Resolution on Appointments, Leaves and Promotions
June 6, 2003- August 27, 2003

SCHOOL OF ARTS AND SCIENCES

Standing Faculty

Chair Designation
Designation of Dr. David B. Brownlee, Professor of History of Art in the Standing Faculty of the School of Arts and Sciences, as the Frances Shapiro-Weitzenhoffer Professor of 19th Century European Art effective June 15, 2003 through his tenure.

Designation of Dr. Warren J. Ewens, Professor of Biology in the Standing Faculty of the School of Arts and Sciences, as the Christopher H. Browne Distinguished Professor of Biology effective July 1, 2003 through his tenure.

Designation of Dr. Francine R. Frankel, Professor of Political Science in the Standing Faculty of the School of Arts and Sciences, as the Madan Lal Sobti Professor for the Study of Contemporary India for three years effective July 1, 2003 and coterminous with her appointment as Director of the Center for the Advanced Study of India.

Designation of Dr. Robert F. Giegengack, Professor of Earth and Environmental Science in the Standing Faculty of the School of Arts and Sciences, as the Davidson Kennedy Professor in the College for three years retroactive to January 1, 2003.

Designation of Dr. Ian S. Lustick, Professor of Political Science in the Standing Faculty of the School of Arts and Sciences, as the Bess W. Heyman Professor effective July 1, 2003 through his tenure.

Designation of Dr. Brendan O'Leary, Professor of Political Science in the Standing Faculty of the School of Arts and Sciences, as the Lauder Professor of International Relations effective July 1, 2003 through his tenure.

Designation of Dr. Gregory L. Urban, Professor of Anthropology in the Standing Faculty of the School of Arts and Sciences, as the Arthur Hobson Quinn Professor effective June 15, 2003 through his tenure.

Degree Compliance and Acceptance
Degree Compliance and Acceptance - Appointment of Dr. Cheikh Anta Mbacke Babou as Assistant Professor of History in the Standing Faculty of the School of Arts and Sciences for four years effective July 1, 2002 (full salary; tenure probationary period commences July 1, 2002). Mandatory tenure review is academic year 2007-08 [Refer to PSC of October 4, 2002]
Degree Compliance and Acceptance - Appointment of Dr. Mark J. Butler as Assistant Professor of Music in the Standing Faculty of the School of Arts and Sciences for four years effective July 1, 2003 (full salary; tenure probationary period commences July 1, 2003). Mandatory tenure review is academic year 2008-09. [Refer to PSC of May 30, 2003]

Promotions
Promotion of Dr. Barbara D. Savage to Professor of History in the Standing Faculty of the School of Arts and Sciences effective July 1, 2003 (full salary; has tenure) and designation as the Geraldine R. Segal Professor in American Social Thought effective July 1, 2003 through her tenure.

Promotion of Dr. Sharon L. Thompson-Schill to Associate Professor of Psychology in the Standing Faculty of the School of Arts and Sciences effective July 1, 2003 (full salary; with tenure).

Reappointments
Reappointment of Dr. Benjamin T. Backus as Assistant Professor of Psychology 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. Dean G. Cruess as Assistant Professor of Psychology in the Standing Faculty of the School of Arts and Sciences for three years effective July 1, 2005 (full salary; tenure probationary period commenced July 1, 2000 and was previously adjusted pursuant to paragraph A.1. of the policy on extension of tenure probationary period, March 18, 1997 or as amended). Mandatory tenure review is academic year 2006-07.

Reappointment of Dr. Melanie Colette Green as Assistant Professor of Psychology 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. Laura L. Peoples as Assistant Professor of Psychology 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.

Correction to previously approved minute
Correction to previously approved minute - Authorization to offer appointment to Dr. Laura Peoples as Assistant Professor of Psychology in the Standing Faculty of the School of Arts and Sciences for four years effective July 1, 1999. SHOULD READ effective January 1, 2000 (full salary; tenure probationary period commences July 1, 2000). Mandatory tenure review is academic year 2005-06. [Refer to PSCS of September 17, 1999]

Scholarly leaves of absence

Scholarly leave of absence for Dr. Asif Agha, Associate Professor of Anthropology in the Standing Faculty of the School of Arts and Sciences, for the academic year 2003-04 with up to half salary; appropriate benefits continued. [The borrowing of 2 credits is approved for this leave]. [10 credits will be accrued; 10 credits will be used plus 2 borrowed credits]

Scholarly leave of absence for Dr. Richard R. Beeman, Professor of History in the Standing Faculty of the School of Arts and Sciences, for the fall semester 2003 without salary; appropriate benefits continued. [21 credits will be accrued; 0 credits will be used]

Scholarly leave of absence for Dr. Eugene Buckley, Associate Professor of Linguistics in the Standing Faculty of the School of Arts and Sciences, for the fall semester 2003 with up to full salary; full benefits continued. [22 credits will be accrued; 12 credits will be used]

Leave of absence for employment elsewhere for Dr. Eric Cheyfitz, Professor of English in the Standing Faculty of the School of Arts and Sciences, for the academic year 2003-04 without salary; any benefits continued are without University contribution. [6 credits will be accrued; 0 credits will be used].

Scholarly leave of absence for Dr. Mark J. Devlin, Associate Professor of Physics and Astronomy in the Standing Faculty of the School of Arts and Sciences, for the fall semester 2003 with up to full salary; full benefits continued. [14 credits will be accrued; 12 credits will be used]

Scholarly leave of absence for Dr. Francis X. Diebold, Professor of Economics in the Standing Faculty of the School of Arts and Sciences, for the academic year 2003-04 with up to 82.6% salary (40.4% from the leave budget and 59.6% from the Department); appropriate benefits continued. [The borrowing of 2 credits is approved for this leave]. [6 credits will be accrued; 6 credits will be used plus 2 borrowed credits]

Scholarly leave of absence for Dr. Robert F. Engs, Professor of History in the Standing Faculty of the School of Arts and Sciences, for the fall semester 2003 with up to full salary; full benefits continued. [14 credits will be accrued; 12 credits will be used]

Scholarly leave of absence for Dr. Larry Gladney, Associate Professor of Physics and Astronomy in the Standing Faculty of the School of Arts and Sciences, for the academic year 2003-04 with up to full salary; full benefits continued. [24 credits will be accrued; 24 credits will be used]
Leave of absence for employment elsewhere for Dr. William F. Harris, II, Associate Professor of Political Science in the Standing Faculty of the School of Arts and Sciences, for the academic year 2003-04 without salary; any benefits continued are without University contribution. [10 credits will be accrued; 0 credits will be used].

Scholarly leave of absence for Dr. Ulrike Heuer, Assistant Professor of Philosophy in the Standing Faculty of the School of Arts and Sciences, for the academic year 2003-04 without salary; appropriate benefits continued. [4 credits will be accrued; 0 credits will be used].

Scholarly leave of absence for Dr. Daniel H. Janzen, Professor of Biology in the Standing Faculty of the School of Arts and Sciences, for the academic year 2003-04 with up to full salary; full benefits continued. [24 credits will be accrued; 24 credits will be used].

Scholarly leave of absence for Dr. Alan T. Johnson, Associate Professor of Physics and Astronomy in the Standing Faculty of the School of Arts and Sciences, for the fall semester 2003 with up to full salary; full benefits continued. [19 credits will be accrued; 12 credits will be used].

Scholarly leave of absence for Dr. Richard V. Kadison, Gustave C. Kuemmerle Professor of Mathematics in the Standing Faculty of the School of Arts and Sciences, for the academic year 2003-04 with up to half salary (100% from the Department); appropriate benefits continued. [0 credits will be accrued; 0 credits will be used].

Scholarly leave of absence for Dr. Ayako Kano, Associate Professor of Asian and Middle Eastern Studies in the Standing Faculty of the School of Arts and Sciences, for the fall semester 2003 with up to full salary; full benefits continued. [17 credits will be accrued; 12 credits will be used].

Scholarly leave of absence for Dr. Grace Kao, Associate Professor of Sociology in the Standing Faculty of the School of Arts and Sciences, for the fall semester 2003 with up to full salary; full benefits continued. [13 credits will be accrued; 12 credits will be used].

Scholarly leave of absence for Dr. William R. LaFleur, E. Dale Saunders Professor in Japanese Studies in the Standing Faculty of the School of Arts and Sciences, for the fall semester 2003 with up to 43.5% salary; appropriate benefits continued. [8 credits will be accrued; 5.2 credits will be used].

Scholarly leave of absence for Dr. David E. Ludden, Professor of History in the Standing Faculty of the School of Arts and Sciences, for the fall semester 2003 with up to 57% salary (76% from the leave budget and 24% from the Department); appropriate benefits continued. [The borrowing of 2 credits is approved for this leave]. [3.2 credits will be accrued; 3.2 credits will be used plus 2 borrowed credits].

Leave of absence for employment elsewhere for Dr. Roberto S. Mariano, Professor of Economics in the Standing Faculty of the School of Arts and Sciences, for the fall
semester 2003 without salary; any benefits continued are without University contribution. [5 credits will be accrued; 0 credits will be used].

Leave of absence for employment elsewhere for Dr. Sonje Kerrin Reiche, Assistant Professor of Economics in the Standing Faculty of the School of Arts and Sciences, for the academic year 2003-04 without salary; any benefits continued are without University contribution. [4 credits will be accrued; 0 credits will be used].

Scholarly leave of absence for Dr. Jorge H. Salessi, Associate Professor of Romance Languages in the Standing Faculty of the School of Arts and Sciences, for the academic year 2003-04 with up to full salary; full benefits continued. [24 credits will be accrued; 24 credits will be used].

Scholarly leave of absence for Dr. Robert J. Sharer, Sally and Alvin V. Shoemaker Professor of Anthropology in the Standing Faculty of the School of Arts and Sciences, for the fall semester 2003 with up to full salary; full benefits continued. [12 credits will be accrued; 12 credits will be used].

Scholarly leave of absence for Dr. David P. Silverman, Eckley Brinton Coxe, Jr., Professor and Curator of Egyptology in the Standing Faculty of the School of Arts and Sciences, for the fall semester 2003 with up to full salary (100% from the Department); full benefits continued. [16 credits will be accrued; 0 credits will be used].

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

Associated Faculty

Reappointment
Reappointment of Dr. Philip P. Betancourt 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).

SCHOOL OF ENGINEERING AND APPLIED SCIENCES

Standing Faculty

Chair Designation
Designation of Dr. Eduardo D. Glandt, Professor of Chemical and Biomolecular Engineering in the Standing Faculty of the School of Engineering and Applied Sciences, as the Robert D. Bent Professor in Chemical and Biomolecular Engineering for a term of ten years effective July 1, 2003.

Resignation
Resignation of Dr. Michael B. Greenwald as Assistant Professor of Computer and Information Science in the Standing Faculty of the School of Engineering and Applied Science effective June 29, 2003.

Associated Faculty

Reappointments

Reappointment of Dr. Ahmed M. Abdelatty Ali as Adjunct Assistant Professor of Electrical and Systems Engineering in the Associated Faculty of the School of Engineering and Applied Science for three years effective July 1, 2003 (partial salary dependent on duties assigned; not in tenure probationary status in this appointment).

Reappointment of Mr. Leonard A. Fabiano as Adjunct Professor of Chemical and Biomolecular Engineering in the Associated Faculty of the School of Engineering and Applied Science for three years effective July 1, 2003 (partial salary dependent on duties assigned; not in tenure probationary status in this appointment).

Reappointment of Dr. Guenter H. Kuehl as Adjunct Professor of Chemical and Biomolecular Engineering in the Associated Faculty of the School of Engineering and Applied Science for three years effective July 1, 2003 (without salary; not in tenure probationary status in this appointment).

Reappointment of Dr. Winslow L. Sargeant as Adjunct Assistant Professor of Electrical and Systems Engineering in the Associated Faculty of the School of Engineering and Applied Science for three years effective July 1, 2003 (partial salary dependent on duties assigned; not in tenure probationary status in this appointment).

GRADUATE SCHOOL OF FINE ARTS

Standing Faculty

Reappointment

Reappointment of Dr. Sidney Wong as Assistant Professor of City and Regional Planning in the Standing Faculty of the Graduate School of Fine Arts for three years effective July 1, 2004 (full salary; tenure probationary period commenced July 1, 2000; mandatory tenure review is academic year 2005-06).

Associated Faculty

Promotion and Reappointment

Promotion and reappointment of Ms. Margie Ruddick to Adjunct Associate Professor of Landscape Architecture in the Associated Faculty of the Graduate School of Fine Arts for five years, effective July 1, 2003 (partial salary dependent on duties assigned; not in tenure probationary status in this appointment).
Reappointments

Reappointment of Mr. Tony Atkin as Adjunct Associate Professor of Architecture in the Associated Faculty of the Graduate School of Fine Arts for five years, retroactive to July 1, 2002 (partial salary dependent on duties assigned; not in tenure probationary status in this appointment).

Reappointment of Mr. Paolo L. Burgi as Adjunct Professor of Landscape Architecture in the Associated Faculty of the Graduate School of Fine Arts for five years, retroactive to July 1, 2002 (partial salary dependent on duties assigned; not in tenure probationary status in this appointment).

Reappointment of Mr. Samuel Y. Harris as Adjunct Professor of Architecture in the Associated Faculty of the Graduate School of Fine Arts for five years, effective July 1, 2003 (partial salary dependent on duties assigned; not in tenure probationary status in this appointment).

Reappointment of Mr. John D. Milner as Adjunct Professor of Architecture in the Associated Faculty of the Graduate School of Fine Arts for five years, effective July 1, 2003 (partial salary dependent on duties assigned; not in tenure probationary status in this appointment).

Reappointment of Mr. Enrique Norten as Practice Professor of Architecture in the Associated Faculty of the Graduate School of Fine Arts for one year effective July 1, 2003. (full salary; not in tenure probationary status in this appointment).

Reappointment of Ms. Cora Olgyay as Adjunct Assistant Professor of Landscape Architecture in the Associated Faculty of the Graduate School of Fine Arts for five years, retroactive to July 1, 2002 (partial salary dependent on duties assigned; not in tenure probationary status in this appointment).

LAW SCHOOL

Standing Faculty

Chair Designations

Designation of Mr. Paul H. Robinson, Professor of Law in the Standing Faculty of the Law School as the Colin S. Diver Distinguished Professor of Law effective July 1, 2003 through his tenure.

Designation of Mr. Edward L. Rubin, Professor of Law in the Standing Faculty of the Law School as the Theodore K. Warner, Jr. Professor of Law effective July 1, 2003 through his tenure.

SCHOOL OF SOCIAL WORK

Standing Faculty
Promotion

Promotion of Dr. Jeffrey N. Draine to Associate Professor of Social Work in the Standing Faculty of the School of Social Work effective July 1, 2003 (full salary; with tenure).

Reappointment

Reappointment of Dr. Roberta R. Iversen as Assistant Professor of Social Work in the Standing Faculty--Clinician-Educator of the School of Social Work for three years effective July 1, 2004 (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). Clinician-Educator review is academic year 2005-06.

Resignation

Resignation of Dr. Lauren M. Rich, Assistant Professor of Social Work in the Standing Faculty of the School of Social Work effective June 30, 2003.

WHARTON SCHOOL

Standing Faculty

Chair Designations

Designation of Dr. Andrew B. Abel, Professor of Finance in the Standing Faculty of the Wharton School, as the Ronald A. Rosenfeld Professor, effective July 1, 2003 through his tenure. [The Robert Morris Professorship of Banking is relinquished as of that date.]

Designation of Dr. Andreas Buja, Professor of Statistics in the Standing Faculty of the Wharton School, as the Liem Sioe Liong/First Pacific Company Professor, effective July 1, 2003 through his tenure.

Designation of Dr. Neil A. Doherty, Professor of Insurance and Risk Management in the Standing Faculty of the Wharton School, as the Frederick H. Ecker Professor of Insurance and Risk Management, effective July 1, 2003 through his tenure. [The Ronald A. Rosenfeld Professorship is relinquished as of that date.]

Designation of Dr. Peter S. Fader, Professor of Marketing in the Standing Faculty of the Wharton School, as the Frances and Pei-Yuan Chia Endowed Professor, effective July 1, 2003 through his tenure.

Designation of Dr. Gary B. Gorton, Professor of Finance in the Standing Faculty of the Wharton School, as the Robert Morris Professor of Banking, effective July 1, 2003 through his tenure. [The Liem Sioe Liong/First Pacific Company Professorship is relinquished as of that date.]
Designation of Dr. Mauro F. Guillén, Professor of Management in the Standing Faculty of the Wharton School, as the Dr. Felix Zandman Endowed Professor in International Management, effective July 1, 2003 through his tenure.

Designation of Dr. Robert Inman, Professor of Finance in the Standing Faculty of the Wharton School, as the Richard King Mellon Professor of Finance, effective July 1, 2003 through his tenure. [The Miller-Sherrerd Professorship at the Wharton School is relinquished as of that date.]

Designation of Dr. Richard A. Lambert, Professor of Accounting in the Standing Faculty of the Wharton School, as the The Miller-Sherrerd Professor at the Wharton School, effective July 1, 2003 through his tenure.

Designation of Dr. Brigitte C. Madrian, Associate Professor of Business and Public Policy in the Standing Faculty of the Wharton School, as the Boettner Chair in Financial Gerontology, effective July 1, 2003 through her tenure.

Designation of Dr. Eric W. Orts, Professor of Legal Studies in the Standing Faculty of the Wharton School, as the Guardsmark Endowed Professor, effective July 1, 2003 through his tenure.

Designation of Ms. Georgette Chapman Poindexter, Professor of Real Estate in the Standing Faculty of the Wharton School, as the David B. Ford Professor, effective July 1, 2003 through her tenure.

Designation of Dr. Susan M. Wachter, Professor of Real Estate in the Standing Faculty of the Wharton School, as the Richard B. Worley Professor of Financial Management, effective July 1, 2003 through her tenure.

Designation of Dr. Joel Waldfogel, Professor of Business and Public Policy in the Standing Faculty of the Wharton School, as the Joel S. Ehrenkranz Family Professor, effective July 1, 2003 through his tenure.

Reappointments
Reappointment of Dr. Lisa E. Bolton as Assistant Professor of Marketing 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. [Consideration for promotion to tenure is contingent upon United States permanent residency status.]

Reappointment of Dr. Patti Williams as Assistant Professor of Marketing 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.
Extension to Approved Reappointment Authorization and Tenure Probationary Period

Extension to the approved appointment and tenure probationary period for Dr. Serguei Netessine as Assistant Professor of Operations and Information Management in the Standing Faculty of the Wharton School for one year effective July 1, 2004 (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.1. of the policy on extension of tenure probationary period, March 18, 1997 or as amended.

Extension to the approved reappointment and tenure probationary period for Dr. Elaine Zanutto as Assistant Professor of Statistics in the Standing Faculty of the Wharton School for one year effective July 1, 2004 (full salary; tenure probationary period commenced July 1, 1998). Adjusted mandatory tenure review is academic year 2004-05. This extension is granted pursuant to paragraph A.1. of the policy on extension of tenure probationary period, March 18, 1997 or as amended.

Leaves of Absence

Scholarly leave of absence for Dr. Domenico Cuoco, Associate Professor of Finance 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. [19 credits will be accrued; 12 credits will be used.]

Scholarly leave of absence for Dr. Donald B. Keim, the John B. Neff 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. [14 credits will be accrued; 12 credits will be used.]

Leave of absence for employment elsewhere for Dr. Patrik Sandás, Assistant Professor of Finance in the Standing Faculty of the Wharton School for the period July 1, 2003 to June 30, 2004, with up to full salary and benefits to be paid by the New York Stock Exchange directly to Penn. [10 credits will be accrued; 0 will be used]

Terminal Reappointment

Terminal reappointment of Dr. Amir Yaron as Assistant Professor of Finance in the Standing Faculty of the Wharton School for one year effective July 1, 2003 (full salary; tenure probationary period commenced July 1, 1996).

Leave of Absence

Scholarly leave of absence for Dr. William F. Hamilton, the Ralph Landau Professor of Management and Technology in the Standing Faculty of the Wharton School, for the period January 1, 2004, to December 31, 2004, with up to full salary, (50% from the department and 50% from the leave budget) appropriate benefits continued. [23 credits will be accrued; 12 credits will be used.]
Secondary Appointments
Continuation of secondary appointment of Dr. John C. Hershey, the Daniel H. Silberberg Professor, as Professor of Health Care Systems for five years effective July 1, 2003, with voting rights.

Continuation of secondary appointment of Dr. John R. Kimberly, the Henry Bower Professor of Entrepreneurial Studies, as Professor of Health Care Systems for five years effective July 1, 2003 with voting rights.

Continuation of secondary appointment of Dr. Arnold J. Rosoff, as Professor of Health Care Systems for five years retroactive to July 1, 2002, with voting rights.

Resignation
Resignation of Dr. David C. Croson as Assistant Professor of Operations and Information Management in the Standing Faculty of the Wharton School effective June 30, 2003.

Associated Faculty
Reappointments
Reappointment of Dr. C. Anthony Di Benedetto as Adjunct Professor of Marketing in the Associated Faculty of the Wharton School for the period July 1, 2003 to June 30, 2004, (partial salary dependent on duties assigned; not in tenure probationary status in this appointment).

Reappointment of Dr. Ulku G. Oktem as Adjunct Associate Professor of Operations and Information Management in the Associated Faculty of the Wharton School for the period July 1, 2003 to June 30, 2004, (partial salary dependent upon duties assigned; not in tenure probationary status in this appointment).

Reappointment of Dr. Terence A. Oliva as Adjunct Professor of Marketing in the Associated Faculty of the Wharton School for the period July 1, 2003 to June 30, 2004 (partial salary dependent on duties assigned; not in tenure probationary status in this appointment).

Reappointment of Dr. Maria Rieders as Adjunct Associate Professor of Operations and Information Management in the Associated Faculty of the Wharton School for the period July 1, 2003 to June 30, 2004 (partial salary dependent on duties assigned; not in tenure probationary status in this appointment).

Reappointment of Dr. Paul J. H. Schoemaker as Adjunct Professor of Marketing in the Associated Faculty of the Wharton School for the period July 1, 2003 to June 30, 2004 (partial salary dependent upon duties assigned; not in tenure probationary status in this appointment).
Reappointment of Dr. Michael F. Smith as Adjunct Associate Professor of Marketing in the Associated Faculty of the Wharton School for the period July 1, 2003 to June 30, 2004 (partial salary dependent on duties assigned; not in tenure probationary status in this appointment).

Promotion and Reappointment
Promotion of Dr. Martin A. Asher to Adjunct Professor of Finance in the Associated Faculty of the Wharton School and reappointment for three years effective July 1, 2003 or for the duration of his administrative appointment, whichever is the shorter period of time (partial salary dependent on duties assigned; not in tenure probationary status in this appointment).

Promotion of Dr. Kathryn L. Pearson to Adjunct Associate Professor of Operations and Information Management in the Associated Faculty of the Wharton School and reappointment for three years effective July 1, 2003 (partial salary dependent on duties assigned; not in tenure probationary status in this appointment).

HEALTH SCHOOLS

SCHOOL OF DENTAL MEDICINE

Standing Faculty

Reappointments
Reappointment of Dr. Marie Valentine Lim as Assistant Professor of General Restorative Dentistry in the Standing Faculty – Clinician Educator of the School of Dental 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 is academic year 2008-2009.

Reappointment of Dr. Chiun-Lin Liu as Assistant Professor of General Restorative Dentistry in the Standing Faculty – Clinician Educator of the School of Dental 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 is academic year 2008-2009.

Reappointment of Dr. Yolanda Slaughter as Assistant Professor of Community Oral Health in the Standing Faculty of the School of Dental Medicine for three years effective July 1, 2003 (full salary; a ten-year tenure probationary period commenced July 1, 2000). Mandatory tenure review is academic year 2008-09.

Change in Department and Reappointment
Change in Department of Dr. Rose Wadenya From Assistant Professor of Pediatric Dentistry in the Standing Faculty-Clinician Educator to Assistant Professor of Pediatric
Dentistry in the Department of Community Oral Health in the Standing Faculty-Clinician Educator of the School of Dental Medicine and **Reappointment** 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, 1999). Adjusted Clinician-Educator review is academic year 2008-09. [This extension was granted pursuant to paragraph A.1. of the policy on extension of tenure probationary period, March 19, 1997 or as amended].

**Leaves of Absence**

**Leave of absence for employment elsewhere for Dr. Joseph Ghafari**, Professor of Orthodontics in the Standing Faculty of the School of Dental Medicine for the period July 1, 2002 to December 31, 2003, without salary; any benefits continued are without university contribution. [12 credits will be accrued; 0 credits will be used]

**Scholarly leave of absence for Dr. Samuel Yankell**, Research Professor of Periodontics in the Associated Faculty of the School of Dental Medicine September 1, 2003 to May 31, 2004 with up to full salary; full benefits continued. [18 credits will be accrued; 18 credits will be used]

**Promotions**

**Promotion of Dr. Carolyn Gibson** to Professor of Anatomy/Cell Biology in the Standing Faculty of the School of Dental Medicine effective July 1, 2003 (full salary; has tenure).

**Promotion of Dr. Elliot V. Hersh** to Professor of Pharmacology in the Department of Oral Surgery/Pharmacology in the Standing Faculty of the School of Dental Medicine effective July 1, 2003 (full salary; has tenure).

**Promotion of Dr. Naty Lopez** to Adjunct Associate Professor of Community Oral Health in the Associated Faculty of the School of Dental Medicine for two years effective July 1, 2003 or for the duration of her administrative appointment, whichever is the shorter period of time (unsalaried; not in tenure probationary status with this appointment).

**Reappointments**

**Reappointment of Dr. Neal Bozentka** as Clinical Assistant Professor of Oral Surgery/Pharmacology in the Associated Faculty of the School of Dental Medicine for three years retroactive to July 1, 2002 (partial salary dependent on duties assigned; not in tenure probationary status with this appointment).

**Reappointment of Dr. Cecile Feldman** as Adjunct Professor of Community Oral Health in the Associated Faculty of the School of Dental Medicine for five years effective July 1, 2003. Three years (7/1/85 – 6/30/88) were spent in tenure probation. (unsalaried; not in tenure probationary status with this appointment).
Reappointment of Dr. Bradford Jungels as Clinical Assistant Professor of Oral Surgery/Pharmacology in the Associated Faculty of the School of Dental Medicine for three years retroactive to July 1, 2002 (partial salary dependent on duties assigned; not in tenure probationary status with this appointment).

Reappointment of Dr. Anna Kornbrot as Clinical Assistant Professor of Oral Surgery/Pharmacology in the Associated Faculty of the School of Dental Medicine for three years retroactive to July 1, 2002 (partial salary dependent on duties assigned; not in tenure probationary status with this appointment).

Reappointment of Dr. Robert Seltzer as Clinical Associate Professor of Endodontics in the Associated Faculty of the School of Dental Medicine for three years effective July 1, 2003 (unsalaried; not in tenure probationary status with this appointment).

Reappointment of Dr. Lucia Valderrama as Adjunct Assistant Professor of Oral Surgery/Pharmacology in the Associated Faculty of the School of Dental Medicine for three years retroactive to July 1, 2002 (unsalaried; not in tenure probationary status with this appointment).

Reappointment of Dr. Georg Watzek as Adjunct Professor of Endodontics in the Associated Faculty of the School of Dental Medicine for three years effective July 1, 2003 (unsalaried; not in tenure probationary status with this appointment).

Resignation
Resignation of Dr. Mamle Mante as Assistant Professor of General Restorative Dentistry in the Standing Faculty-Clinician Educator of the School of Dental Medicine effective July 1, 2003.

SCHOOL OF MEDICINE

Standing Faculty

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

Authorization to offer appointment to Dr. Lisa M. Elden as Assistant Professor of Otorhinolaryngology: Head and Neck Surgery at the Children's Hospital of Philadelphia in the Standing Faculty -- Clinician-Educator of the School of Medicine for the period of 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.
Authorization to offer appointment to Dr. Pablo Tebas as Associate Professor of Medicine 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).

Leaves of Absence
Approved scholarly leave of absence for Dr. Carol J. Deutsch, Professor of Physiology in the Standing Faculty of the School of Medicine for one year effective September 1, 2003 with up to full salary; full benefits continued should be postponed indefinitely at her request. [Refer to PSC Subcommittee of March 7, 2003]

Scholarly leave of absence for Dr. Peter Sterling, Professor of Neuroscience in the Standing Faculty of the School of Medicine for the period of July 1, 2003 to December 31, 2003 with up to full salary; full benefits continued. [12 credits will be accrued; 12 credits will be used]

Promotions
Promotion of Dr. Linda J. Bagley to Associate Professor of Radiology 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. Lisa M. Bellini to Associate Professor of Medicine 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. Jonathan P. Garino to Associate Professor of Orthopaedic Surgery at the Hospital of the University of Pennsylvania in the Standing Faculty -- Clinician-Educator of the School of Medicine effective July 1, 2003 (full salary; non-tenure; continuation of appointment subject to the stipulations given in Guidelines for Appointments and Promotions, January 8, 1985 or as amended).

Promotion of Dr. James C. Gee to Associate Professor of Radiologic Science in Radiology in the Standing Faculty of the School of Medicine effective July 1, 2003 (full salary; with tenure).

Promotion of Dr. Joseph T. Jarrett to Associate Professor of Biochemistry and Biophysics in the Standing Faculty of the School of Medicine effective July 1, 2003 (full salary; with tenure).

Promotion of Dr. Peter S. Klein to Associate Professor of Medicine in the Standing Faculty of the School of Medicine effective July 1, 2003 (full salary; with tenure).
Promotion of Dr. Hansell H. Stedman to Associate Professor of Surgery in the Standing Faculty of the School of Medicine effective July 1, 2003 (full salary; with tenure).

Reappointments
Reappointment of Dr. Valder R. Arruda as Assistant Professor of Pediatrics in the Standing Faculty of the School of Medicine for three years effective July 1, 2003 contingent on appropriate visa (full salary; tenure probationary period commenced July 1, 2000). The mandatory tenure review is academic year 2005-06.

A terminal reappointment for Dr. Joseph Bernstein as Assistant Professor of Orthopaedic Surgery in the Standing Faculty of the School of Medicine for one year effective July 1, 2003 (full salary; ten-year clinical tenure probationary period commenced July 1, 1996).

Reappointment of Dr. Jo Buyske as Assistant Professor of Surgery at the Hospital of the University of Pennsylvania and Presbyterian Medical Center of Philadelphia in the Standing Faculty – Clinician-Educator of the School of Medicine for 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, 1996 and was previously adjusted pursuant to paragraph A.1. of the policy on extension of tenure probationary period, March 18, 1997 or as amended. The clinician-educator review is academic year 2005-06.

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

Reappointment of Dr. Peter B. Crino as Assistant Professor of Neurology 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. G. Paul Dabrowski as Assistant Professor of Surgery at the Hospital of the University of Pennsylvania in the Standing Faculty – Clinician-Educator of the School of Medicine for three years effective July 1, 2003 (full salary; appointment subject to the stipulations given in Guidelines for Appointments and Promotions, January 8, 1985 or as amended). This appointment carries a ten-year, non-tenure probationary period that commenced July 1, 1997. The clinician-educator review date is academic year 2005-06.

Reappointment of Dr. Judith A. Fisher as Assistant Professor of Family Practice and Community 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.

Reappointment of Dr. Larry Chou as Assistant Professor of Rehabilitation 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, 2000. The clinician-educator review date is academic year 2008-09.

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

Reappointment of Dr. Elizabeth A. Hembree 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 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. Roland W. Herzog as Assistant Professor of Pediatrics in the Standing Faculty of the School of Medicine for three years effective July 1, 2003 (full salary; tenure probationary period commenced July 1, 2000). The mandatory tenure review is academic year 2005-06.

A terminal reappointment of Dr. David A. Horowitz 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 one year effective July 1, 2003 (full salary; appointment subject to the stipulations given in Guidelines for Appointments and Promotions, January 8, 1985 or as amended). This appointment carries a ten-year, non-tenure probationary period that commenced July 1, 1994.

Reappointment of Dr. Frank T. Horrigan as Assistant Professor of Physiology in the Standing Faculty of the School of Medicine for three years effective July 1, 2003 (full
salary; tenure probationary period commenced July 1, 2000). The mandatory tenure review is academic year 2005-06.

Reappointment of Dr. Xianxin Hua as Assistant Professor of Cancer Biology in the Standing Faculty of the School of Medicine for three years effective July 1, 2003 (full salary; tenure probationary period commenced July 1, 2000). The mandatory tenure review is academic year 2005-06.

Reappointment of Dr. Jonathan D. Huppert as Assistant Professor of Psychology in Psychiatry at the Hospital of the University of Pennsylvania in the Standing Faculty – Clinician-Educator of the School of Medicine for 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. Jacqueline M. Junkins-Hopkins as Assistant Professor of Dermatology 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. Stephen J. Kanes as Assistant Professor of Psychiatry in the Standing Faculty of the School of Medicine for three years effective July 1, 2003 (full salary; ten-year clinical tenure probationary period commenced July 1, 2000). The mandatory tenure review is academic year 2008-09.

Reappointment of Dr. Ken Kazahaya as Assistant Professor of Otorhinolaryngology: Head and Neck Surgery at the Children's Hospital of Philadelphia in the Standing Faculty – Clinician-Educator of the School of Medicine for 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. Tejvir S. Khurana as Assistant Professor of Physiology in the Standing Faculty of the School of Medicine for three years effective July 1, 2003 (full salary; tenure probationary period commenced July 1, 2000). The mandatory tenure review is academic year 2005-06.

Reappointment of Dr. Christian G. Kohler as Assistant Professor of Psychiatry 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. Katherine L. Margo as Assistant Professor of Family Practice and Community 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, 2000. The clinician-educator review date is academic year 2008-09.

Terminal reappointment of Dr. Dewey G. McCafferty as Assistant Professor of Biochemistry and Biophysics in the Standing Faculty of the School of Medicine for one year effective July 1, 2003 (full salary; tenure probationary period commenced July 1, 1997).

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

Reappointment of Dr. Richard A. Neill as Assistant Professor of Family Practice and Community 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.

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

**Reappointment of Dr. James A. Nicholson** as Assistant Professor of Family Practice and Community 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, 2000. The clinician-educator review date is academic year 2008-09.

**A terminal reappointment of Dr. David E. Nicklin** as Assistant Professor of Family Practice and Community 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 one year effective July 1, 2003 (full salary; appointment subject to the stipulations given in *Guidelines for Appointments and Promotions*, January 8, 1985 or as amended). This appointment carries a ten-year, non-tenure probationary period that commenced July 1, 1997.

**Reappointment of Dr. Edward Andrew Ochroch** as Assistant Professor of Anesthesiology 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. Ariella M. Rosengard** as Assistant Professor of Pathology and Laboratory Medicine in the Standing Faculty of the School of Medicine for three years effective July 1, 2003 (full salary; ten-year clinical tenure probationary period commenced July 1, 1999 and was previously adjusted pursuant to paragraph A.2. of the policy on extension of tenure probationary period, March 18, 1997 or as amended). The mandatory tenure review is academic year 2008-09.

**Reappointment of Dr. David B. Sarwer** as Assistant Professor of Psychology in Psychiatry at the Hospital of the University of Pennsylvania in the Standing Faculty – Clinician-Educator of the School of Medicine for 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. The **continuation of secondary appointment** as Assistant Professor of Psychology in Surgery is for the same period of time with voting rights.
Reappointment of Dr. David M. Shera as Assistant Professor of Biostatistics in Pediatrics at the Children's Hospital of Philadelphia in the Standing Faculty -- Clinician-Educator of the School of Medicine for 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. Frank E. Silvestry as Assistant Professor of Medicine at the Hospital of the University of Pennsylvania in the Standing Faculty -- Clinician-Educator of the School of Medicine for three years effective July 1, 2003 (full salary; appointment subject to the stipulations given in Guidelines for Appointments and Promotions, January 8, 1985 or as amended). This appointment carries a ten-year, non-tenure probationary period that commenced July 1, 1997. The clinician-educator review date is academic year 2005-06.

A terminal reappointment of Dr. Marjan W. van der Woude as Assistant Professor of Microbiology in the Standing Faculty of the School of Medicine for one year effective July 1, 2003 contingent on appropriate visa (full salary; tenure probationary period began July 1, 1997).

Reappointment of Dr. Carmen J. Williams as Assistant Professor of Obstetrics and Gynecology in the Standing Faculty of the School of Medicine for one year effective July 1, 2003 (full salary; ten-year clinical tenure probationary period commenced July 1, 2000). The mandatory tenure review is academic year 2008-09.

Reappointment of and change in title and tenure status for Dr. Noel N. Williams from Assistant Professor (in tenure probation) to Assistant Professor of Surgery at the Hospital of the University of Pennsylvania in the Standing Faculty -- Clinician-Educator of the School of Medicine for three years effective July 1, 2003 (full salary; appointment subject to the stipulations given in Guidelines for Appointments and Promotions, January 8, 1985 or as amended). This appointment carries a ten-year, non-tenure probationary period that commenced July 1, 1997. The clinician-educator review date is academic year 2005-06.

Reappointment of Dr. Abby S. Van Voorhees as Assistant Professor of Dermatology 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, 1999 was extended by one year for two years in half-time status for child care. The adjusted clinician-educator review date is academic year 2008-09.
Extensions

Extension to the approved appointment and tenure probationary period for Dr. Greg J. Bashaw as Assistant Professor of Neuroscience in the Standing Faculty of the School of Medicine for one year effective July 1, 2004 (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.1 of the policy on extension of tenure probationary period, March 18, 1997 or as amended].

Extension to the approved appointment and clinician-educator probationary period for Dr. Christina S. Chu 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, 2002. Adjusted Clinician-Educator review is academic year 2011-12. [This extension is granted pursuant paragraph A.1. of the policy on extension of tenure probationary period, March 18, 1997 or as amended].

Extension to the approved reappointment and clinician-educator probationary period for Dr. William H. Shull as Assistant Professor of Rehabilitation Medicine 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, 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. Adjusted Clinician-Educator review is academic year 2006-07. [This extension is granted pursuant paragraph A.3. of the policy on extension of tenure probationary period, March 18, 1997 or as amended].

Extension to the approved reappointment and clinician-educator probationary period for Dr. Ann M. Showan-Slade 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 one year effective July 1, 2003 (full salary; appointment subject to the stipulations given in Guidelines for Appointments and Promotions, January 8, 1985 or as amended). This appointment carries a ten-year, non-tenure probationary period that commenced July 1, 1997. Adjusted clinician-educator review is academic year 2006-07. [This extension is granted pursuant paragraph A.3. of the policy on extension of tenure probationary period, March 18, 1997 or as amended].

Reduction of Duties

Reduction in duties to 60% for Dr. Anna T. Meadows, Professor of Pediatrics at the Children’s Hospital of Philadelphia in the Standing Faculty – Clinician-Educator of the School of Medicine, in anticipation of a change to emeritus status, for one year effective July 1, 2003 with a proportional reduction in salary and those benefits which are salary-based.
Reduction of duties to 50% for child care for Dr. Carolyn C. Phillips, Assistant Professor of Pathology and Laboratory Medicine at the Hospital of the University of Pennsylvania in the Standing Faculty – Clinician-Educator of the School of Medicine, for one year effective July 1, 2003 with a proportional reduction in salary and those benefits which are salary-based. The non-tenure probationary period that began July 1, 1998 is extended by one year again for two years in half-time status for childcare. The revised clinician-educator review date is the academic year 2008-09.

Reduction of duties to 80% for Dr. James L. Stinnett, Professor of Psychiatry at the Hospital of the University of Pennsylvania in the Standing Faculty – Clinician-Educator of the School of Medicine, in anticipation of a change to emeritus status, for one year effective July 1, 2003 with proportional reduction in salary and in those benefits which are salary-based.

A change to half-time status for child care for Dr. Abby S. Van Voorhees, Assistant Professor of Dermatology 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, 2003 with a proportional reduction in salary and those benefits which are salary-based.

Secondary Appointments
A secondary appointment for Dr. Charles L. Bosk, Professor of Sociology in the Standing Faculty of the School of Arts and Sciences as Professor of Medical Ethics, for three years effective July 1, 2003 with voting rights. The primary appointment is in the School of Arts and Sciences.

Continuation of a secondary appointments as Professor of Medicine in Pathology and Laboratory Medicine and Professor of Pharmacology in the School of Medicine for Dr. Lawrence F. Brass, Professor of Medicine in the Standing Faculty for five years effective July 1, 2003 with voting rights.

Continuation of a secondary appointment as Professor of Pharmacology in the School of Medicine for Dr. Jon Martin Lindstrom, Trustee Professor of Neuroscience in the Standing Faculty for five years effective July 1, 2003 with voting rights.

Continuation of a secondary appointment as Professor of Pathology and Laboratory Medicine in Radiation Oncology in the School of Medicine for Dr. Ruth J. Muschel, Professor of Pathology and Laboratory Medicine in the Standing Faculty for five years effective July 1, 2003 with voting rights.

Continuation of a secondary appointment for Dr. Judith Rodin, Professor of Psychology in the Standing Faculty as Professor of Psychology in Psychiatry in the School of Medicine for three years effective July 1, 2003 with voting rights. The primary appointment is in the School of Arts and Sciences.
Continuation of secondary appointment for Dr. Gihan Indragith Tennekoon, Professor of Neurology in the Standing Faculty of the School of Medicine, as Professor of Neurology in Pediatrics for three years effective July 1, 2003 with voting rights

Associated Faculty

Appointment Authorization
Authorization to offer appointment to Dr. Alexander G. Fiks 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).

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

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

Promotion and reappointment
Promotion and reappointment of Dr. Laura A. Demopoulos from Adjunct Assistant Professor to Clinical Associate Professor of Medicine in the Associated Faculty of the School of Medicine for the period of June 1, 2003 to June 30, 2006 (with salary; not in tenure probationary status in this appointment).

Promotion and reappointment of Dr. Cynthia B. Robinson to 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).

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

Reappointment of Dr. Philip D. Bergey as Clinical Assistant Professor of Radiology 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. Michael N. Braffman** as Clinical Associate Professor of Medicine in the Associated Faculty of the School of Medicine for three years retroactive to July 1, 2002 (without salary, not in tenure probationary status in this appointment).

**Reappointment of Dr. Carla Campbell** 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. Lawrence R. Coia** as Adjunct Associate 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. Susan C. Day** as Clinical Associate Professor of 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).

**A terminal reappointment of Dr. Michael E. DiSanto** as Research Assistant Professor of Urology in Surgery 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 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 commenced July 1, 1997).

**Reappointment of Dr. Ronald A. Fronduti** 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. Paul J. Fudala** as Research 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. Marie E. Murphy Gleason** as Clinical Associate Professor of Pediatrics in the Associated Faculty of the School of Medicine for three years effective July 1, 2003 (with salary; not in tenure probationary status in this appointment).

**Reappointment of Dr. Erica L. Gollub** as Research Assistant Professor of Epidemiology in Psychiatry in the Associated Faculty of the School of Medicine for three years effective July 1, 2003 or for the duration of the grant or contract which supports her work, whichever is the shorter period of time and with a proportional reduction in those benefits which are salary-based. The non-tenure probationary period commenced July 1,
Reappointment of Dr. Jacqueline Gomberg as Clinical 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. Robert L. Goodman as Adjunct 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. David M. Goodner as Clinical Associate 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. Steven M. Greenberg as Clinical Assistant Professor of Radiology 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. Barbara H. Greenbaum as Clinical Associate Professor of Pediatrics in the Associated Faculty of the School of Medicine for three years effective July 1, 2003 (with salary; not in tenure probationary status in this appointment).

Reappointment of Dr. Judith B. Grinspan as Research Associate 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 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. E. Michael Harned 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. Lisa Klein as Clinical Assistant Professor of Radiology 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. David H. Malamed as Clinical Assistant Professor of Radiology 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. Gerald A. Mandell as Adjunct 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. David S. Metzger as Research Associate Professor of Social Policy 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. Gerd Muehlehner as Adjunct Professor of Radiologic Physics 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. Rosette Plotkin as Adjunct Assistant Professor of Rehabilitation 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. Norman M. Schechter as Research Professor of Dermatology 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. James P. Shinnick as Clinical Associate Professor of 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. Paul L. Stein as Research Assistant Professor of Dermatology 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. John J. Stern as Clinical Associate Professor of Medicine in the Associated Faculty of the School of Medicine for three years retroactive to July 1, 2002 (without salary; not in tenure probationary status in this appointment).

A terminal reappointment of Dr. EunRan Suh as Research Assistant Professor of 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. Lee P. Simerman 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. Susan F. Travis as Clinical Professor of Pediatrics in the
Associated Faculty of the School of Medicine for three years effective July 1, 2003 (with
salary; not in tenure probationary status in this appointment).

Reappointment of Dr. John M. Taylor as Adjunct Associate 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. Deborah H.A. Van Horn as Adjunct Assistant 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).

Emeritus Faculty

Reemployment Beyond Retirement
Reemployment beyond retirement of Dr. George Gerstein, Professor Emeritus of
Neuroscience in the School of Medicine, for one year effective July 1, 2003 with partial
salary dependent on duties assigned.

Reemployment beyond retirement of Dr. Morrie E. Kricun, Professor Emeritus of
Radiology in the School of Medicine, for one year retroactive to July 1, 2003 with partial
salary dependent on duties assigned.

Academic Support Staff
Terminal reappointment Dr. Khalil Bdeir as Research Associate in Pathology and
Laboratory Medicine in the Academic Support Staff of the School of Medicine for one
year effective January 1, 2003 (full salary; not in tenure probationary status in this
appointment). Dr. Bdeir’s appointment as Research Associate (full salary) began
November 1, 1998.

Terminal reappointment Dr. David G. Brooks as Instructor in Medicine in the
Academic Support Staff of the School of Medicine for one year effective July 1, 2003
(full salary; not in tenure probationary status in this appointment). Dr. Brooks’
appointment as Instructor (full salary) began July 1, 2000.
Terminal reappointment Dr. Shashank S. Desai as Instructor in Medicine in the Academic Support Staff of the School of Medicine for one year effective July 1, 2003 (full salary; not in tenure probationary status in this appointment). Dr. Desai’s appointment as Instructor (full salary) began July 1, 2000.

Terminal reappointment Dr. Randy Fingerhut as Instructor in Psychiatry in the Academic Support Staff of the School of Medicine for one year effective July 1, 2003 (full salary; not in tenure probationary status in this appointment). Dr. Fingerhut’s appointment as Instructor (full salary) began August 1, 2000.

Terminal reappointment Dr. Li Fu as Research Associate in Pathology and Laboratory Medicine in the Academic Support Staff of the School of Medicine for one year effective December 1, 2002 (full salary; not in tenure probationary status in this appointment). Dr. Fu’s appointment as Research Associate (full salary) began December 1, 1999.

Terminal reappointment Dr. Sacha Kassovska-Bratinova as Research Associate in Genetics in the Academic Support Staff of the School of Medicine for one year effective March 1, 2004 (full salary; not in tenure probationary status in this appointment). Dr. Kassovska-Bratinova’s appointment as Research Associate (full salary) began March 1, 2001.

Terminal reappointment Dr. Tomasz Rozmyslowicz as Research Associate in Pathology and Laboratory Medicine in the Academic Support Staff of the School of Medicine for one year effective January 1, 2003 (full salary; not in tenure probationary status in this appointment). Dr. Rozmyslowicz’s appointment as Research Associate (full salary) began January 1, 1999.

Terminal reappointment Dr. Matthew C. Weber as Lecturer in Pathology and Laboratory Medicine in the Academic Support Staff of the School of Medicine for one year effective January 1, 2003 (full salary; not in tenure probationary status in this appointment). Dr. Weber’s appointment as Lecturer (full salary) began January 1, 1999.

Terminal reappointment Dr. Tracela M. White as Instructor in Psychiatry in the Academic Support Staff of the School of Medicine for the period of July 1, 2003 through August 31, 2003 (full salary; not in tenure probationary status in this appointment). Dr. White’s appointment as Instructor (full salary) began July 1, 2000.

Terminal reappointment Dr. Jian Zhang as Research Associate in Obstetrics and Gynecology in the Academic Support Staff of the School of Medicine for one year effective March 1, 2003 (full salary; not in tenure probationary status in this appointment). Dr. Zhang’s appointment as Research Associate (full salary) began March 1, 2000.

SCHOOL OF NURSING

Standing Faculty
Promotion

Promotion of Dr. Marilyn Stringer to Associate Professor of Women's Health Nursing in the Standing Faculty--Clinician-Educator of the School of Nursing effective July 1, 2003 (full salary; non-tenure; appointment subject to the stipulations given in Guidelines for Appointments and Promotions, January 8, 1985 or as amended).

Scholarly leaves

Scholarly leave of absence for Dr. Linda P. Brown, Professor of 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 (37.5% from the sabbatical budget, 12.5% from unrestricted sources, and 50% from the House Master Fund); full benefits continued. [9 credits will be accrued; 9 credits will be used.]

Scholarly leave of absence for Dr. Ann O'Sullivan, Professor of Primary Care Nursing-Clinician-Educator in the Standing Faculty of the School of Nursing for the period September 1, 2003-December 31, 2003 with up to full salary (50% from the sabbatical budget, 30% from CHOP, and 20% from unrestricted sources); full benefits continued. [24 credits will be accrued; 6 credits will be used.]

Scholarly leave of absence for Dr. Freida H. Outlaw, Associate Professor of Psychiatric Mental Health Nursing-Clinician-Educator in the Standing Faculty of the School of Nursing for the period March 1, 2003 to August 31, 2003 with up to full salary (50% from the sabbatical budget, 50% from unrestricted sources); full benefits continued. [7 credits will be accrued; 6 credits will be used.]

Reappointment

Reappointment of Dr. Lenore H. Kurlowicz as Assistant Professor of Geropsychiatric Nursing at the Hospital of the University of Pennsylvania in the Standing Faculty--Clinician-Educator of the School of Nursing for three years effective July 1, 2004 (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). Clinician-Educator review is academic year 2005-06.

Associated Faculty

Promotion and Reappointment

Promotion of Dr. Rita Wong Jew to Adjunct Associate Professor of Nursing in the Associated Faculty of the School of Nursing and reappointment for three years effective July 1, 2003 (partial salary dependent on duties assigned; not in tenure probationary status in this appointment).

Promotion of Dr. Cathy Y. Poon, to Adjunct Associate Professor of Nursing in the Associated Faculty of the School of Nursing and reappointment for three years effective
Reappointments

Reappointment of Dr. Vinod K. Bhutani as Adjunct Professor of Nursing in the Associated Faculty of the School of Nursing for 5 years retroactive to July 1, 2002 (without salary; not in tenure probationary status in this appointment).

Reappointment of Dr. Linda Carrick as Adjunct Assistant Professor of Nursing in the Associated Faculty of the School of Nursing for three years effective July 1, 2003 (partial salary dependent on duties assigned; not in tenure probationary status in this appointment).

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

Emeritus Faculty

Reemployment beyond retirement of Dr. Ann Wolbert Burgess, Professor Emeritus of Nursing, in the School of Nursing for the academic year 2003-2004 with partial salary dependent on duties assigned.

Reemployment beyond retirement for Dr. Rosalyn J. Watts, Associate Professor Emeritus of Nursing in the School of Nursing, for one year effective July 1, 2003 with partial salary dependent on duties assigned.

SCHOOL OF VETERINARY MEDICINE

Standing Faculty

Promotions

Promotion of Dr. Ina Dobrinski to Associate Professor of Reproduction in Clinical Studies/New Bolton Center in the Standing Faculty of the School of Veterinary Medicine effective July 1, 2003 (full salary; with tenure)

Promotion of Dr. Zhengxia Dou to Associate Professor of Agricultural Systems in Clinical Studies/New Bolton Center in the Standing Faculty of the School of Veterinary Medicine effective July 1, 2003 (full salary; with tenure)

Promotion of Dr. Eric J. Parente to Associate Professor of Surgery in the Standing Faculty -- Clinician-Educator of the School of Veterinary 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. Leszek K. Kubin to Research Professor of Physiology in the Associated Faculty of the School of Veterinary Medicine for five years effective July 1,
2003 or for the duration of the grant or contract which supports his work, whichever is
the shorter period of time (full salary; without obligation on the part of the University to
continue salary and benefits beyond termination of these research funds; not in tenure
probationary status in this appointment).

Reappointments

Reappointment of Dr. Lillian Ruth Aronson as Assistant Professor of Surgery in the
Standing Faculty, Clinician-Educator, of the School of Veterinary 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,

Reappointment of Dr. Kathryn E. Michel as Assistant Professor of Nutrition in the
Standing Faculty, Clinician-Educator, of the School of Veterinary 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,

Reappointment and change to a ten-year clinical tenure probationary period for Dr.
Regina Turner as Assistant Professor of Large Animal Reproduction in the Standing
Faculty of the School of Veterinary Medicine for three years effective July 1, 2003 (full
salary; ten-year clinical tenure probationary period commenced July 1, 2000). Adjusted
mandatory tenure review is academic year 2008-2009.

Reappointment of Dr. Qin Yu as Assistant Professor of Pathology and Toxicology in
the Standing Faculty of the School of Veterinary Medicine for three years effective July
1, 2003 (full salary; tenure probationary period commenced July 1, 2000). Adjusted
mandatory tenure review is academic year 2005-2006.

Reappointment of Dr. Cynthia R. Ward as Assistant Professor of Medicine in the
Standing Faculty of the School of Veterinary Medicine for three years effective July 1,
2003 (full salary; ten-year probationary period commenced July 1, 1996). Adjusted
mandatory tenure review is academic year 2005-2006.

Extension

Extension to the approved appointment and tenure probationary period for Dr.
Bruce Freedman as Assistant Professor of Pathology in the Standing Faculty of the
School of Veterinary Medicine for one year effective July 1, 2003 (full salary; tenure
probationary period commenced July 1, 1997). Adjusted mandatory tenure review is
academic year 2003-2004. [This extension is granted pursuant to paragraph A.1. of the
policy on extension of tenure probationary period, March 18, 1997, or as amended.]
Leaves of Absence

Scholarly leave for Dr. Raymond Boston, Professor of Applied Biomathematics, in the Standing Faculty of the School of Veterinary Medicine, for the period January 1, 2004 through June 30, 2004 with up to full salary; full benefits continued. (17 credits will be accrued; 12 credits will be used.)

Scholarly leave of absence for Dr. Stephen J. Fluharty, Professor of Pharmacology, in the Department of Animal Biology in the Standing Faculty of the School of Veterinary Medicine, for one year effective July 1, 2003 with up to full salary; full benefits continued (22 credits will be accrued; 24 credits will be used - the borrowing of 2 credits has been approved for this leave).

Scholarly leave of absence for Dr. John R. Pehrson, Associate Professor of Biochemistry, in the Department of Animal Biology in the Standing Faculty of the School of Veterinary Medicine, for the one year effective July 1, 2003 with up to full salary; full benefits continued (22 credits will be accrued; 24 credits will be used - the borrowing of 2 credits has been approved for this leave).

Scholarly leave of absence for Dr. Bernard H. Shapiro, Professor of Biochemistry, in the Department of Animal Biology in the Standing Faculty of the School of Veterinary Medicine, for one year effective July 1, 2003 with up to full salary; full benefits continued (22 credits will be accrued; 24 credits will be used - the borrowing of 2 credits has been approved for this leave).

Scholarly leave of absence for Dr. Leon Weiss, Grace Lansing Lambert Professor of Cell Biology in the Standing Faculty of the School of Veterinary Medicine, for the period July 1, 2003 to December 31, 2003 with up to full salary; full benefits continued (14 credits will be accrued; 12 credits will be used).

Reduction in Duties

Reduction in duties by 30% for Dr. Robert Whitlock, Associate Professor of Medicine, Department of Clinical Studies-NBC, in the Standing Faculty of the School of Veterinary Medicine, for six years effective July 1, 2003 with a proportional reduction in salary and those benefits which are salary based. (This reduction in duties is approved in anticipation of retirement.)

Associated Faculty

Reappointment

Reappointment of Dr. Keith Hinshaw as Adjunct Assistant Professor of Zoological Medicine in Clinical Studies – Philadelphia in the Associated Faculty of the School of Veterinary Medicine for five years, effective July 1, 2003 (without salary; not in tenure probationary status in this appointment).

Resignation
Resignation of Dr. Kyle P. Orwig, Research Assistant Professor of Animal Biology in the Associated Faculty of the School of Veterinary Medicine effective July 31, 2003.

Academic Support Staff
Terminal reappointment of Dr. Buom-Yong Ryu as Research Associate in Animal Biology in the Academic Support Staff of the School of Veterinary Medicine for one year effective July 1, 2003 (full salary; not in tenure probationary status in this appointment). Dr. Ryu’s appointment as a Research Associate (full salary) began July 1, 2000.

Emeritus Faculty

Reemployment Beyond Retirement
Reemployment beyond retirement of Dr. Donald A. Abt, Professor Aquatic Animal Medicine, for one year effective July 1, 2003 with partial salary dependant on duties.

Reemployment beyond retirement of Dr. Darryl N. Biery, Professor Emeritus of Radiology, for one year effective July 1, 2003 with partial salary dependant on duties.

Reemployment beyond retirement of Dr. James W. Buchanan, Professor Emeritus of Cardiology, in the School of Veterinary Medicine for one year effective July 1, 2003 with partial salary dependant on duties assigned.

Reemployment beyond retirement of Dr. Donald F. Patterson, Professor Emeritus of Medical Genetics, for one year effective July 1, 2003 with partial salary dependant on duties.

Reemployment beyond retirement of Dr. Andrew Wood, Professor Emeritus of Radiology, for one year effective July 1, 2003 with partial salary dependant on duties.
Resolution to Authorize the Design and Construction of the School of Arts and Sciences' McNeil Center for Early American Studies Building in the Amount of $3.5 Million

Intention:

The School of Arts and Sciences wishes to proceed with the design and construction of a new building for the McNeil Center for Early American Studies. The building will be designed to reflect the mission of the Center and will be located at the site bounded by Woodland Walk, 34th Street, and a future Sansom Walk. Preliminary concepts suggest that a 10,000 GSF two-story building with no basement will satisfy program requirements and fit the site. The programming will consist of offices, shared library space, lecture room, conference room, and associated support space that will improve circulation and accommodate interaction between faculty, fellows, students, and staff. The project is to be funded by a capital project gift in the amount of $3.5 million.

RESOLVED, that the design and construction of the McNeil Center for Early American Studies, estimated to cost $3.5 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 Design and Construction of the School of Design's Meyerson Hall Renovations in the Amount of $1.0 Million

Intention:

The School of Design wishes to proceed with the design and construction of Meyerson Hall public space renovations. The purpose of the work will be to improve the building by implementing high-value renovations. The scope will include demolition of the entrance canopy, finish and lighting upgrades in the entry lobby and gallery spaces, and installation of new sliding display walls in gallery spaces. Work will also include renovation of the Dean's and departmental office space, north second floor office space including minor partition changes, and new ceilings, lights, and finishes throughout. The project will be funded by $500,000 from Facilities Renewal Funding and $500,000 from the Provost's Subvention Fund.

RESOLVED, that the design and construction of Meyerson Hall 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 Authorizing Execution of Hedging Transactions
to Manage Steam Costs

Intention:

The University campus is heated via steam, presently supplied by Trigen Corporation (Trigen). The agreement with Trigen is governed by the Pennsylvania Public Utilities Commission (PUC) and enables the pass-through of price changes in the cost of the underlying fuel, primarily natural gas. The budget for University steam costs for FY 2004 is approximately $27 million. PUC has provided Trigen with approval to hedge its volatile fuel costs and University management and its energy consultant have worked closely with Trigen over the past year to hedge fuel costs. In FY2003, the University saved over $800,000 through hedging transactions implemented by Trigen; however, there have been challenges over the past several months in continuing to implement a hedging program.

University management and an external energy consultant have worked with Trigen and reported to the Bond Ad Hoc committee on Trigen’s hedging initiatives. Given the difficulties in implementing a hedging program through Trigen this year, management recommends the acquisition of requisite authority to enable it to implement a hedging program, should Trigen be unable to do so. In any hedging program implemented by the University, management would work strategically with its energy consultant and coordinate with Trigen to ensure that its program was appropriate given Trigen’s acquisition strategy. Management will also seek approval for the hedging strategy it recommends with the Bond Ad Hoc Committee. Hedges employed may be exchange-traded options or futures or over-the-counter transactions with a highly rated counterparty. Appropriate risk management techniques will be considered to mitigate counterparty, basis or other risks associated with a hedging strategy.

RESOLVED, that the Executive Vice President, Senior Vice President for Finance and Treasurer or designees be and hereby are authorized to take such actions, execute such contracts and incur such expenses and obligations related to hedging University steam costs, subject to approval of such hedging transactions by a majority of the Bond Ad Hoc Committee, as may, in their judgment, be necessary or desirable to accomplish the purposes of this resolution.
Resolution to Appoint Marcy Engel, Esq., Antonio Magliocco, Jr., Esq., James E. Nevels, Esq., and Robert M. Potamkin, Esq., to the Board of Overseers of the Law School


Marcy Engel, Esq., L’83, is Managing Director of Citigroup Global Markets, Inc. (formerly known as Salomon Smith Barney). Citigroup Global Markets is a subsidiary of Citigroup Inc. Ms. Engel joined Salomon Smith Barney in 1987 as Corporate Counsel. She became a Managing Director of the company in 1996 and became the firm’s General Counsel in 2000. Before joining the firm, Ms. Engel was an associate at Sullivan and Company. She is a member of the National Association of Securities Dealers’ Fixed Income Committee and a former director of the Futures Industry Association and member of the Federal Regulation Committee of the Securities Industry Association. Ms. Engel is a member of both the City of New York and New York State Bar Associations. At Penn, Ms. Engel has served as a class agent at the Law School since 1997. She has also served as co-Chair of her 15th and 20th Law Reunion Committees. Ms. Engel is a member of the advisory board of the Law School’s Journal for International Economic Law.

Antonio Magliocco, Jr., Esq., L’77, is President of Peerless Importers, Inc., and Vice Chairman of Quaker Equities, Peerless’ holding company. Peerless Importers is a family-owned wine and spirits distributor founded in 1943. Mr. Magliocco serves on the board of the New York Psychoanalytic Association. At Penn, Mr. Magliocco is a class agent at the Law School and a member of the Law Alumni Society.

James E. Nevels, L’78, is Chair and Chief Executive Officer of the Swarthmore Group, an investment banking and brokerage firm in West Chester, PA. Prior to joining the Swarthmore Group, Mr. Nevels was Vice President of Prudential-Bache Securities from 1984 to 1991. He practiced law from 1978 to 1984 with the Philadelphia law firm of Ballard, Spahr, Andrews and Ingersoll. Mr. Nevels’ civic affiliations include service as Chair of the Philadelphia School Reform Commission; director of the Philadelphia Foundation and of the Greater Philadelphia First Foundation; and trustee of Berea College. He is a former director of the Port Authority of Philadelphia and the Port Authority of Camden. At Penn, Mr. Nevels is a member of the Law Alumni Society.

Robert M. Potamkin, Esq., W’67, L’70, is Chair of Potamkin Companies, and is also co-Chair and co-Chief Executive Officer of Planet Automotive. Mr. Potamkin is a principal of and the exclusive licensee for Office Depot in Eastern Europe. He is also a trustee of the Victor H. Potamkin Charitable Trust, the Potamkin Foundation, and the Vivian and Meyer P. Potamkin Foundation. At Penn, Mr. Potamkin is co-Founder of the Potamkin Prize for Alzheimer’s Research, which recognizes research excellence in Pick’s Disease, Alzheimer’s and other related diseases at the University of Pennsylvania Health System.
Resolution to Appoint Marjorie G. Schaye and Vincent J. Griski to the
Board of Trustees of the University of Pennsylvania Press

Marjorie G. Schaye, CW'75, is a development fundraising consultant, specializing in political campaign fundraising. She is also the owner of Earthwise, Inc., a wholesale distributor of environmentally safe products. Mrs. Schaye is the former Director of Development at the Foundation for Human Potential. She is a member of the advisory board for the Illinois Board of Education. At Penn, Mrs. Schaye is a member of the Trustees' Council of Penn Women, the Undergraduate Financial Aid Committee, and the Penn Alumni Board of Directors. She is also founder and co-President of the Midwest Regional Advisory Board.

Vincent J. Griski, W'58, is retired from Microsoft Corporation where he was an executive in the company's Treasury Department. Prior to joining Microsoft, Mr. Griski served as a financial analyst at Goldman Sachs in New York. At Penn, Mr. Griski serves as a member of the Advisory Council for the Lesbian Gay Bisexual Transgender Center. He has also served as a member of the Benjamin Franklin Advisory Council and the Agenda for Excellence Council.