) to relocate carrier operations from the Main Building at its own cost when requested to do so by the University and (ii) to reconfigure its retail operations on the street level floor in connection with the University’s redevelopment of the Main Building. The Postal Service would retain the right to maintain a retail facility on the street level floor of the Main Building for up to 95 years, but would be required to pay rent at fair market rates for space occupied by that facility in excess of 17,000 square feet.

RESOLVED, that the Vice President for Facilities and Real Estate Services and either the Executive Vice-President or the Vice President for Finance be and they hereby are authorized to proceed with acquisition of the Postal Properties at a gross purchase price of $50.6 million, to incur acquisition related costs as set forth above and to execute and deliver a Purchase Agreement, Leases and other agreements, affidavits and documents required to consummate the transaction, including such additional provisions, not inconsistent with the terms described herein, as they deem appropriate, and that any actions heretofore taken by such officers in furtherance of the purposes of this Resolution are hereby ratified and affirmed.
Resolution to Appoint Allison B. Weiss and Michael J. Glosserman, Esq., to the Board of Overseers of the Graduate School of Education

RESOLVED, that Allison B. Weiss and Michael J. Glosserman, Esq., be appointed to the Board of Overseers of the Graduate School of Education for three-year terms, effective June 20, 2003.

Ms. Allison B. Weiss, C’96, is founder and President of Weiss PR, Inc., a public relations and special events firm located in Miami Beach, FL. From 1997 to 2000, Ms. Weiss was co-founder and co-owner of Monarch Public Relations in New York. Prior to that, she was Senior Account Executive at KRB, Inc., in New York. Ms. Weiss began her career as an Associate with Victor Alfaro, Ltd. She serves as a guest lecturer at the University of Miami. At Penn, Ms. Weiss has been active in Alumni Relations programming and serves as the New York Regional Young Alumni Chair for Graduate School of Education events.

Michael J. Glosserman, Esq., W’68, is a Managing Partner at JBG Companies, a real estate and investment firm in Washington, D.C. Before joining JBG in 1979, Mr. Glosserman was Senior Vice President at James W. Rouse & Company from 1972 to 1978. He began his career as Staff Attorney, Civil Rights Division, Employment Section, of the U.S. Department of Justice in Washington, D.C. Mr. Glosserman is currently a member of the Urban Land Institute Washington District Council and the Economic Club of Washington. He is also a member of both the District of Columbia and the State of Texas Bar Associations. Mr. Glosserman is a Trustee of the Federal City Council of Washington. He is a board member and donor of both the Adopt-A-School Program and the Thurgood Marshall Academy Charter School. Following his graduation from Penn, Mr. Glosserman received his Juris Doctor degree from the University of Texas Law School. At Penn, he has served as a member of the Mid-Atlantic Regional Alumni Board since 1992 and has been active in Graduate School of Education programming in the Washington, D.C., region.
Resolution to Appoint Lynda Barness, Deborah Marrow and William L. Wilson and to Reappoint Harvey E. Kroiz to the Board of Overseers of the Graduate School of Design

RESOLVED, that Lynda Barness, Deborah Marrow and William L. Wilson be appointed and Harvey E. Kroiz be reappointed to the Board of Overseers of the Graduate School of Fine Arts for three-year terms, effective June 20, 2003.

Ms. Lynda Barness, GR'72, is President of the Barness Organization, a real estate development firm. Ms. Barness serves on the governing boards of the Homebuilders Association of Bucks and Montgomery Counties, the Please Touch Museum, and Pennsylvanians for Effective Government, among others. She is a former member of the Boards of Trustees of the Walnut Street Theatre, the Jewish Times, Congregation Beth Or, Delaware Valley College and Bux-Mont Jewish Appeal. Ms. Barness was appointed by President Reagan to the Board of Directors of the Inter-American Foundation, on which she served from 1985 to 1992. Ms. Barness received a bachelor's degree from Tufts University and a master's degree in International Relations from Penn. Ms. Barness served as a Penn Commonwealth Trustee from 1994 to 2003 and was a member of the Board of Overseers of the School of Veterinary Medicine from 1995 to 2003, where she was Vice Chair from 1999 to 2003. She currently serves on the Board of the Abramson Cancer Center.

Mr. Harvey E. Kroiz, PAR'95, is President and Chief Executive Officer of First Capital Realty, Inc. Mr. Kroiz has served as a member of the Corporate Executive Board of the Philadelphia Museum of Art and a director of the Moore College of Art and Design, among others. At Penn, Mr. Kroiz served on the Board of Overseers of the Graduate School of Fine Arts Board from 1992 to 2002. In 2002, he took a one-year hiatus from the board. During this sabbatical, he chaired the Board's Development Committee which he will continue to do after his reappointment.

Dr. Deborah Marrow, CW'70, is Director of the Getty Grant Program and the Dean for External Relations of the J. Paul Getty Trust. Prior to joining the Getty Trust, Dr. Marrow taught art history at various colleges and universities in the Philadelphia area and in Southern California. She has been Managing Editor and a member of the Editorial Board of Chrysalis magazine. Dr. Marrow serves as a member of the Board of Governors of the University of California Humanities Research Institute and a member of the United States National Committee for the History of Art. She served as a member of the American Association of Museums Task Force that produced the report, "Excellence and Equity." Dr. Marrow also served on the International Committee of the Council on Foundations, and was a member of the Save America's Treasures Committee of the National Trust for Historic Preservation in partnership with the White House Millennium Council. At Penn, she is an Alumni Trustee and is a member of the Trustees' Council of Penn Women and the Southern California Regional Advisory Board.

Mr. William L. Wilson, LAR'65, is the Principal-in-Charge of both Synterra Ltd. and Synterra Partners in Philadelphia. Established in 1972, Synterra Ltd. is a landscape
architecture, development planning and construction management company. Synterra Partners is a hotel and resort development firm. Formerly, Mr. Wilson served as a Director of Crestline Capital Corporation (now known as Barcelo Crestline Corporation). Mr. Wilson’s civic affiliations include the Philadelphia Art Commission, the City of Philadelphia Percent for Art Council, the Kutztown University School of Visual and Performing Arts, the Pennsylvania School for the Deaf, and the Federal Reserve Bank of Philadelphia’s Business Council. Mr. Wilson serves as Chairman of the Board of the Philadelphia Multicultural Affairs Congress, a division of the Philadelphia Convention and Visitors Bureau. Mr. Wilson was Philadelphia Mayor John Street’s Transition Team Lead Co-Chair for Housing. He received a Bachelor of Science degree from Delaware Valley College.
Resolution to Appoint Cheri Savits Friedman and Christina Weiss Lurie to the Board of Overseers of the Institute of Contemporary Art

RESOLVED, that Cheri Savits Friedman and Christina Weiss Lurie be appointed to the Board of Overseers of the Institute of Contemporary Art for three-year terms, effective June 20, 2003.

Ms. Cheri Savits Friedman, CW'74, is Executive Director of the Stony World-Herbert Fund, Inc., a non-profit organization in the New York area dedicated to assisting in the fight against pulmonary disease. Ms. Friedman received a Master of Business Administration degree from Columbia University. At Penn, Ms. Friedman has been active on reunion committees, the Trustees' Council of Penn Women and the College House Advisory Committee.

Mrs. Christina Weiss Lurie, NAF, is President of the Eagles Youth Partnership (EYP), the charitable arm of the Philadelphia Eagles which focuses on children's health and education issues. Mrs. Lurie is the co-founder of Levy/Weiss Productions, a film consulting company. She also serves as a director of the Starbright Foundation, dedicated to improving the quality of life of children with serious physical and emotional illnesses, and the Weiss Foundation, which focuses on educating the public on issues concerning national and international security. Ms. Weiss is also a former trustee of the Curtis Institute of Music.
Resolution to Appoint Howard Gittis and Myles Tanenbaum as Emeritus Overseers to the Board of Overseers of the Law School

RESOLVED, that Howard Gittis and Myles Tanenbaum be appointed as Emeriti Overseers to the Board of Overseers of the Law School, effective June 20, 2003.

Howard Gittis, Esq., W'55, L'58, is Vice Chairman and Chief Administrative Officer of MacAndrews & Forbes, a private holding company that has investments in an array of public and private companies, including Revlon, Golden State Bancorp, M&F Worldwide, and Panavision, Inc. Prior to joining MacAndrews & Forbes, Mr. Gittis practiced law at Wolf Block Schorr & Solis-Cohen. He is also Chairman of the Board of Trustees of Temple University. Mr. Gittis has served on the Law Board of Overseers since 1985.

Myles H. Tanenbaum, Esq., W'52, L'57, is Chairman of Arbor Enterprises in West Conshohocken, PA. Between 1983 and 1997, Mr. Tanenbaum was Chief Executive Officer of Arbor Property Trust (NYSE), which engaged in the acquisition, management and financing of real estate. Between 1970 and 1983, he was Chief Executive Officer of Kravco, Inc., a shopping mall development/management company. From 1957 to 1970, Mr. Tanenbaum practiced law at Wolf Block Schorr and Solis-Cohen. He is on the Board of Directors of Universal Health Realty Income Trust and the Pep Boys Company. At Penn, Mr. Tanenbaum is a Trustee Emeritus and has served on the Law Board since 1985, and on the Athletic Advisory Board since 1995. He is also a member of the Executive Committee of the Zell/Lurie Real Estate Center Advisory Board at the Wharton School.
Resolution to Appoint Robert W. Bogle and Gregory Annenberg Weingarten to the Board of Overseers of the University of Pennsylvania Museum

RESOLVED, that Robert W. Bogle and Gregory Annenberg Weingarten be appointed to the Board of Overseers of the University of Pennsylvania Museum for three-year terms, effective June 20, 2003.

Mr. Robert W. Bogle, C'68, is Publisher, President and Chief Executive Officer of the Philadelphia Tribune, the nation's oldest African-American owned newspaper. He is also Chairman of Amalgamated Publishers, Inc., and has served as President of the National Newspaper Publishers' Association since 1991. Mr. Bogle is Chairman of the Hospitals and Higher Education Facilities Authority of Philadelphia and serves as a Commissioner on the Delaware River Port Authority. He is also a director of the American Red Cross, the Zoological Society of Philadelphia, the Philadelphia Orchestra, and the African-American Chamber of Commerce. Mr. Bogle is also Chairman of the Board of Trustees at Cheyney University, his alma mater. At Penn, Mr. Bogle has been a volunteer at the Museum, member of the Edward S. Cooper, M.D., Professorship Committee at the University of Pennsylvania School of Medicine, and has worked with the Office of City and Commonwealth Relations, which awarded him the Community Service Directory Award in February 2003.

Mr. Gregory Annenberg Weingarten, NAF, is a self-employed artist. His style involves examining artifacts from everyday life and painting them as ancient relics. Mr. Weingarten was formerly a member of the Executive Committee of the Board of Trustees of the American Library of Paris. He is the grandson of the late Honorable Walter H. Annenberg. At Penn, Mr. Weingarten is helping to endow the curatorship of the North American Section of the Museum, and is also funding the publication of Objects of Everlasting Esteem: Masterpieces from the North American Indian Collections, a volume that will highlight exquisite objects from the collection.
Resolution to Appoint Gilbert Casellas, Esq., and Alan J. Weber to the Board of Overseers of the School of Nursing

RESOLVED, that Gilbert A. Casellas, Esq., and Alan J. Weber be appointed to the Board of Overseers of the School of Nursing for three-year terms, effective June 20, 2003.

Gilbert A. Casellas, Esq., L’77, is President of Casellas & Associates, LLC, a Washington, DC-based consulting firm that advises Fortune 500 companies on Equal Employment Opportunity and diversity matters. Prior to this, Mr. Casellas was President and Chief Operating Officer of the Swarthmore Group, an investment and financial advisory firm. Before joining the Swarthmore Group in January 1999, Mr. Casellas served as the Partner in Charge of the Washington, DC office of McConnell Valdes LLP. He joined that firm in January 1998 after serving as Chairman of the US Equal Employment Opportunity Commission from 1994 to 1997. Mr. Casellas served as General Counsel for the US Department of the Air Force in 1993 and 1994 and as a Partner with the Philadelphia law firm of Montgomery, McCracken, Walker & Rhoads from 1985 to 1993. Mr. Casellas received a Bachelor of Art degree from Yale University. After receiving his law degree from Penn, Mr. Casellas served as a law clerk for the Honorable A. Leon Higginbotham, Jr., of the US Court of Appeals for the Third Circuit from 1978 to 1980. He currently serves on the boards of the American Arbitration Association, the Puerto Rican Legal Defense and Education Fund, and the National Constitutional Center. Mr. Casellas also serves on the Board of the Prudential Insurance Company of America. At Penn, Mr. Casellas is a University Trustee and has just finished a seven-year term as Chair of the Board of Overseers of the School of Social Work. He is a founding member of Penn's Association of Latino Alumni and served as President of the Law Alumni Society from 1989 to 1999.

Mr. Alan J. Weber, W’70, PAR’06, is Chief Executive Officer of the U.S. Trust Corporation in New York, which is a wholly owned subsidiary of the Charles Schwab Corporation. Mr. Weber also serves as a member of the Executive Committee of Charles Schwab. From 1998 to 2002, he was the Vice Chairman and Chief Financial Officer of Strategy and Finance at Aetna. Mr. Weber previously worked at Citibank from 1971 to 1998, where he held a number of senior positions, including Chairman of Citibank International and Executive Vice President of Citicorp. He is a Director of Spacefitters, Inc., and a member of the Kellogg School's Alumni Advisory Board. Mr. Weber received a master's degree in business administration from the Kellogg School at Northwestern University. He is a former member of the Hartford Millennium Committee, the Steering Committee for the New York Clearing House, the Federal Reserve Payment Systems Committee, and the Bankers Roundtable.
Resolution to Appoint Hital R. Meswani to the Board of Overseers of the School of Engineering and Applied Science

RESOLVED, that Hital R. Meswani be appointed to the Board of Overseers of the School of Engineering and Applied Science for a three-year term, effective June 20, 2003.

Mr. Hital R. Meswani, ENG'90, W'90, is Executive Director at Reliance Industries, Ltd. Reliance Industries, which is India's largest private sector enterprise, is the flagship of the seven companies that comprise the Reliance Group: Reliance Industries Limited, Reliance Capital Limited, Reliance Industrial Infrastructure Limited, Reliance Telecom Limited, Reliance General Insurance Limited, Reliance Life Insurance Limited, and Reliance Infocomm Limited. Mr. Meswani began working for Reliance immediately after graduating from Penn. He continues oversees the company's large-scale expansion projects and other major operations. Mr. Meswani has hosted Penn alumni events in India and has played a key role in volunteer leadership in his region.
Resolution to Appoint Vernon W. Hill, Sheila Johnson and Thomas Weiner to the Board of Overseers of the School of Veterinary Medicine

RESOLVED, that Vernon W. Hill, Sheila Johnson and Thomas Weiner be appointed to the Board of Overseers of the School of Veterinary Medicine for three-year terms, effective June 20, 2003.

Mr. Vernon W. Hill, W'67, is Chairman and Chief Executive Officer (and founder) of Commerce Bank of New Jersey, which was launched in 1973 with the opening of the first branch in Marlton, New Jersey. Mr. Hill has served as the Chairman and President of Commerce Bancorp, Inc, since the bank's inception. Mr. Hill was named "Community Banker of the Year" for 2000 by The American Banker and one of the "Top Five CEO's of 2002" by Investor's Business Daily. He was named a Commonwealth Trustee of the University in January 2003.

Dr. Sheila Johnson, NAF, co-founded, with her former husband Robert Johnson, the Black Entertainment Television network. Dr. Johnson served as a Director of BET from 1979-1991 and Vice President of Corporate Affairs from 1990-1991. She also served as Executive Vice President of Corporate Affairs of BET Holdings II from 1992 to 1998. While at BET, she was Executive Producer of "Teen Summit", a show on teen issues. Dr. Johnson is currently the Chief Executive Officer and President of the Geron P. Johnson Foundation, Inc., which was established in 1991 in memory of her infant son. Her other civic affiliations include the Community and Friends Board of the Kennedy Center for the Performing Arts, the Board of Trustees of Carnegie Hall, and the Carnegie Hall Educational Advisory Council, which she co-chairs. Last year, Dr. Johnson was elected President of the Washington International Horse Show.

Dr. Thomas Weiner, V'78, is the owner of the Tabernacle Animal Clinic, a small animal veterinary practice in Vincentown, NJ. At Penn, Dr. Weiner is an active member of the Penn Vet Alumni Society. He has also been active in fundraising for class reunions and for the new Vet Teaching and Research Building. He and his wife established the Cardiomyopathy Research Fund at the School of Veterinary Medicine in memory of their son who died from the disease.
Resolution to Appoint Connie K. Duckworth and Randall J. Weisenburger to the Board of Overseers of the Wharton School

RESOLVED, that Connie K. Duckworth and Randall J. Weisenburger be appointed to the Board of Overseers of the Wharton School for three-year terms, effective June 20, 2003.

Ms. Connie K. Duckworth, WG’79, is currently Chairwoman of the Committee of 200, the country’s leading association of female entrepreneurs and executives. Based in the U.S. with international members in Europe, Asia and Latin America, the Committee of 200 has more than 445 women members representing more than 80 industries. Ms. Duckworth is also Founding Partner of 8 Wings Enterprise, a partnership of investors who serve as business advisors to women-led companies. Ms. Duckworth was formerly a Managing Director at Goldman, Sachs & Co., where she was also co-Director of the Municipal Bond Department, co-Director of the Chicago office, and head of fixed-income sales. She is a member of the University of Michigan Business School Advisory Board and the Board of Evanston Northwestern Healthcare in Chicago. Ms. Duckworth is a Director at the Kohl Children’s Museum in Wilmette, IL. She received a Bachelor of Science degree from the University of Texas at Austin, before attending the Wharton School. At Penn, Ms. Duckworth has been a member of the Wharton Graduate Executive Board since 1998, and was this year’s commencement speaker for the Wharton Graduate Program. Ms. Duckworth has served as co-Chair of both her 25th and 30th Reunion Committees, and recently endowed a fellowship for women wishing to pursue Ph.D.’s at Wharton. She is also a member of the Trustees’ Council of Penn Women.

Mr. Randall J. Weisenburger, WG’87, is Executive Vice President and Chief Financial Officer of Omnicom Group, Inc., the world’s third-largest advertising conglomerate, ranking in the Fortune 500 and FT Global 500. At Penn, Mr. Weisenburger has been a member of the Wharton Graduate Executive Board since 2000. He is a member of the Golf Club of Purchase, NY, where he recently hosted a Penn golf outing for Wharton volunteers. Mr. Weisenburger established the Wharton Omnicom MBA Communications Program.
Resolution to Appoint Curtis S. Lane to the Penn Medicine Board

Intention:

Section 7.4 of the Statutes of the Trustees of the University of Pennsylvania and Section 3 of the Bylaws of Penn Medicine provide for the appointment of members of the Penn Medicine Board, upon nomination by the Chairman of the University Trustees, the Chairman of the Penn Medicine Board and the President of the University, acting jointly. The members shall be persons who, by their experience and expertise, can further the mission of Penn Medicine. Pursuant to Section 3.3 of the Bylaws of Penn Medicine each member of the Board other than ex officio members shall hold office for a term of three (3) years, or until his or her successor is elected and qualified, unless he or she sooner dies, resigns, is removed or becomes disqualified.

Curtis S. Lane, W’79 WG’80 founded and managed the healthcare investment banking group at Bear, Stearns & Co., Inc., from its inception in 1986 until 1998, when he joined Evercore Capital Partners, a New York-based investment and M&A advisory firm. Prior to joining Bear Stearns in 1985, Mr. Lane worked in the Corporate Finance department of Smith Barney, Harris Upham & Co., Inc., as a generalist investment banker. He became a Senior Managing Director of Bear Stearns in 1990. In 1998, Mr. Lane joined Evercore as a partner to focus on advisory and investment opportunities in healthcare, and was with Evercore until leaving to organize MTS Health Partners, L.P., in March of 2000. He is a director of several companies and charitable organizations, a member of the Wharton Undergraduate Board and President of the Lifeline Center for Child Development. Mr. Lane graduated from the University of Pennsylvania in 1979 and earned his MBA from the Wharton School in 1980.

ACCORDINGLY, IT IS HEREBY

RESOLVED, that Curtis S. Lane be appointed to the Penn Medicine Board, effective June 20, 2003, to serve in accordance with the Bylaws of Penn Medicine.
Resolution to Appoint Dr. D. James Baker to the Board of Managers of the Wistar Institute

RESOLVED, that D. James Baker, Ph.D., duly nominated for membership by action of the Board of Managers of the Wistar Institute at their quarterly meeting on Friday, April 4, 2003, be appointed on an interim basis for the period from June 20, 2003, to the 2004 annual election of the Board of Managers.