Memorial Resolution for Samuel Ballam, Jr.

Beginning his Penn education as an evening student, Sam Ballam (EV'41, CGS'50) did more than make a virtue of necessity; he made it a delight. Working at Fidelity Bank by day, and studying finance by night, he found time to serve on the yearbook and prom committees, play basketball, join Sigma Kappa Phi, earn Wharton’s Pi Delta Epsilon Key, and graduate with honors.

This was a sign of things to come. Not only did he eventually graduate from Penn’s College of Collateral Studies (now CGS) and earn graduate degrees from Rutgers, Northwestern, and Harvard, but he also went on to become President and CEO of Fidelity Bank and Fidelcor and a civic leader in the Philadelphia area and beyond.

When he took up his first volunteer leadership position at his beloved Penn it was, fittingly, as president of the Evening School Alumni Society. Later he became president of the General Alumni Society. Extraordinarily generous with his time and energy, he served as chair of the Board of Overseers of the School of Social Work and was a devoted leader of Penn Medicine, serving on the Medical Center Board of Trustees for 23 years, as chair of the Trustee Board of the Hospital of the University of Pennsylvania for 15 years, and finally as Chairman Emeritus of the Board’s Development Committee. Many significant decisions are still made in the Ballam Board Room on the 21st floor of Penn Tower.

In 1982 he was appointed a Charter Trustee of the University. Helping to guide Penn through periods of great growth, he served on the Executive Committee, Investment Board, Trustee Council on Long-Range Planning, Trustee Audit Committee, Trustee Development Committee, and, later as an emeritus trustee, Budget and Finance Committee.

A true leader, he was deeply appreciated for his outstanding contributions to Penn and to the larger community and admired for his caring spirit and courteous manner. Penn acknowledged his excellent service by presenting him with the Wharton Evening School Distinguished Award of Merit in 1967 and with Penn’s highest accolade, the Alumni Award of Merit, in 1968.

RESOLVED, that the Trustees of the University of Pennsylvania convey their sorrow at the death of their colleague and long-time friend, Samuel Ballam, and in recording this official minute on behalf of the University community, share their deep appreciation and affection with his family, especially his son, Samuel H. Ballam III, his daughter, Barbara Stephens, CW’68, and his son-in-law, Richard Stephens, C’68, G’68.
Memorial Resolution for Reginald H. Jones

Reginald H. Jones (W’39, HON’80), worked his way up through the ranks of the General Electric Company to become its leading light — chairman and CEO of one of the world’s largest corporations. The breadth and depth of thinking that helped shape him as a leader were evident in his undergraduate years at Penn where he moved from the College to the School of Education and finally to the Wharton School. A brilliant student who earned the praise of his professors, he was elected president of Beta Gamma, the National Honorary Academic Fraternity, and treasurer of Phi Sigma Kappa.

Throughout his life he was admired for his intelligence, integrity, and interest in those around him. Dubbed the country’s most respected business executive and spokesman for corporate America, he was appointed to advisory positions by Presidents Nixon, Ford, and Carter. He served as Chairman of the Business Council and co-Chairman of the Business Roundtable and was the recipient of the Poor Richard Club’s Gold Medal of Achievement for educating the public about industry and the Captain Robert Dollar Memorial Award for distinguished contributions to American foreign trade and investment. He was a Knight Commander of the British Empire and held honorary doctorates from Penn, Harvard, Yale, Notre Dame, Howard, and Colgate.

Deeply committed to Penn, he joined the Board of Trustees in 1968 and continued as a trustee emeritus and honorary trustee until his death. As chair of the Development Committee, he represented Penn in boardrooms across the nation. He was a founding member of the Wharton Board of Overseers, its chair for 13 years, and then Chair Emeritus. He was also chair of the Joseph H. Lauder Institute Board of Governors.

The Reginald H. Jones Professorship of Corporate Management in the Wharton School, the Reginald Jones Center in Huntsman Hall, and the Reginald H. and Grace Cole Jones Trustee Scholarship will serve as fitting reminders to future alumni of one of our alma mater’s most loyal and dedicated sons. The force of his intellect and personality will long remain vivid to all who knew him.

RESOLVED, that the Trustees of the University of Pennsylvania convey their sorrow at the death of their colleague and long-time friend, Reginald Jones, and in recording this official minute on behalf of the University community, share their deep appreciation and affection with his family, especially his wife, Grace Cole Jones, CW’39; his son, the Reverend Keith Edwin Jones, W’64; his daughter, Grace Jones Vineyard, CW’66; and his five grandchildren and three great-grandchildren.
Resolution on Faculty Appointments, Leaves and Promotions

October 24, 2003, to January 30, 2004

SCHOOL OF ARTS AND SCIENCES

Standing Faculty

Appointment Authorizations
Authorization to offer appointment to Dr. Michael W. Cole as Assistant Professor of History of Art 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.

Authorization to offer appointment to Dr. Angela Gibney as Assistant Professor of Mathematics in the Standing Faculty of the School of Arts and Sciences for four years effective July 1, 2004 (full salary; tenure probationary period commences July 1, 2004). Mandatory tenure review is academic year 2009-10.

Authorization to offer appointment to Dr. Heather K. Love as Assistant Professor of English 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.

Authorization to offer appointment to Dr. Laura Felicia Matusevich as Assistant Professor of Mathematics in the Standing Faculty of the School of Arts and Sciences for four years effective July 1, 2004 (full salary; tenure probationary period commences July 1, 2004). Mandatory tenure review is academic year 2009-10.

Authorization to offer appointment to Dr. Tatyana M. Svitkina as Assistant Professor of Biology in the Standing Faculty of the School of Arts and Sciences for the period January 1, 2004 through June 30, 2008 (full salary; tenure probationary period commences July 1, 2004). Mandatory tenure review is academic year 2009-10.

Chair Designation
Designation of Dr. Jason Schnittker, Assistant Professor of Sociology in the Standing Faculty of the School of Arts and Sciences, as the Janice and Julian Bers Assistant Professor in the Social Sciences for a term of five years retroactive to July 1, 2003.

Correction to previously approved minute
Correction to previously approved minute—Authorization to offer appointment to Dr. Diana C. Mutz as Professor of Political Science in the Standing Faculty of the School of Arts and Sciences effective June 1, 2003 (full salary; with tenure). Designation as the Annenberg Professor of Political Science and Communication through her tenure SHOULD
READ Samuel A. Stouffer Professor of Political Science through her tenure. [Refer to PSC of April 17, 2003, PSCS of May 30, 2003 and PSCS 9/5/03]

Correction to previously approved minute – Designation of Dr. Jason Schnittker, Assistant Professor of Sociology in the Standing Faculty of the School of Arts and Sciences, as the Janice and Julian Bers Assistant Professor in the Social Sciences for a term of five years retroactive to July 1, 2003 SHOULD READ for the duration of his appointment at the rank of Assistant Professor effective July 1, 2003. [Refer to PSC of 11/13/03]

Extension to Appointment and Tenure Probationary Period
Extension to the approved appointment and tenure probationary period for Dr. Wei Guo as Assistant Professor of Biology in the Standing Faculty of the School of Arts and Sciences for one year effective July 1, 2005 (full salary; tenure probationary period commenced July 1, 2001). Adjusted mandatory 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.]

Leaves of Absence
Scholarly leave of absence for Dr. Herbert S. Levine, Professor of Economics in the Standing Faculty of the School of Arts and Sciences, for the spring semester 2004 with up to full salary; full benefits continued. [16 credits will be accrued; 12 credits will be used].

Leave of absence for employment elsewhere for Dr. Lydie Moudileno, Associate Professor of Romance Languages in the Standing Faculty of the School of Arts and Sciences, for the spring semester 2004 without salary; any benefits continued are without University contribution. [5 credits will be accrued; 0 credits will be used].

Scholarly leave of absence for Dr. Hugh H. Williams, Professor of Physics and Astronomy in the Standing Faculty of the School of Arts and Sciences, for the spring semester 2004 with up to full salary; full benefits continued. [24 credits will be accrued; 12 credits will be used].

Scholarly leave of absence for Dr. Elijah Anderson, Charles and William L. Day Distinguished Professor of Social Sciences in the Standing Faculty of the School of Arts and Sciences, for the spring semester 2004 with up to full salary; full benefits continued. [14 credits will be accrued; 12 credits will be used].

Scholarly leave of absence for Dr. Ching-Li Chai, Professor of Mathematics in the Standing Faculty of the School of Arts and Sciences, for the spring semester 2004 with up to half salary; appropriate benefits continued. [16 credits will be accrued; 6 credits will be used].

Scholarly leave of absence for Dr. Hendrik F. Hameka, Professor of Chemistry in the Standing Faculty of the School of Arts and Sciences, for the spring semester 2004 with up to full salary (33.3% from the leave budget and 67.7% from the department); full benefits continued. [4 credits will be accrued; 4 credits will be used].
Scholarly leave of absence for Dr. Christine Poggi, Associate Professor of History of Art in the Standing Faculty of the School of Arts and Sciences, for the academic year 2003-04 with up to 46% salary (54.4% from the leave budget and 45.6% from the department); appropriate benefits continued. [6 credits will be accrued; 6 credits will be used]

Scholarly leave of absence for Dr. Sandra T. Barnes, Professor of Anthropology in the Standing Faculty of the School of Arts and Sciences, for the spring semester 2004 with up to full salary (91.7% from the leave budget and 0.083% from the Department); full benefits continued. [11 credits will be accrued; 11 credits will be used].

Scholarly leave of absence for Dr. Brendan O'Leary, Lauder Professor of Political Science in the Standing Faculty of the School of Arts and Sciences, for the spring semester 2004 with up to full salary (100% from the Department); full benefits continued. [3 credits will be accrued; 0 credits will be used].

Scholarly leave of absence for Dr. Gary A. Tomlinson, Annenberg Professor in the Humanities in the Standing Faculty of the School of Arts and Sciences, for the spring semester 2004 with up to full salary; full benefits continued. [14 credits will be accrued; 12 credits will be used].

Promotions
Promotion of Dr. Yuichi Kitamura to Professor of Economics in the Standing Faculty of the School of Arts and Sciences effective July 1, 2004 (full salary; has tenure).

Reduction in duties
Reduction in duties by 25% for Dr. Herbert S. Levine, Professor of Economics in the Standing Faculty of the School of Arts and Sciences, for two years effective July 1, 2004 with a proportional reduction in salary and those benefits which are salary-based. [This reduction in duties is approved in anticipation of retirement].

Secondary Appointment
Secondary appointment for Dr. Michael W. Meister, W. Norman Brown Professor in the Standing Faculty of the School of Arts and Sciences, as Professor of South Asia Studies for five years retroactive to July 1, 2002 with voting rights.

Associated Faculty
Authorization to offer appointment to Dr. Michael R. Taylor as Adjunct Associate 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).

Reappointments
Reappointment of Dr. Hocine Fetni as Adjunct Assistant Professor of Sociology in the Associated Faculty of the School of Arts and Sciences for five years retroactive to July 1, 2003 or for the duration of his administrative appointment, whichever is the shorter period of
time (partial salary, dependent on duties assigned, to supplement his administrative appointment salary; not in tenure probationary status in this appointment).

Reappointment of Dr. Angela Locatelli as Adjunct Professor of Religious Studies in the Associated Faculty of the School of Arts and Sciences for six years retroactive to July 1, 2002 contingent on appropriate visa (without salary; not in tenure probationary status in this appointment).

Reappointment of Dr. Nancy M. Shawcross as Adjunct Assistant Professor of English in the Associated Faculty of the School of Arts and Sciences for six years retroactive to July 1, 2002 or for the duration of her administrative appointment, whichever is the shorter period of time (without salary, not in tenure probationary status in this appointment).

Emeritus Faculty

Reemployment beyond retirement
Reemployment beyond retirement for Dr. Rosemary A. Stevens, Professor Emeritus of History and Sociology of Science in the School of Arts and Sciences for the spring semester 2004 with partial salary dependent on duties assigned.

Reemployment beyond retirement for Dr. Etienne van de Walle, Professor Emeritus of Sociology in the School of Arts and Sciences for the spring semester 2004 with partial salary dependent on duties assigned.

SCHOOL OF DESIGN

Standing Faculty

Authorization Authorizations
Authorization to offer appointment to Dr. Thomas L. Daniels as Professor of City and Regional Planning in the Standing Faculty of the Graduate School of Fine Arts effective July 1, 2003 (full salary with tenure).

Authorization to offer appointment to Dr. Randall Mason as Associate Professor of Historic Preservation in the Department of Architecture in the Standing Faculty of the Graduate School of Fine Arts for the period January 1, 2004 to June 30, 2009. (Full salary; tenure probationary period commences July 1, 2004; mandatory tenure review is academic year 2007-08.)

Authorization to offer appointment to Dr. Lynne B. Sagalyn as Professor of City and Regional Planning in the Standing Faculty of the Graduate School of Fine Arts effective January 1, 2004 (full salary; with tenure).

Authorization to offer appointment to Ms. Cathrine A. Veikos as Assistant Professor of Architecture in the Standing Faculty of the Graduate School of Fine Arts for four years
effective July 1, 2003. (Full salary; tenure probationary period commences July 1, 2003; mandatory tenure review is academic year 2008-09.)

SCHOOL OF ENGINEERING/APPLIED SCIENCES

Standing Faculty

Leaves of Absence
50% leave of absence for employment elsewhere for Dr. Roch Guérin, Alfred Fitler Moore Professor of Telecommunications Networks and Professor of Electrical and Systems Engineering in the Standing Faculty of the School of Engineering and Applied Science for the academic year 2003-2004 (with 50% salary and full benefits continued, 50% of benefits to be paid by the School). [10 credits will be accrued; 0 will be used]

Scholarly leave of absence for Dr. Santosh S. Venkatesh, Associate Professor of Electrical and Systems Engineering in the Standing Faculty of the School of Engineering and Applied Science for the spring semester 2004 with up to full salary; full benefits continued. [18 credits will be accrued; 12 credits will be used]

Promotions
Promotion of Dr. David F. Meaney to Professor of Bioengineering in the Standing Faculty of the School of Engineering and Applied Science effective July 1, 2004 (full salary; has tenure).

Degree Compliance and Acceptance
Degree Compliance and Acceptance - Authorization to offer appointment to Mr. Milo M. K. Martin as Assistant Professor of Computer and Information Science in the Standing Faculty of the School of Engineering and Applied Science for four years effective January 1, 2004 (full salary; tenure probationary period commences July 1, 2004) Mandatory tenure review is academic year 2009-10. [Refer to PSCS of 6/13/03]

Correction to previously approved minute
Correction to previously approved minute - Authorization to offer appointment to Dr. Milo M. K. Martin as Assistant Professor of Computer and Information Science in the Standing Faculty of the School of Engineering and Applied Science for four years effective July 1, 2003 SHOULD READ effective January 1, 2004 contingent upon completion of all requirements for the PhD degree by that date, otherwise appointment as Lecturer in the Academic Support Staff for one year (full salary; tenure probationary period commences with appointment as Assistant Professor). [Refer to PSCS of 6/13/2003]

Associated Faculty

Reappointments
Reappointment of Dr. Mark R. Wilson as Adjunct Assistant Professor of Electrical Engineering in the Associated Faculty of the School of Engineering and Applied Science for
the period January 1, 2004 to June 30, 2006 (partial salary dependent on duties assigned; not in tenure probationary status in this appointment).

Emeritus Faculty

Reemployment beyond Retirement
Reemployment beyond retirement of Dr. Lawrence Eisenberg, Professor Emeritus of Electrical Engineering in the School of Engineering and Applied Science for one year effective January 1, 2004, with partial salary dependent on duties assigned.

LAW SCHOOL

Standing Faculty

Chair Designations
Designation of Dr. Anita L. Allen-Castellitto, Professor of Law in the Standing Faculty of the Law School, as the Henry R. Silverman Professor of Law effective January 1, 2004.

Designation of Mr. Seth F. Kreimer, Professor of Law in the Standing Faculty of the Law School, as the Kenneth W. Gemmill Professor of Law effective January 1, 2004.

Designation of Mr. Bruce H. Mann, Professor of Law in the Standing Faculty of the Law School, as the Leon Meltzer Professor of Law effective January 1, 2004.

Designation of Mr. Charles W. Mooney, Professor of Law in the Standing Faculty of the Law School, as the Charles A. Heimbold Professor of Law effective January 1, 2004.

Designation of Dr. Kim Lane Scheppele, Professor of Law in the Standing Faculty of the Law School, as the John J. O'Brien Professor of Law effective January 1, 2004.

Designation of Dr. David A. Skeel, Jr., Professor of Law in the Standing Faculty of the Law School, as the S. Samuel Arsht Chair in Corporate Law effective January 1, 2004.

SOCIAL WORK

Standing Faculty

Chair Designation
Designation of Dr. Carol Wilson Spigner, Associate Professor of Social Work in the Standing Faculty--Clinician Educator of the School of Social Work, as the Kenneth L. M. Pray Distinguished Professor for a term of five years effective July 1, 2003.

Continuation of designation
Continuation of designation of Dr. Richard James Gelles, Professor of Social Work in the Standing Faculty of the School of Social Work as the Joanne T. and Raymond B. Welsh
Professor in Child Welfare and Family Violence for a five year renewable term effective July 1, 2003.

WHARTON SCHOOL

Standing Faculty

Correction to previously approved minute

Resignation of Dr. Gavan J. Fitzsimons, Associate Professor of Marketing in the Standing Faculty of the Wharton School effective July 1, 2003 SHOULD READ Assistant Professor of Marketing in the Standing Faculty of the Wharton School effective June 30, 2003. [Refer to PSCS of 12/19/2003]

Resignation of Dr. Felix Oberholzer-Gee, Assistant Professor of Public Policy and Management in the Standing Faculty of the Wharton School effective June 30, 2003.

Authorization to offer appointment to Dr. Taylor J. Randall SHOULD READ Dr. Taylor R. Randall as Adjunct Assistant Professor of Operations and Information Management in the Associated Faculty of the Wharton School for the period January 1, 2004 to June 30, 2004 (partial salary dependent upon duties assigned; not in tenure probationary status in this appointment). [Refer to PSCS of 12/19/03]

Promotions

Promotion of Dr. Karl T. Ulrich to Professor of Operations and Information Management in the Standing Faculty of the Wharton School effective July 1, 2004 (full salary; has tenure).

Promotion of Dr. Amir Yaron to Associate Professor of Finance in the Standing Faculty of the Wharton School effective July 1, 2004 (full salary; with tenure).

Terminal Reappointment

Terminal reappointment of Dr. Christophe Van den Bulte as Assistant Professor of Marketing in the Standing Faculty of the Wharton School for one year effective July 1, 2004 (full salary; tenure probationary period commenced July 1, 1998).

Scholarly leave of absence

Scholarly leave of absence for Dr. Dean P. Foster, Associate Professor of Statistics in the Standing Faculty of the Wharton School, for the period July 1, 2004 to December 31, 2004 with up to one-half salary, appropriate benefits continued. [7 credits will be accrued; 6 credits will be used.]

Resignations

Resignation of Dr. Gavan J. Fitzsimons, Associate Professor of Marketing in the Standing Faculty of the Wharton School effective July 1, 2003.
Resignation of Dr. Felix Oberholzer-Gee, Assistant Professor of Public Policy and Management in the Standing Faculty of the Wharton School effective June 30, 2003.

Associated Faculty

Authorization to offer appointment
Authorization to offer appointment to Dr. Gerald A. Carlino as Adjunct Professor of Real Estate in the Associated Faculty of the Wharton School for the period January 1, 2004 to June 30, 2004 (partial salary dependent upon duties assigned; not in tenure probationary status in this appointment).

Authorization to offer appointment to Dr. Patricia G. Clifford as Adjunct Assistant Professor of Marketing in the Associated Faculty of the Wharton School for the period January 1, 2003 to June 30, 2004 (partial salary dependent upon duties assigned; not in tenure probationary status in this appointment).

Authorization to offer appointment to Dr. Richard Kent Green as Visiting Professor of Real Estate in the Associated Faculty of the Wharton School for the period January 1, 2004 to June 30, 2004 (full salary with health and life insurance benefits; not in tenure probationary status in this appointment).

Authorization to offer appointment to Dr. Barbara J. Mohebbi as Adjunct Assistant Professor of Management in the Associated Faculty of the Wharton School for the period July 1, 2003 to June 30, 2006 (partial salary dependent upon duties assigned; not in tenure probationary status in this appointment).

Authorization to offer appointment to Dr. Taylor J. Randall as Adjunct Assistant Professor of Operations and Information Management in the Associated Faculty of the Wharton School for the period January 1, 2004 to June 30, 2004 (partial salary dependent upon duties assigned; not in tenure probationary status in this appointment).

Authorization to offer appointment to Dr. David Wessels as Visiting Assistant Professor of Finance in the Associated Faculty of the Wharton School for the period January 1, 2004 to June 30, 2004 (full salary with health and life insurance benefits; not in tenure probationary status in this appointment).

Reappointment
Reappointment of Dr. Frank J. Lexa 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).

HEALTH SCHOOLS

SCHOOL OF DENTAL MEDICINE

Standing Faculty
Appointment Authorizations

Authorization to offer appointment to Dr. Gbemi A. Aderinokun as Adjunct Professor of Community Oral Health in the Associated Faculty of the School of Dental Medicine for a period of three years effective January 1, 2003 (unsalaried; not in tenure probationary status with this appointment).

Authorization to offer appointment to Dr. Joseph Breitman as Clinical Assistant Professor of General Restorative Dentistry in the Associated Faculty of the School of Dental Medicine for three years effective September 1, 2003 (partial salary to be negotiated with the Dean; not in tenure probationary status with this appointment).

Authorization to offer appointment to Dr. Peter E. Ciampi as Clinical Assistant Professor of General Restorative Dentistry in the Associated Faculty of the School of Dental Medicine for three years effective September 1, 2003 (partial salary to be negotiated with the Dean; not in tenure probationary status with this appointment).

Authorization to offer appointment to Dr. Robert Emling as Clinical Professor of Periodontics in the Associated Faculty of the School of Dental Medicine for the period January 1, 2003 to June 30, 2006 (unsalaried; not in tenure probationary status with this appointment).

Authorization to offer appointment to Dr. Najwa G. Ibrahim as Clinical Assistant Professor of General Restorative Dentistry in the Associated Faculty of the School of Dental Medicine for three years effective July 1, 2003 (partial salary dependent on duties assigned; not in tenure probationary status with this appointment).

Authorization to offer appointment to Dr. Byong Jin Kim as Clinical Assistant Professor of General Restorative Dentistry in the Associated Faculty of the School of Dental Medicine for three years effective July 1, 2003 (partial salary dependent on duties assigned; not in tenure probationary status with this appointment).

Authorization to offer appointment to Dr. Charles A. Kosteva as Adjunct Associate Professor of General Restorative Dentistry in the Associated Faculty of the School of Dental Medicine for three years effective September 1, 2003 (partial salary to be negotiated with the Dean; not in tenure probationary status with this appointment).

Authorization to offer appointment to Dr. Saul H. Landa as Clinical Assistant Professor of General Restorative Dentistry in the Associated Faculty of the School of Dental Medicine for three years effective July 1, 2003 (partial salary to be negotiated with the Dean; not in tenure probationary status with this appointment).

Authorization to offer appointment to Dr. Jonathan Olujare Lawoyin as Adjunct Professor of Oral Medicine in the Associated Faculty of the School of Dental Medicine for the period January 1, 2003 to June 30, 2006 (unsalaried; not in tenure probationary status with this appointment).
Authorization to offer appointment to Dr. John H. Muhr as Clinical Assistant Professor of General Restorative Dentistry in the Associated Faculty of the School of Dental Medicine for three years effective September 1, 2003 (partial salary to be negotiated with the Dean; not in tenure probationary status with this appointment).

Authorization to offer appointment to Dr. Maruizio Pacifici as Adjunct Professor of Anatomy and Cell Biology in the Associated Faculty of the School of Dental Medicine for three years effective December 1, 2002 (unsalaried; not in tenure probationary status with this appointment).

Authorization to offer appointment to Dr. Neil Starr as Clinical Associate Professor of Periodontics in the Associated Faculty of the School of Dental Medicine for three years effective July 1, 2003 (without salary; not in tenure probationary status with this appointment).

Authorization to offer appointment to Dr. Martin Weinberg as Clinical Assistant Professor of General Restorative Dentistry in the Associated Faculty of the School of Dental Medicine for three years effective July 1, 2003 (partial salary dependent on duties assigned; not in tenure probationary status with this appointment).

Authorization to offer appointment to Dr. Ronald William Zartarian as Clinical Assistant Professor of General Restorative Dentistry in the Associated Faculty of the School of Dental Medicine for three years effective July 1, 2003 (partial salary dependent on duties assigned; not in tenure probationary status with this appointment).

Extension to the approved appointment
Extension to the approved appointment and clinician-educator probationary period for Dr. Behnoush Rashedi as Assistant Professor of General Restorative Dentistry in the Standing Faculty—Clinician-Educator of the School of Dental Medicine for one year 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, 2001. Adjusted Clinician-Educator review is academic year 2010-011. [This extension is granted pursuant to paragraph A.1. of the policy on extensions of tenure probationary period, March 18, 1997 or as amended].

Reappointment
Reappointment of Dr. Steven A. Schwartz as Adjunct Associate Professor of General Restorative Dentistry in the Associated Faculty of the School of Dental Medicine for three years effective July 1, 2003 (without salary; not in tenure probationary status in this appointment).
Correction to previously approved minute
Correction to previously approved minute - Promotion and reappointment of Dr. Edwin W. Slade to Clinical Associate Professor of Oral Surgery/Pharmacology in the Associated Faculty of the School of Dental Medicine for three years SHOULD READ for four years retroactive to July 1, 2003 (partial salary to be negotiated with the Dean; not in tenure probationary status with this appointment). [Refer to PSCS of 11/21/2003]

Associated Faculty

Promotions

Promotion and reappointment of Dr. Samuel I. Kratchman to Clinical Associate Professor of Endodontics in the Associated Faculty of the School of Dental Medicine for three years retroactive to July 1, 2003 (partial salary to be negotiated with the Dean; not in tenure probationary status with this appointment).

Promotion of Dr. Elliott Maser to Clinical Associate Professor of Pediatric Dentistry in the Associated Faculty of the School of Dental Medicine retroactive to July 1, 2003 through June 30, 2005 [the remainder of his current appointment] (partial salary to be negotiated with the Dean; not in tenure probationary status with this appointment).

Promotion and reappointment of Dr. Neil L. Moscow to Clinical Associate Professor of Pediatric Dentistry in the Associated Faculty of the School of Dental Medicine for three years retroactive to July 1, 2003 (partial salary to be negotiated with the Dean; not in tenure probationary status with this appointment).

Promotion and reappointment of Dr. Surendra Singh to Clinical Associate Professor of Pediatric Dentistry in the Associated Faculty of the School of Dental Medicine for three years retroactive to July 1, 2003 (partial salary to be negotiated with the Dean; not in tenure probationary status with this appointment).

Promotion and reappointment of Dr. Edwin W. Slade to Clinical Associate Professor of Oral Surgery/Pharmacology in the Associated Faculty of the School of Dental Medicine for three years retroactive to July 1, 2003 (partial salary to be negotiated with the Dean; not in tenure probationary status with this appointment).

Reappointments

Reappointment of Dr. Joseph G. Brand as Adjunct Professor of Biochemistry in the Associated Faculty of the School of Dental Medicine for five years effective July 1, 2003 (without salary; not in tenure probationary status with this appointment).

Reappointment of Dr. Theodore P. Croll as Clinical Professor of Pediatric Dentistry in the Associated Faculty of the School of Dental Medicine for three years effective July 1, 2003 (without salary; not in tenure probationary status with this appointment).
Reappointment of Dr. Saju George as Clinical Assistant Professor of Endodontics in the Associated Faculty of the School of Dental Medicine for three years effective July 1, 2003 (without salary; not in tenure probationary status with this appointment).

Reappointment of Dr. M. LaMar Hicks as Adjunct Professor of Endodontics in the Associated Faculty of the School of Dental Medicine for three years effective July 1, 2003 (without salary; not in tenure probationary status with this appointment).

Reappointment of Dr. Eileen K. Jaffe as Adjunct Professor of Biochemistry in the Associated Faculty of the School of Dental Medicine for five years effective July 1, 2003 (without salary; not in tenure probationary status with this appointment).

Reappointment of Dr. Constance M. Killian as Adjunct Associate Professor of Pediatric Dentistry in the Associated Faculty of the School of Dental Medicine for three years effective July 1, 2003 (without salary; not in tenure probationary status with this appointment).

Reappointment of Dr. Nathan B. Kobrin as Clinical Assistant Professor of General Restorative Dentistry in the Associated Faculty of the School of Dental Medicine for three years effective July 1, 2003 (partial salary to be negotiated with the Dean; not in tenure probationary status with this appointment).

Reappointment of Dr. Kultip Jane Kulapongs as Clinical Assistant Professor of General Restorative Dentistry in the Associated Faculty of the School of Dental Medicine for three years effective July 1, 2003 (partial salary to be negotiated with the Dean; not in tenure probationary status with this appointment).

Reappointment of Dr. Kenneth W. Laudenbach as Clinical Associate Professor of Periodontics in the Associated Faculty of the School of Dental Medicine for three years effective July 1, 2003 (without salary; not in tenure probationary status with this appointment).

Reappointment of Dr. Marlene Oviedo-Marmo as Clinical Assistant Professor of Endodontics in the Associated Faculty of the School of Dental Medicine for three years effective July 1, 2003 (partial salary to be negotiated with the Dean; not in tenure probationary status with this appointment).

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

Reappointment of Dr. Douglas Reich as Clinical Associate Professor of Pediatric Dentistry in the Associated Faculty of the School of Dental Medicine for three years effective July 1, 2003 (without salary; not in tenure probationary status with this appointment).

Reappointment of Dr. Nasrin Sadat-Larijani as Clinical Assistant Professor of General Restorative Dentistry in the Associated Faculty of the School of Dental Medicine for three
years effective July 1, 2003 (partial salary to be negotiated with the Dean; not in tenure probationary status with this appointment).

**Reappointment of Dr. Najeed Saleh** as Clinical Associate Professor of General Restorative Dentistry in the Associated Faculty of the School of Dental Medicine for three years effective July 1, 2003 (partial salary to be negotiated with the Dean; not in tenure probationary status with this appointment).

**Reappointment of Dr. Stephen E. Shpeen** as Clinical Assistant Professor of Endodontics in the Associated Faculty of the School of Dental Medicine for three years effective July 1, 2003 (partial salary to be negotiated with the Dean; not in tenure probationary status with this appointment).

**Reappointment of Dr. Steven P. Weinberg** as Clinical Assistant Professor of General Restorative Dentistry in the Associated Faculty of the School of Dental Medicine for three years effective July 1, 2003 (partial salary to be negotiated with the Dean; not in tenure probationary status with this appointment).

**Reinstatements**

Authorization to reinstate the appointment of Dr. Leonard Abrams as Adjunct Professor of Periodontics in the Associated Faculty of the School of Dental Medicine for five years effective July 1, 2003 (without salary; not in tenure probationary status with this appointment).

Authorization to reinstate the appointment of Dr. Alan J. Borislow as Adjunct Associate Professor of Orthodontics in the Associated Faculty of the School of Dental Medicine for three years effective July 1, 2003 (without salary; not in tenure probationary status with this appointment).

Authorization to reinstate the appointment of Dr. Howard P. Fraiman as Clinical Assistant Professor of General Restorative Dentistry in the Associated Faculty of the School of Dental Medicine for three years effective July 1, 2003 (partial salary to be negotiated with the Dean; not in tenure probationary status with this appointment).

Authorization to reinstate the appointment of Dr. Peter Gaengler as Adjunct Professor of Periodontics in the Associated Faculty of the School of Dental Medicine for three years effective July 1, 2003 (without salary; not in tenure probationary status with this appointment).

Authorization to reinstate the appointment of Dr. Philip R.H. Newsome as Adjunct Associate Professor of Oral Medicine in the Associated Faculty of the School of Dental Medicine for three years effective July 1, 2003 (without salary; not in tenure probationary status with this appointment).

Authorization to reinstate the appointment of Dr. Dennis A. Sharkey, III as Clinical Assistant Professor of Periodontics in the Associated Faculty of the School of Dental
Medicine for three years effective July 1, 2003 (partial salary to be negotiated with the Dean; not in tenure probationary status with this appointment).

Authorization to reinstate the appointment of Dr. Kosuke Sombatpium as Adjunct Assistant Professor of Oral Surgery/Pharmacology in the Associated Faculty of the School of Dental Medicine for three years effective July 1, 2003 (without salary; not in tenure probationary status with this appointment).

Authorization to reinstate the appointment of Dr. Hideaki Suda as Adjunct Assistant Professor of Endodontics in the Associated Faculty of the School of Dental Medicine for three years effective July 1, 2003 (without salary; not in tenure probationary status with this appointment).

Resignation
Resignation of Dr. James F. Galbally, Adjunct Professor of Dental Care Systems in the Associated Faculty of the School of Dental Medicine effective June 30, 2003.

SCHOOL OF MEDICINE

Standing Faculty

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

Authorization to offer appointment to Dr. Karen O. Badellino as Assistant Professor of Nursing in the Standing Faculty of the School of Nursing for four years effective September 1, 2003 (full salary; tenure probationary period commenced July 1, 2003). Mandatory tenure review is academic year 2008-09.

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

Authorization to offer appointment of Dr. Gene B. Bishop as Clinical Assistant Professor of Medicine in the Associated Faculty of the School of Medicine for the period of October 1, 2003 to June 30, 2006 (without salary; not in tenure probationary status in this appointment).
Authorization to offer appointment to Dr. Eric J. Brown as Assistant Professor of Cancer Biology in the Standing Faculty of the School of Medicine for the period of September 15, 2003 to June 30, 2006 (full salary; tenure probationary period commences July 1, 2003). The mandatory tenure review is academic year 2008-09.

Authorization to offer appointment of Dr. Melissa M. Brown as Adjunct Assistant Professor of Ophthalmology in the Associated Faculty of the School of Medicine for the period of September 1, 2003 to June 30, 2006 (without salary; not in tenure probationary status in this appointment).

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

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

Authorization to offer appointment to Dr. Alicia Marie Conill as Clinical Associate Professor of Psychiatry in the Associated Faculty of the School of Medicine for the period of October 1, 2003 to June 30, 2004 (without salary; not in tenure probationary status in this appointment).

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

Authorization to offer appointment to Dr. A. Papiya Das as Clinical Assistant Professor of Psychiatry in the Associated Faculty of the School of Medicine for the period of October 1, 2003 to June 30, 2006 (without salary; not in tenure probationary status in this appointment).

Authorization to offer appointment to Dr. Edward J. Fox as Assistant Professor of Orthopaedic Surgery at the Hospital of the University of Pennsylvania in the Standing Faculty -- Clinician-Educator of the School of Medicine for the period of January 1, 2004 to June 30, 2007 (full salary; appointment subject to the stipulations given in Guidelines for Appointments and Promotions, January 8, 1985 or as amended). This appointment carries a ten-year, non-tenure probationary period which commences July 1, 2004. The clinician-educator review date is academic year 2012-13.
Authorization to offer appointment to Dr. Benoit I. Giasson as Assistant Professor of Pharmacology in the Standing Faculty of the School of Medicine for the period of January 1, 2004 to June 30, 2007 contingent on appropriate visa (full salary; tenure probationary period begins July 1, 2004). The mandatory tenure review is academic year 2009-10.

Authorization to offer appointment of Dr. Kathleen P. Howard as Adjunct Associate Professor of Biochemistry and Biophysics in the Associated Faculty of the School of Medicine for three years effective July 1, 2003 (without salary; not in tenure probationary status in this appointment).

Authorization to offer appointment of Dr. Bruce A. Hug as Assistant Professor of Pathology and Laboratory Medicine in the Standing Faculty of the School of Medicine for the period of November 1, 2003 to June 30, 2006 (full salary; tenure probationary period commenced July 1, 2003 with a ten-year clinical probationary period). The mandatory tenure review is academic year 2011-12.

Authorization to reinstate the appointment of Dr. Marla B. Isaacs as Clinical Assistant Professor of Psychology in Psychiatry in the Associated Faculty of the School of Medicine for the period of May 1, 2003 to June 30, 2006 (without salary; not in tenure probationary status in this appointment).

Authorization to offer appointment to Dr. Lewis B. Kinter as Adjunct Professor of Physiology in the Associated Faculty of the School of Medicine for three years effective July 1, 2003 (without salary; not in tenure probationary status in this appointment).

Authorization to offer appointment to Dr. Carole L. Marcus as Professor of Pediatrics at the Children's Hospital of Philadelphia in the Standing Faculty -- Clinician-Educator of the School of Medicine effective October 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. Ronald B. Moss as Adjunct Associate Professor of Pediatrics in the Associated Faculty of the School of Medicine for the period of December 1, 2003 to June 30, 2006 (without salary; not in tenure probationary status in this appointment).

Authorization to offer appointment to Dr. John S. Potts as Clinical Assistant Professor of Family Practice and Community Medicine in the Associated Faculty of the School of Medicine for the period of January 1, 2004 to June 30, 2007 (without salary; not in tenure probationary status in this appointment).

Authorization to offer appointment to Dr. Sheila A.M. Rauch 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 which commences July 1, 2003. The clinician-educator review date is academic year 2011-12.

Authorization to offer appointment to Dr. Elaine L. Reed as Clinical Assistant Professor of Family Practice and Community Medicine in the Associated Faculty of the School of Medicine for the period of January 1, 2004 to June 30, 2007 (without salary; not in tenure probationary status in this appointment).

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

Authorization to offer appointment to Dr. Maully J. Shah as Assistant Professor of Pediatrics at the Children's Hospital of Philadelphia in the Standing Faculty -- Clinician-Educator of the School of Medicine for the period of December 1, 2003 to June 30, 2006 contingent on appropriate visa (full salary; appointment subject to the stipulations given in Guidelines for Appointments and Promotions, January 8, 1985 or as amended). This appointment carries a ten-year, non-tenure probationary period which commenced July 1, 2003. The clinician-educator review date is academic year 2011-12.

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

Authorization to offer appointment to Dr. Meryl Y. Stein as Assistant Professor of Rehabilitation 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 which commences July 1, 2003. The clinician-educator review date is academic year 2011-12.

Authorization to offer appointment to Dr. David Weiss as Clinical Assistant Professor of Psychiatry in the Associated Faculty of the School of Medicine for the period of January 1, 2004 to June 30, 2007 (with salary; not in tenure probationary status in this appointment).

Authorization to offer appointment to Dr. Martha Lynn White as Clinical Assistant Professor of Family Practice and Community Medicine in the Associated Faculty of the School of Medicine for the period of January 1, 2004 to June 30, 2007 (without salary; not in tenure probationary status in this appointment).
Authorization to offer appointment to Dr. Nancy Woolf as Clinical Assistant Professor of Psychiatry in the Associated Faculty of the School of Medicine for the period of October 1, 2003 to June 30, 2006 (without salary; not in tenure probationary status in this appointment).

Chair Designations
Designation of Dr. Gary A. Koretzky, Professor of Pathology and Laboratory Medicine in the Standing Faculty of the School of Medicine, as the Leonard Jarett Professor of Pathology and Laboratory Medicine for ten years effective January 1, 2004.

Designation of Dr. Stephen C. Rubin, Professor of Obstetrics and Gynecology in the Standing Faculty of the School of Medicine, as the Franklin Payne Professor of Gynecologic Oncology for a term of ten years effective November 1, 2003.

Continuation of designation
Continuation of designation of Dr. Rosalie Elenitsas, Associate Professor of Dermatology at the Hospital of the University of Pennsylvania in the Standing Faculty – Clinician-Educator of the School of Medicine as the Sandra Lazarus Associate Professor of Dermatology at HUP for three years effective July 1, 2003.

Extension to the approved reappointment
Extension to the approved appointment and clinician-educator probationary period for Dr. Susan M. Domchek 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, 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 which commenced July 1, 2001. Adjusted Clinician-Educator review is academic year 2010-11. [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. Jacqueline Kreutzer as Assistant Professor of Pediatrics at the Children's Hospital of Philadelphia in the Standing Faculty – Clinician-Educator of the School of Medicine for one year effective July 1, 2006 (full salary; appointment subject to the stipulations given in Guidelines for Appointments and Promotions, January 8, 1985 or as amended). This appointment carries a ten-year, non-tenure probationary period which commenced July 1, 2000. Adjusted Clinician-Educator review is academic year 2009-10. [This extension is granted pursuant paragraph A.1. of the policy on extension of tenure probationary period, March 18, 1997 or as amended].

Extension to the approved appointment and clinician-educator probationary period for Dr. Sunita D. Nasta 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, 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 which commenced July 1, 2001. Adjusted Clinician-Educator review is academic year 2010-11. [This extension is granted pursuant paragraph A.1. of the policy on extension of tenure probationary period, March 18, 1997 or as amended].

Extension to the approved appointment and clinician-educator probationary period for Dr. Chrysalyne D. Schmults 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 one year effective July 1, 2006 (full salary; appointment subject to the stipulations given in Guidelines for Appointments and Promotions, January 8, 1985 or as amended). This appointment carries a ten-year, non-tenure probationary period which commenced July 1, 2003. Adjusted Clinician-Educator review is academic year 2012-13. [This extension is granted pursuant paragraph A.1. of the policy on extension of tenure probationary period, March 18, 1997 or as amended].

Extension to the approved appointment and tenure probationary period for Dr. Hee Kwon Song as Assistant Professor of Radiological Science in Radiology in the Standing Faculty of the School of Medicine for one year effective July 1, 2005 (full salary; tenure probationary period commenced July 1, 2002). Adjusted mandatory tenure review is academic year 2008-09. [This extension is granted pursuant to paragraph A.1. of the policy on extension of tenure probationary period, March 18, 1997 or as amended].

Leaves of Absence

Scholarly leave of absence for Dr. Luis Blasco the Nancy and Richard Wolfson 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 the period October 1, 2004 to September 30, 2005 with up to full salary; full benefits continued. [The borrowing of 2 credits is approved for this leave.] [22 credits will be accrued; 22 credits will be used plus 2 borrowed credits].

Compressed scholarly leave of absence for Dr. Robert A. Eisenberg, Professor of Medicine in the Standing Faculty of the School of Medicine for the period February 15, 2004 to June 15, 2004 with up to full salary; full benefits continued. [16 credits will be accrued; 16 will be used]

Scholarly leave of absence for Dr. David L. Gasser, Professor of Genetics in the Standing Faculty of the School of Medicine for the period of January 1, 2005 to June 30, 2005 with up to full salary; full benefits continued. [24 credits will be accrued; 12 credits will be used]

Compressed scholarly leave of absence for Dr. Stephen J. Gluckman, Professor of Medicine at the Hospital of the University of Pennsylvania in the Standing Faculty – Clinician-Educator of the School of Medicine for the period November 17, 2003 to January 17, 2003 with up to full salary; full benefits continued. [19 credits will be accrued; 10 will be used]
Scholarly leave of absence for Dr. Jon Martin Lindstrom, Trustee Professor of Neuroscience in the Standing Faculty of the School of Medicine for one year effective January 1, 2004 with up to full salary; full benefits continued. [24 credits will be accrued; 24 credits will be used]

Scholarly leave of absence for Dr. Yvonne Paterson, Professor of Microbiology in the Standing Faculty of the School of Medicine for one year effective July 1, 2004 with up to one-half salary; appropriate benefits continued. [18 credits will be accrued; 12 credits will be used]

Secondary Appointment
Continuation of secondary appointment for Dr. Peter H. Berman, Professor of Neurology in the Standing Faculty of the School of Medicine, as Professor of Pediatrics for three years effective July 1, 2004 with voting rights.

Continuation of secondary appointment for Dr. Robert Clancy, Professor of Neurology at The Children's Hospital of Philadelphia in the Standing Faculty--Clinician-Educator of the School of Medicine as Professor of Pediatrics for three years effective July 1, 2004 with voting rights.

Continuation of secondary appointment for Dr. Brian M. Salzberg, Professor of Neuroscience in the Standing Faculty of the School of Medicine as Professor of Physiology for three years effective July 1, 2003 with voting rights.

Promotions
Promotion of Dr. Kurt T. Barnhart to Associate Professor of Obstetrics and Gynecology in the Standing Faculty of the School of Medicine effective July 1, 2004 (full salary; with tenure). Promotion in secondary appointment to Associate Professor of Epidemiology in Biostatistics and Epidemiology for three years effective July 1, 2004 with voting rights.

Promotion of Dr. Jaclyn A. Biegel to Professor of Pediatrics at the Children's Hospital of Philadelphia in the Standing Faculty -- Clinician-Educator of the School of Medicine effective July 1, 2004 (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. Bernard J. Clark, III, to Professor of Pediatrics at the Children's Hospital of Philadelphia in the Standing Faculty -- Clinician-Educator of the School of Medicine effective July 1, 2004 (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. Ronald G. Collman to Professor of Medicine in the Standing Faculty of the School of Medicine effective July 1, 2004 (full salary; has tenure).
Promotion of Dr. Martin E. Franklin to Associate 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, effective July 1, 2004 (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. Grant T. Liu to Professor of Neurology at the Hospital of the University of Pennsylvania in the Standing Faculty--Clinician-Educator of the School of Medicine effective July 1, 2004 (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. Zhe Lu to Professor of Physiology in the Standing Faculty of the School of Medicine effective July 1, 2004 (full salary; tenure).

Promotion of Dr. Susan G. Orel to 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, 2004 (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. Jeanmarie Perrone to Associate Professor of Emergency Medicine at the Hospital of the University of Pennsylvania in the Standing Faculty -- Clinician-Educator of the School of Medicine effective July 1, 2004 (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. M. Celeste Simon to Professor of Cell and Developmental Biology in the Standing Faculty of the School of Medicine effective July 1, 2004 (full salary; tenure).

Promotion of Dr. Michael C. Soulen to 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, 2004 (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. Gil Wernovsky to Professor of Pediatrics at the Children's Hospital of Philadelphia in the Standing Faculty -- Clinician-Educator of the School of Medicine effective July 1, 2004 (full salary; non-tenure; continuation of appointment subject to the stipulations given in Guidelines for Appointments and Promotions, January 8, 1985 or as amended).

Reappointments

Reappointment of Dr. Scarlett Bellamy as Assistant Professor of Biostatistics in Biostatistics and Epidemiology at the Hospital of the University of Pennsylvania in the Standing Faculty -- Clinician-Educator of the School of Medicine for three years effective
July 1, 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 which commenced July 1, 2001. The clinician-educator review date is academic year 2009-10.

**Reappointment of Dr. Sean Hennessy** as Assistant Professor of Epidemiology in Biostatistics and Epidemiology in the Standing Faculty of the School of Medicine for three years effective July 1, 2004 (full salary; tenure probationary period commenced July 1, 2001 with a ten-year clinical probationary period). The mandatory tenure review is academic year 2009-10.

**Reappointment of Dr. John H. Holmes** as Assistant Professor of Medical Informatics in Epidemiology in Biostatistics and Epidemiology at the Hospital of the University of Pennsylvania in the Standing Faculty -- Clinician-Educator of the School of Medicine for three years effective July 1, 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 which commenced July 1, 2001. The clinician-educator review date is academic year 2009-10.

**Reappointment of Dr. Wei-Ting Hwang** as Assistant Professor of Biostatistics in Biostatistics and Epidemiology at the Hospital of the University of Pennsylvania in the Standing Faculty -- Clinician-Educator of the School of Medicine for three years effective July 1, 2004 contingent on appropriate visa (full salary; appointment subject to the stipulations given in Guidelines for Appointments and Promotions, January 8, 1985 or as amended). This appointment carries a ten-year, non-tenure probationary period which commenced July 1, 2001. The clinician-educator review date is academic year 2009-10.

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

**Reappointment of Dr. Stephen J. Schuster** 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, 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 which commenced July 1, 1998. The clinician-educator review date is academic year 2006-07.

**Reappointment of Dr. Edna P. Schwab** as Assistant Professor of Medicine at the Hospital of the University of Pennsylvania and the Veterans Administration Medical Center in the Standing Faculty -- Clinician-Educator of the School of Medicine for one year effective
July 1, 2003 (full salary; appointment subject to the stipulations given in Guidelines for Appointments and Promotions, January 8, 1985 or as amended). This appointment carries a ten-year, non-tenure probationary period which commenced July 1, 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. James P. Stevenson 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, 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 which commenced July 1, 1998. The clinician-educator review date is academic year 2006-07.

Reappointment of Dr. Ming Yuk as Assistant Professor of Microbiology 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.

Reduction of Duties
Reduction in duties by 50% for Dr. Ariella M. Rosengard, Assistant Professor of Pathology and Laboratory Medicine in the Standing Faculty of the School of Medicine, for the period of September 1, 2003 to July 15, 2004 with a proportional reduction in salary and those benefits which are salary-based.

Correction to previously approved minute
Correction to previously approved minute - Authorization to offer appointment to Dr. Meryl Y. Stein as Assistant Professor of Rehabilitation 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 SHOULD READ August 1, 2003 (full salary; appointment subject to the stipulations given in Guidelines for Appointments and Promotions, January 8, 1985 or as amended). This appointment carries a ten-year, non-tenure probationary period which commences July 1, 2003. The clinician-educator review date is academic year 2011-12. [Refer to PSCS of 6/27/03]

Resignations
Resignation of Dr. Kevin M. Fosnocht, Assistant Professor of Medicine at Presbyterian Medical Center of Philadelphia in the Standing Faculty - Clinician-Educator of the School of Medicine effective March 31, 2003.

Resignation of Dr. Jeffrey A. Gordon, Assistant Professor of Ophthalmology at the Presbyterian Medical Center of Philadelphia in the Standing Faculty--Clinician-Educator of the School of Medicine effective April 30, 1997
Resignation of Dr. Alireza Kassaee, Assistant Professor of Radiation Physics in Radiation Oncology at the Hospital of the University of Pennsylvania in the Standing Faculty -- Clinician-Educator of the School of Medicine effective June 30, 2002.

Resignation of Dr. Allison Oler, Assistant Professor of Medicine at the Hospital of the University of Pennsylvania in the Standing Faculty-Clinician-Educator of the School of Medicine effective 6/30/03.

Resignation of Dr. Susan Schachtner, Assistant Professor of Pediatrics in the Standing Faculty of the School of Medicine effective October 31, 2003.

Resignation of Dr. Edward J. Vresilovic, Assistant Professor of Orthopaedic Surgery at the Hospital of the University of Pennsylvania in the Standing Faculty -- Clinician-Educator of the School of Medicine effective 7/1/02.

Resignation of Dr. Ji-fang Zhang, Assistant Professor of Pharmacology in the Standing Faculty of the School of Medicine effective June 30, 2003.

Associated Faculty

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

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

Authorization to offer appointment to Dr. David R. Langdon 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).

Authorization to offer appointment of Dr. Jeff E. Mandel as Clinical Associate Professor of Anesthesia in the Associated Faculty of the School of Medicine for the period of June 1, 2003 to June 30, 2006 (without salary; not in tenure probationary status in this appointment).

Promotions
Promotion of Dr. Paul D. Acton to Research Associate Professor of Physics and Instrumentation in Radiology in the Associated Faculty of the School of Medicine for five years effective July 1, 2004 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. Edward E. Morrisey to Research Associate Professor of Medicine in the Associated Faculty of the School of Medicine for five years effective July 1, 2004 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. Mark L. Batshaw as Adjunct Professor of Pediatrics in the Associated Faculty of the School of Medicine for three years effective July 1, 2004 (without salary, not in tenure probationary status in this appointment).

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

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

Reappointment of Dr. Charlene M. Brock as Clinical Assistant Professor of Pediatrics in the Associated Faculty of the School of Medicine for three years effective July 1, 2004 (with salary; not in tenure probationary status in this appointment).

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

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

Reappointment of Dr. Janet M. Goldberg as Clinical Assistant Professor of Pediatrics in the Associated Faculty of the School of Medicine for three years effective July 1, 2004 (without salary; not in tenure probationary status in this appointment).

Reappointment of Dr. June E. Greenspan as Clinical Associate Professor of Psychiatry in the Associated Faculty of the School of Medicine for three years effective July 1, 2003 (without salary; not in tenure probationary status in this appointment).
Reappointment of Dr. Edward J. Higgins as Clinical Assistant Professor of Pediatrics in the Associated Faculty of the School of Medicine for three years effective July 1, 2004 (without salary; not in tenure probationary status in this appointment).

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

Reappointment of Dr. Jurg L. Jaggi as Clinical Assistant Professor of Neurology in the Associated Faculty of the School of Medicine for three years effective July 1, 2003 or for the duration of his administrative appointment, whichever is the shorter period of time (without salary; not in tenure probationary status in this appointment).

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

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

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

Reappointment of Dr. Suzanne P. Olivieri O'Donnell as Clinical Assistant Professor of Pediatrics in the Associated Faculty of the School of Medicine for three years effective July 1, 2004 (without salary; not in tenure probationary status in this appointment).

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

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

Reappointment of Dr. Lucy B. Rorke as Clinical Professor of Pathology and Laboratory Medicine, Clinical Professor of Pathology and Laboratory Medicine in Neurology and Clinical Professor of Pathology and Laboratory Medicine in 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. Maurice S. Rozwat as Clinical Assistant Professor of Pediatrics in the Associated Faculty of the School of Medicine for three years effective July 1, 2004 (without salary; not in tenure probationary status in this appointment).

Reappointment of Dr. Charles I. Schwartz as Clinical Assistant Professor of Pediatrics in the Associated Faculty of the School of Medicine for three years effective July 1, 2004 (without salary; not in tenure probationary status in this appointment).

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

Reappointment of Dr. Michael C. Sivitz as Clinical Assistant Professor of Pediatrics in the Associated Faculty of the School of Medicine for three years effective July 1, 2004 (without salary; not in tenure probationary status in this appointment).

Reappointment of Dr. Ritu Verma as Clinical Assistant Professor of Pediatrics in the Associated Faculty of the School of Medicine for three years effective July 1, 2004 (with salary, not in tenure probationary status in this appointment).

Reappointment of Dr. Jan N. Widerman as Clinical Assistant Professor of Pediatrics in the Associated Faculty of the School of Medicine for three years effective July 1, 2004 (without salary; not in tenure probationary status in this appointment).

Promotion and reappointment
Promotion and reappointment of Dr. Carla Campbell to Clinical Associate Professor of Pediatrics in the Associated Faculty of the School of Medicine for three years effective July 1, 2004 (without salary; not in tenure probationary status in this appointment).

Promotion and reappointment of Dr. Julie Ann Low to Clinical Associate Professor of Psychiatry in the Associated Faculty of the School of Medicine for three years effective July 1, 2003 (without salary; not in tenure probationary status in this appointment).

Promotion and reappointment of Dr. Mark R. Magnusson to Clinical Associate Professor of Pediatrics in the Associated Faculty of the School of Medicine for three years effective July 1, 2004 (without salary; not in tenure probationary status in this appointment).

Promotion and reappointment of Dr. Beth E. Rezet to Clinical Associate Professor of Pediatrics in the Associated Faculty of the School of Medicine for three years effective July 1, 2004 (without salary; not in tenure probationary status in this appointment).

Resignations
Resignation of Dr. Zelleka Getahun, Research Assistant Professor of Biochemistry and Biophysics in the Associated Faculty of the School of Medicine effective August 30, 2003.
Resignation of Dr. Bruce R. Rosengard, Adjunct Associate Professor of Surgery in the Associated Faculty of the School of Medicine effective July 2, 2003.

Resignation of Dr. Shobana Sood, Clinical Assistant Professor of Dermatology in the Associated Faculty of the School of Medicine effective June 30, 2003.

Resignation of Dr. Paul L. Stein, Research Assistant Professor of Dermatology in the Associated Faculty of the School of Medicine effective October 17, 2003.

Academic Support Staff

Reappointments

Reappointment of Dr. Justina Baptiste as Lecturer 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. Baptiste’s appointment as Lecturer (full salary) began July 1, 2000.

Reappointment of Dr. Laurence U. Buxbaum 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. Buxbaum’s appointment as Lecturer (full salary) began July 1, 2000.

Reappointment of Dr. Marjorie E. Marenberg as Instructor in Medicine in the Academic Support Staff of the School of Medicine for the period of September 1, 2003 to June 30, 2004 (full salary; not in tenure probationary status in this appointment). Dr. Marenberg’s appointment as Lecturer (full salary) began September 1, 2000.

Reappointment of Dr. Tomoyuki Oe as Research Associate in Pharmacology in the Academic Support Staff of the School of Medicine for the period of May 1, 2003 to April 30, 2004 (full salary; not in tenure probationary status in this appointment). Dr. Oe’s appointment as Research Associate (full salary) began May 1, 2000.

SCHOOL OF NURSING

Standing Faculty

Appointment Authorizations

Authorization to offer appointment to Dr. Mary G. Bourbonniere as Adjunct Assistant Professor of Nursing in the Associated Faculty of the School of Nursing retroactive to July 1, 2003 to June 30, 2006 (without salary; not in tenure probationary status in this appointment).

Authorization to offer appointment to Dr. Sophia Siu-Chee Chan as Adjunct Assistant Professor of Nursing in the Associated Faculty of the School of Nursing retroactive to July 1, 2003 to June 30, 2006 (without salary; not in tenure probationary status in this appointment).
Authorization to offer appointment to Dr. Norma G. Cuellar as Assistant Professor of Nursing in the Standing Faculty of the School of Nursing for four years effective September 1, 2003 (full salary; tenure probationary period commenced July 1, 2003). Mandatory tenure review is academic year 2008-09.

Authorization to offer appointment to Dr. Ivo Abraham as Visiting Professor of Nursing in the Associated Faculty of the School of Nursing for the academic year 2003-2004 (with appropriate compensation based on assigned duties and expectations; without voting rights; not in tenure probationary status in this appointment).

Extension
Extension to the approved reappointment and clinician educator probationary period for Dr. Lenore 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 one year 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 which commenced July 1, 1997. Adjusted Clinician-Educator review is academic year 2006-07. [This extension is granted pursuant to paragraph A.2. of the policy on extension of the probationary period, March 18, 1997 or as amended.]

Correction to previously approved minute
Correction to previously approved minute: Authorization to offer appointment to Dr. Christiaan B. Morssink as Adjunct Assistant Professor of Nursing in the Associated Faculty of the School of Nursing retroactive to the period December 1, 2002 to June 30, 2005 (without salary; not in tenure probationary status in this appointment) is corrected to read (without voting rights, with partial salary dependent on duties assigned; not in tenure probationary status in this appointment) for the duration of this appointment. [Refer to PSCS of 4/4/2003]

Resignations
Resignation of Dr. Maureen P. McCausland, Professor of Nursing Administration at the Hospital of the University of Pennsylvania in the Standing Faculty—Clinician-Educator of the School of Nursing effective December 31, 2003.

Resignation of Dr. Deborah B. McGuire, Associate Professor of Nursing in the Standing Faculty of the School of Nursing effective 12/31/03.

Emeritus Faculty

Reemployment beyond Retirement
Reemployment beyond retirement of Dr. Ruth York, Associate Professor Emeritus of Nursing, in the School of Nursing for the spring 2004 semester with partial salary dependent on duties assigned.

SCHOOL OF VETERINARY MEDICINE
Standing Faculty

Appointment Authorizations
Authorization to offer appointment to Dr. Rabindranath De La Fuente as Assistant Professor of Reproduction, in the Department of Clinical Studies, New Bolton Center, in the Standing Faculty of the School of Veterinary Medicine, for the period October 1, 2002 through June 30, 2005 contingent upon appropriate visa (full salary; tenure probationary period begins July 1, 2002). Mandatory tenure review is academic year 2007-08.

Authorization to offer appointment to Dr. Anna S. Kashina as Assistant Professor of Biochemistry in Animal Biology in the Standing Faculty of the School of Veterinary Medicine for three years effective January 1, 2004 (full salary; tenure probationary period commences July 1, 2004). Mandatory tenure review is academic year 2009-10.

Promotions
Promotion of Dr. Mary Beth Callan to Associate Professor of Medicine in Clinical Studies/Philadelphia 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. Bernd Driessen to Associate Professor of Anesthesia in the Standing Faculty — Clinician-Educator of the School of Veterinary Medicine effective July 1, 2003 (full salary; non-tenure appointment; continuation of appointment subject to the stipulations given in Guidelines for Appointments and Promotions, January 8, 1985 or as amended).

Promotion of Dr. Kenneth J. Drobatz to Professor of Critical Care in Clinical Studies-Philadelphia in the Standing Faculty — Clinician-Educator of the School of Veterinary Medicine effective July 1, 2004 (full salary; non-tenure; appointment subject to the stipulations given in Guidelines for Appointments and Promotions, January 8, 1985 or as amended).

Promotion of Dr. Lesley G. King to Professor of Critical Care in Clinical Studies-Philadelphia, in the Standing Faculty — Clinician Educator of the School of Veterinary Medicine effective July 1, 2004 (full salary; non-tenure; appointment subject to the stipulations given in Guidelines for Appointments and Promotions, January 8, 1985 or as amended).

Promotion of Dr. Edward Pearce to Professor of Parasitology in Pathobiology in the Standing Faculty of the School of Veterinary Medicine effective July 1, 2004 (full salary; has tenure).

Promotion of Dr. James A. Serpell to Professor of Humane Ethics and Animal Welfare in Clinical Studies-Philadelphia in the in the Standing Faculty of the School of Veterinary Medicine effective July 1, 2004 (full salary; has tenure).
Promotion of Dr. Karin U. Sorenmo to Associate Professor of Oncology in Clinical Studies-Philadelphia in the Standing Faculty--Clinician-Educator of the School of Veterinary Medicine effective July 1, 2004 (full salary; non-tenure; appointment subject to the stipulations given in Guidelines for Appointments and Promotions, January 8, 1985 or as amended).

Scholarly leave of absence
Scholarly leave of absence for Dr. Leonard J. Bello, Professor of Microbiology in Pathobiology in the Standing Faculty of the School of Veterinary Medicine for the period January 1, 2004 to 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. Olena Jacenko, Associate Professor of Physiology in Animal Biology in the Standing Faculty of the School of Veterinary Medicine for the period January 1, 2004 to June 30, 2004 with up to full salary; full benefits continued. [18 credits will be accrued; 12 credits will be used].

Extension to the approved appointment
Extension to the approved appointment and tenure probationary period for Dr. Andrei Thomas-Tikhonenko as Assistant Professor of Pathology in the Standing Faculty of the School of Veterinary Medicine for one year effective July 1, 2004 (full salary; tenure probationary commended on July 1, 1997). This appointment was previously adjusted by one-year pursuant to paragraph A.2.of the policy on extension of tenure probationary period, March 18, 1997 or as amended. Adjusted mandatory 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].

Correction to previously approved minute
Correction to previously approved minute: 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). SHOULD_READ for the period July 1, 2003 to October 31, 2003 with up to full salary; full benefits continued. [22 credits will be accrued; 8 credits will be used]. [Refer to PSCS of 6/20/03]
Resolution to Establish the Position of Academic Clinician as a New Track in the Associated Faculty

Academic Clinician

Purpose

The School of Medicine has found it desirable to make long-term, full-time faculty appointments to individuals whose responsibilities are in patient care and in the instructional programs of the University and not in the research activities engaged in by members of the Standing Faculty or the Standing Faculty-Clinician Educator (CE) Faculty. These faculty members are called "Academic Clinicians." Such a group is essential for assuring program stability and continuing excellence of patient care.

Appointment

All appointments of Academic Clinicians are full-time untenured appointments to the associated faculty. Hence procedures governing appointments to the associated faculty will be followed. This track is available to full-time faculty at core hospitals (HUP, CHOP, Presbyterian and Pennsylvania Hospital); as on the CE track, a reduction of duties (not less than 50%) is also permissible. HSC physicians at these sites can, with the approval of their departments, elect to transfer into this track, or they can remain in the HSC designation. CE (and even Tenure) track faculty may elect to switch into this track with the approval of their departments; such faculty (mostly CE) may have amassed clinical and teaching credentials appropriate to the Academic Clinician track, but may not have produced sufficient scholarship to advance on their present track. The number of full-time faculty on this track may not exceed 20% of the standing faculty (tenured, tenure-probationary, and clinician educator), but there is no limit in any one department.

Title

To assure conformity with approved nomenclature, appointees in the Academic Clinician track will hold modified titles of the form Assistant Professor of Clinical (department). This title is to be written in full whenever used in documents, in listings of University personnel, or in correspondence.

Conditions of Employment

As is the case with other faculty categories, all Academic Clinicians receive a clear statement of their conditions of employment, including use of facilities and access to patients; the responsibilities of the school or other budgetary unit for payment of salary and specified benefits; the right of persons to due process by mechanisms available to all University faculty in the event of grievances or alleged failure to protect the individual rights accorded a faculty member; and the circumstances under which the appointment may be terminated. This statement will be part of the document governing the appointment.
Salary and Benefits

Academic Clinician salaries shall conform to school policies. They will receive the same benefits as other full-time members of the faculty, but they are not entitled to scholarly leaves of absence or income allowance for early retirement.

Professional Activity

Academic Clinicians are expected to devote their effort primarily to clinical practice. They are expected to teach a minimum of 100 contact hours annually. Excellence in clinical practice and innovation in delivery of care, quality improvement initiatives, and regional patient referral base are desirable. Excellence in teaching, including curriculum development, innovative teaching materials and methods, and mentoring of junior faculty, is also expected. They may participate in research, for example, by recruiting patients for research studies or publishing case reports or clinical experience; but research scholarship is not required and is not a criterion for promotion. Research and scholarship are not discouraged but may detract from time available for teaching and clinical care. Service to the community, such as serving on academic and hospital committees, is encouraged. Academic Clinicians may achieve distinction in administration, for example as chiefs of clinical programs, but they will not supervise faculty engaged in research or vote on promotions. The faculty member will be subject to University and UPHS policies on conflict of interest and extramural activities. The one-in-seven day rule will apply except that the Academic Clinician will not be permitted to devote any time to employment in extramural patient care. All patient-derived income of Academic Clinicians must be returned to and managed by the school.

Rights and Privileges

Academic Clinicians share in all of the rights and privileges of other full-time members of the Associated Faculty. They may vote in the Medical Faculty Senate and serve on the Medical Faculty Senate Steering Committee according to the rules of these bodies. As associated faculty they may not vote on matters pertaining to tenure and CE faculty promotion nor on matters relevant to research. They may sit on and be eligible for leadership positions in Health System and School of Medicine committees. However, they may serve on SOM and Departmental COAP committees only as nonvoting members, and they may not serve on committees dealing with research matters. They may serve on Advisory Committees on Teaching Evaluation and Clinical Evaluation. They are not members of the University Senate and are not eligible for sabbatical leaves. Should grievances arise which are not adjusted administratively, appointees may seek adjudication through the established mechanisms of the school and the University.

Terms of Appointments

Ranks in the Academic Clinician track will be at the Assistant Professor, Associate Professor, and Professor level. Appointment at the Assistant Professor level will generally be for three years. Persons may serve as Academic Clinicians at the Assistant Professor rank without limit of time through successive three-year appointments. The decision to reappoint
an Academic Clinician at the Assistant Professor level must be made during the second year of the appointment. A decision not to renew the appointment may be made for reasons including the following: 1) failure to maintain excellence in quality of clinical practice or teaching; 2) inadequate clinical productivity; 3) change in the clinical priorities of the Department or School. After a decision to terminate, an Academic Clinician will have a terminal year of employment. Academic Clinicians, like all other faculty members, may also be terminated following a finding of a "major infraction of University behavioral standards", as outlined in Section II.E.16 of the Handbook for Faculty and Academic Administrators.

Faculty will be eligible for promotion to Associate Professor on this track after ten years; outstanding performance will be recognized by earlier promotion. There will be no "up or out" decision at the end of this ten-year period: Faculty who were not promoted to Associate Professor could continue to serve at the rank of Assistant Professor and could apply for promotion in any subsequent year. For CE faculty who transfer into this track, time spent on the CE track could count toward these ten years. Promotion to Associate and Full Professor on the AC track will require "superior" performance in both teaching and clinical practice, as defined by COAP. Promotion to Full Professor rank typically will occur no less than five years after promotion to the Associate Professor level, but could be earlier in outstanding cases. Community service including participation on Health System or University committees and administrative accomplishments will be supporting credentials for promotion. Regional reputation or recognition are desirable but are not an absolute requirement for promotion to Associate or Full Professor.

After promotion to or appointment at Associate or Full Professor rank a faculty member in the Academic-Clinician track will generally be offered successive five-year appointments. Reappointment will require approval of the Chair with the advice of Departmental, but not School, COAP. The decision on reappointment will normally be made before the end of the fourth year of the appointment. Reasons for non-renewal of appointment will be the same as those enumerated above for the Assistant Professor rank. The year following a decision of non-renewal will be a terminal year.

Track changes

Faculty in the CE track may transfer into the Academic Clinician track at any time with departmental support. The latter track may be appealing to those whose primary interest is in clinical care and teaching and who wish to minimize their scholarly activity. For such faculty the Academic Clinician track may offer a more appropriate path to promotion to the Associate or Full Professor level. Excellence in teaching and clinical care, as documented in periodic performance reviews, is required for such a transfer. Appointment to the Academic Clinician track after denial of promotion to Associate Professor in the CE track would be very unusual and would be subject to especially close scrutiny; superior clinical and teaching skills would be categorically required. Junior CE faculty who transfer into the Academic Clinician track are eligible for promotion to Associate Professor from the time of appointment to the CE track rather than from the time of transfer. Transfer from the tenure track to the Academic Clinician track is theoretically permissible, but it is unlikely that a physician-scientist could have accumulated the required clinical credentials. For faculty at
Associate or Full Professor rank in other tracks, transfer into the Academic Clinician track will usually be at the same rank, but appointment at a different rank may be justified by clinical and teaching evaluation: A faculty member must meet the same requirements for appointment at senior ranks as for promotion to these ranks, i.e. superior performance in teaching and clinical care. Track change and rank must be approved by Departmental and SOM COAP committees.

Track change from the Academic Clinician track to the CE track is also permitted at any time, again with Departmental and SOM COAP approval. An inclination to clinical research may blossom, or a faculty member may have more time for scholarship as time commitments in other areas diminish. The individual must be identified as the result of a national search and there must be evidence of serious commitment to and potential for scholarship. Research accomplishment is not required for initial appointment at Assistant Professor rank, but as with any appointment to the CE track the candidate is generally expected to have had formal training in clinical research, to be provided with it after appointment, or to manifest the equivalent of such training in his or her prior scholarship. The probationary period for promotion on the CE track commences at the time of transfer into the CE track rather than at the time of the original appointment to the Academic Clinician track. Faculty who hold senior rank (Associate or Full Professor) on the Academic Clinician track would generally lack research accomplishment to justify appointment at these ranks on the CE track. Track change and rank must be approved by Departmental and SOM COAP committees.

RESOLVED, that the faculty handbook be modified to include the track of Academic Clinician in the Associated Faculty (non-standing faculty

RESOLVED, that the faculty handbook be modified to include the track of Academic Clinician in the Associated Faculty (non-standing faculty
Resolution to Establish a Master of Science in Applied Geosciences Degree in the School of Arts and Sciences

Intention:

The Faculty of the School of Arts and Sciences has approved a proposal to establish a new Master of Science in Applied Geosciences degree program that will be administered by the College of General Studies. The new degree program has been endorsed by the University’s Academic Planning and Budget Committee and by the Provost.

This program will prepare practitioners in applied geosciences, including hydrology, hydrogeology, environmental geology, soil science, geophysics, geochemistry, and engineering geology. It will be the only program of its kind in the Philadelphia region that provides preparation for state licensure in geology. The program will serve as a complement to the School’s successful Master of Environmental Studies degree; while the latter offers a highly multidisciplinary approach to the study of the environment, the new program will meet the demand for instruction that is focused solely on geoscience applications. The target audience for the program will be practicing professionals with an undergraduate degree in relevant fields. Most students are expected to enroll on a part-time basis. The program will require twelve courses in one of three concentrations and a final capstone project.

RESOLVED, that there shall be established within the School of Arts and Sciences a new degree program, the Master of Science in Applied Geosciences, that will be administered by the College of General Studies.
Resolution to Engage the Independent Accountant

INTENTION:

Independent accountants are engaged annually to express an opinion as to whether the financial statements, as prepared by management, considered in their entirety, present fairly, in all material aspects, the University’s financial position, and the changes in its net assets and its cash flows, in conformity with generally accepted accounting principles. The Trustees of the University of Pennsylvania, through its Committee on Audit and Compliance, are responsible for engaging the independent accountants.

RESOLVED:

That PricewaterhouseCoopers be and hereby is appointed as independent accountants to audit the financial statements of the University of Pennsylvania subject to negotiation of reasonable fees for Fiscal Year 2004.
Resolution to Authorize the Design and Construction of the Harnwell College House Renovation Project in the Amount of $28.5 Million

Intention:

The University wishes to proceed with the design and construction of the Harnwell College House renovation project. With the recent completion of Hamilton College House renovations and the completion of Harrison College House renovations scheduled for this summer, this project will be the last of a multi-phase renovation program in Hamilton Village. It furthers the University’s commitments to renovate its undergraduate housing, to repair or replace aging infrastructure, to provide public amenities that improve the quality of student life, to adapt the buildings to support the expanded mission and increased student activities of the College Houses, and to ensure that campus architecture contributes to an attractive environment for academic life and work. The project will include both structural and infrastructure improvements: public space renovation and adaptation to serve College House needs; landscaping improvements; installation of sprinklers; fire alarm upgrade; security hardware installation; concrete repair and coating; installation of new windows; furniture replacement; and interior painting. The project is estimated to cost $28.5 million and will be funded through an internal capital project loan. The proceeds for the internal capital loan relating to the sprinklers and fire alarms are derived from the 2002 tax-exempt external borrowings with the interest cost above 3% subsidized under a Commonwealth program.

RESOLVED, that the design and construction of the Harnwell College House renovation project, estimated to cost $28.5 million, be and the same hereby are approved and that the Senior Vice President for Finance and Treasurer, the Senior Vice President for Facilities and Real Estate Services 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 or her judgment, be necessary or desirable to accomplish the purposes of this resolution.
Resolution to Authorize the Design and Construction of the School of Nursing Education Building Ground Floor Renovation Project in the Amount of $8.15 Million

Intention:

The School of Nursing wishes to proceed with the design and construction of the ground floor renovation project for the Nursing Education Building. This project will involve major renovations to the ground floor, entrance, and plaza in order to address the functionality of the public spaces, provide ADA-compliant accessibility, enhance the visibility of the School, and integrate it with the rest of campus. This project is the first phase of a new master plan for the Nursing Education Building. The renovation will include new entrances on the north and south facades, a new landscaped plaza with outdoor seating, an expansion of the ground floor to include a new public café, lobby and admissions office, elevator upgrades to allow access to all levels of the building from each elevator, and moderate finish upgrades of the lecture hall and surrounding areas. The project is estimated to cost $8.15 million and will be funded by gifts and grants.

RESOLVED, that the design and construction of the Nursing Education Building ground floor renovation project, estimated to cost $8.15 million, be and the same hereby are approved and that the Senior Vice President for Finance and Treasurer, the Senior Vice President for Facilities and Real Estate Services 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 or her judgment, be necessary or desirable to accomplish the purposes of this resolution.
Resolution on the Installation of Sprinkler and Fire Alarm Systems in Hill College House in the Amount of $3.95 Million

Intention:

The University wishes to proceed with design and construction for the installation of sprinkler systems, addressable fire alarms and local smoke detection in the Hill College House student residence. Installation of sprinklers and upgrade of the fire alarm system is critical to improving safety in the student residences at the University. This project furthers the trustees’ mandate to install fire suppression, detection, and alarm systems in all on-campus housing. The project is estimated to cost $3.95 million and is to be funded through an internal capital loan. The proceeds for the internal capital loan relating to the sprinklers and fire alarms are derived from the 2002 tax-exempt external borrowings with the interest cost above 3% subsidized under a Commonwealth program.

RESOLVED, that the design and construction for the installation of sprinkler and fire alarm systems in Hill College House, estimated to cost $3.95 million, be and the same hereby are approved and that the Senior Vice President for Finance and Treasurer, the Senior Vice President for Facilities and Real Estate Services 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 or her judgment, be necessary or desirable to accomplish the purposes of this resolution.
Resolution to Authorize the Design and Construction of the Stouffer College House and Academic Services (CHAS)/Campus Services Office Renovation Project in Stouffer Basement in the Amount of $2.6 Million

Intention:

The University wishes to proceed with the design and construction of the CHAS/Campus Services office renovation project in Stouffer basement. The Harnwell House renovation project will displace several College House and Academic Services (CHAS) and Housing and Conference Service (HCS) offices. These functions will be relocated to the basement level of Stouffer. Two years ago, a similar relocation of CHAS offices from Hamilton College House to Stouffer took place. The relocation of these functions provides an opportunity to consolidate all of CHAS and Campus Services (HCS and Dining) in a single location. The consolidation will facilitate increased efficiency and communication between Campus Services, CHAS, and the students they serve. Dining Services will relocate from 200 S. 40th St. and Conference Services will relocate from Sansom Place East. The project will include a new architectural layout and finishes, new interior stairs between the basement and first floor, new mechanical and electrical distribution, and HVAC infrastructure. The project is estimated to cost $2.6 million and will be funded through an internal capital project loan.

RESOLVED, that the design and construction of the Stouffer basement CHAS/Campus Services office renovation project, estimated to cost $2.6 million, be and the same hereby are approved and that the Senior Vice President for Finance and Treasurer, the Senior Vice President for Facilities and Real Estate Services 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 or her judgment, be necessary or desirable to accomplish the purposes of this resolution.
Resolution to Authorize the Design and Construction of the Wharton School Steinberg Conference Center Elevator Replacement in the Amount of $2.5 Million

Intention:

The Wharton School wishes to proceed with the design and construction of replacement elevators for the Steinberg Conference Center. The two elevators in the Conference Center experience frequent failures; are slow, noisy and disruptive to the guests; and are costly to maintain due to their age and configuration. In addition, there are safety concerns due to the overextension of the elevator hydraulic system. The Wharton School proposes to construct a new elevator shaft in the south courtyard of the Conference Center to house two replacement elevators. The new elevators will be state of the art, meet code compliance, and provide a safe environment for students and staff. The project is estimated to cost $2.5 million and will be funded by the Wharton School’s special purpose funds.

RESOLVED, that the design and construction of Steinberg Conference Center elevator replacement, estimated to cost $2.5 million, be and the same hereby are approved and that the Senior Vice President for Finance and Treasurer, the Senior Vice President for Facilities and Real Estate Services 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 or her judgment, be necessary or desirable to accomplish the purposes of this resolution.
Resolution to Authorize the Installation of Sprinkler and Fire Alarm Systems in Stouffer College House in the Amount of $2.1 Million

Intention:

The University wishes to proceed with design and construction for the installation of sprinkler systems, addressable fire alarms, and local smoke detection in the Stouffer College House student residence. Installation of sprinklers and upgrade of the fire alarm system is critical to improving safety in the student residences at the University. This project furthers the Trustees' mandate to install fire suppression, detection, and alarm systems in all on-campus housing. The project is estimated to cost $2.1 million and is to be funded through an internal capital loan. The proceeds for the internal capital loan relating to the sprinklers and fire alarms are derived from the 2002 tax-exempt external borrowings with the interest cost above 3% subsidized under a Commonwealth program.

RESOLVED, that the design and construction for the installation of sprinkler and fire alarm systems in Stouffer College House, estimated to cost $2.1 million, be and the same hereby are approved and that the Senior Vice President for Finance and Treasurer, the Senior Vice President for Facilities and Real Estate Services 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 or her judgment, be necessary or desirable to accomplish the purposes of this resolution.
Resolution to Authorize the Design and Construction of the Campus Residence Perimeter Security – Phase II Project in the Amount of $1.85 Million

Intention:

The University wishes to proceed with the design and construction of perimeter security for campus residences – Phase II. Phase I of this project was completed last year in the Quadrangle and similar installations in the high rises were incorporated into the renovation program. The proposed project will improve the college house perimeter security systems in the remaining eight student residences and will provide a higher level of security and easier access for students. The project includes the installation of new turnstiles at each main entrance with card access and PIN verification, door alarms and security cameras at all exterior doors, and video monitoring and recording equipment at each college house service desk. The project is estimated to cost $1.85 million and will be funded through Campus Services reserves and an internal capital project loan.

RESOLVED, that the design and construction of the campus residence perimeter security – phase II project, estimated to cost $1.85 million, be and the same hereby are approved and that the Senior Vice President for Finance and Treasurer, the Senior Vice President for Facilities and Real Estate Services 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 or her judgment, be necessary or desirable to accomplish the purposes of this resolution.
Resolution to Authorize the Design and Construction of the School of Engineering and Applied Sciences Graduate Research Wing (GRW) Fourth Floor Renovations in the Amount of $1.0 Million

Intention:

The School of Engineering and Applied Sciences (SEAS) wishes to proceed with the design and construction of renovations to GRW fourth floor. The purpose of this project is to renovate the fourth floor space to provide programmatically efficient, modern office space for faculty, graduate students, and staff of the Computer and Information Sciences (CIS) Department. The renovations of this 7,300 gross square foot space will satisfy the programmatic needs of the CIS Department, update finishes, extend HVAC distribution from a new air-handler, and modernize the electrical distribution and lighting. A similar renovation of the fifth floor was completed last year. Both projects are designed to integrate GRW with the newly constructed Levine Hall. The project is estimated to cost $1.0 million and will be funded by SEAS general purpose funds and Facility Renewal Funds.

RESOLVED, that the design and construction of GRW fourth floor renovations, estimated to cost $1.0 million, be and the same hereby are approved and that the Senior Vice President for Finance and Treasurer, the Senior Vice President for Facilities and Real Estate Services 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 or her judgment, be necessary or desirable to accomplish the purposes of this resolution.
Resolution to Authorize the Establishment of a Debt Subcommittee of the Budget and Finance Committee

Intention:

While the approval of the Board of Trustees and the Budget and Finance (B&F) Committee is required for the issuance or refinancing of debt, historically, the University has appointed a Bond Ad Hoc Committee to review and approve the terms of specific financing and refinancing transactions. In order to retain familiarity with the University's debt and to be able to react more nimbly to changes in interest rates, management recommends that the University establish a Debt Subcommittee (the "Subcommittee") of the B&F Committee. The members of the Subcommittee would be appointed by the Chairman of the Board of Trustees for a one-year term and could include at least three and not more than five persons, both Trustee and non-Trustee members, with relevant experience. While the financing or refinancing of debt would continue to require the approval of the full B&F Committee and the Trustees, the final terms of any financing/refinancing transaction would be approved by the Subcommittee. Consistent with prior transactions, the Trustees would delegate to management the power to choose an issuer and an investment bank or bankers for the indebtedness, to determine the method of sale of the indebtedness, to approve the appointment of bond counsel and to do and to take all action with respect to the indebtedness except to the extent delegated to the Subcommittee.

In addition, management recommends that the Trustees delegate to the Subcommittee the authority to approve transactions that are ancillary to debt transactions, subject to such limitations as the B&F Committee may from time to time impose. Such ancillary transactions would include derivatives (such as interest rate swaps) and arrangements for investment of debt proceeds. No prior or subsequent approval of the Trustees or the B&F Committee would be required for the authorization of these ancillary transactions. Management will report any ancillary activity taken by the Subcommittee to the B&F committee at the next regularly scheduled B&F meeting.

The Senior Vice President for Finance and Treasurer would serve as primary liaison with the Subcommittee. Management would provide the Subcommittee with quarterly and annual reports in order to enable the Subcommittee to review the status of the debt portfolio versus the asset portfolio and to address future debt strategy and policy.

RESOLVED, that a Debt Subcommittee of the Budget and Finance Committee be established, whose membership comprise at least three but not more than five persons, Trustees and non-Trustees, for one-year terms;

FURTHER RESOLVED, that the Debt Subcommittee be authorized to approve the final terms of any financing/refinancing transaction previously authorized by the Trustees; and

FURTHER RESOLVED, that the Debt Subcommittee is hereby delegated the authority to approve transactions that are ancillary to debt transactions, subject to such limitations as the
Budget & Finance Committee may from time to time impose. No prior or subsequent approval of the Trustees or the Budget & Finance Committee shall be necessary for the authorization of such transactions.
Resolution to Authorize the Refunding of $72 Million of Existing Long-Term Debt and the Incurrence and Refunding of up to $6 Million of Additional Long-Term Debt

Intention:

The University intends to refinance approximately $72 million of outstanding debt consisting of a loan (the “Existing Loan”) from the pooled loan program (the “Program”) of the Quakertown General Authority (the “Quakertown Authority”) in order to extend the maturity of the debt beyond 2005 as well as retain certain of the associated tax-exempt benefits of the debt. Prior to undertaking this refinancing, the University may incur additional financing from the Program (the “Supplemental Loan”) of up to $6 million to renovate, rehabilitate, improve and equip existing University facilities, construct new facilities and acquire property as further described on Exhibit “A” attached hereto (the “Capital Project”). The Administration recommends that it be authorized to borrow up to $6,000,000 to finance the costs of the Capital Project. The Administration also recommends that it be authorized to enter into a financing arrangement with the Quakertown Authority or other governmental issuer whereby the governmental issuer would issue its bonds or other tax-exempt obligations (the “Bonds”) in an aggregate amount not to exceed $80,000,000 and loan the proceeds of the Bonds to the University for the purpose of refinancing the Existing Loan and the Supplemental Loan. The terms of the Bonds would be approved by the Debt Subcommittee, if then established, or if not, by a Bond Ad Hoc Committee (the “Ad Hoc Committee”). The Chair of the Budget and Finance Committee would have authority to select members of the Ad Hoc Committee.

In connection with the undertaking of the Capital Project, the Administration expects that the University may expend its own funds prior to the incurrence of debt to be authorized by this resolution and, as permitted by Federal tax law, desires to be eligible for reimbursement for any costs of the Capital Project funded from its general funds.

In addition, the Administration would like the Trustees to delegate to it the power to choose an issuer and an investment bank or bankers for the Bonds, to determine the method of sale of the Bonds, to approve the appointment of bond counsel and to do and to take all action with respect to the Bonds except to the extent delegated to the Debt Subcommittee or Ad Hoc Committee.

RESOLVED, that the Trustees of the University hereby grant the Chair of the Budget and Finance Committee the authority to select the members of the Ad Hoc Committee, for the purposes described in this resolution.

FURTHER RESOLVED, that the Trustees of the University hereby authorize the borrowing of the Supplemental Loan of up to $6,000,000 from the Program to provide temporary financing for the Capital Project, on substantially the same terms and conditions applicable to the Existing Loan.
FURTHER RESOLVED, that the Trustees of the University hereby authorize the borrowing of up to $80 million through the issuance and sale of the Bonds for the purpose of refunding the Existing Loan and the Supplemental Loan, for a term of up to 40 years, in one or more series, at a fixed or variable interest rate, subject however, to the approval of the terms and conditions of such borrowing by the Ad Hoc Committee, such approval by the Ad Hoc Committee to be conclusively evidenced by the adoption of a resolution authorizing and approving the terms of the Bonds pursuant to this resolution.

FURTHER RESOLVED, that the President and the Senior Vice President for Finance and Treasurer be and each of them is hereby authorized to apply on behalf of the University to a governmental issuer to issue the Bonds for the purposes stated above and to pay such fees and expenses as may be required in connection therewith in connection with the incurrence of indebtedness authorized herein.

FURTHER RESOLVED, that the President and the Senior Vice President for Finance and Treasurer be and either is hereby authorized to determine the method of sale of the Bonds (which may be a competitive sale, negotiated sale, a private placement or any combination thereof), to select an investment banker or bankers (if a negotiated sale is to be used) or a lender or purchaser in the event of a private placement, to select a bank or other financial institution to provide credit and/or liquidity support for the Bonds, to select an auction agent, broker-dealer or market agent, if applicable, for the Bonds, and a trustee and paying agent, and to take all action in connection therewith, subject to the approval of the amount of indebtedness (but not in excess of $80 million in the aggregate), the rates of interest, the terms thereof and the security for indebtedness, all of which shall be subject to approval by the Debt Subcommittee or Ad Hoc Committee.

FURTHER RESOLVED, that this resolution shall constitute an official expression of the University’s intent to borrow under current Internal Revenue Service income tax regulations, the Supplemental Loan in the amount of up to $6,000,000 and to reimburse itself for amounts expended in connection with the Capital Project commencing with the period beginning 60 days prior to the date hereof (or 60 days prior to the date of any applicable prior resolution expressing such intent) to the date of the incurrence of the Supplemental Loan.

FURTHER RESOLVED, that the President and the Senior Vice President for Finance and Treasurer be and they are hereby authorized and empowered to take such action, approve the form and content and execute and deliver such documents, including if applicable, one or more trust indentures, loan agreements, leases or subleases, bond purchase contracts, reimbursement agreements, standby bond purchase agreements, official statements or other offering documents, and any other documents, agreements or instruments, and to do such things as shall be necessary to effectuate the borrowings authorized by this resolution, subject, however, in all respects to the approval of the terms and details of the Bonds by the Debt Subcommittee or Ad Hoc Committee.
EXHIBIT A

Project Description

The Project consists primarily of construction, renovations, improvements and equipment acquisitions at the University’s facilities in the Commonwealth of Pennsylvania, including the campus of the University in the City of Philadelphia, the boundaries of which are 41st Street on the West, 32nd Street on the East, Chestnut Street on the North and Civic Center Boulevard on the South. The Project facilities will be used by the University in its activities as an independent, nonprofit institution of higher learning.

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

BRB II/III Improvement Projects
CMK Building HVAC
Evans Building Renovations
Dormitory Renovations Including Sprinklers and Fire Safety
GRW Renovations
Levine Hall
Life Sciences Quad
MEP Infrastructure Upgrades
New Vet School Building
Radiology Lab Renovations
Schattner Center
Skirkanich Hall
Vivarium Space
Weightman Hall - Sports Medicine
Wharton Academic Facility
Williams Hall Renovations
Resolution to Authorize the Refunding of $54 Million of Existing Long-Term Debt and the Incurrence and Refunding of up to $9 Million of Additional Long-Term Debt

Intention:

The University intends to refinance approximately $54 million of outstanding debt consisting of a loan (the “Existing Loan”) from the pooled loan program (the “Program”) of the Washington County General Authority (the “Washington County Authority”) in order to extend the maturity of the debt beyond 2005 as well as retain certain of the associated tax-exempt benefits of the debt. Prior to undertaking this refinancing, the University may incur additional financing from the Program (the “Supplemental Loan”) of up to $9 million to renovate, rehabilitate, improve and equip existing University facilities, construct new facilities and acquire property as further described on Exhibit “A” attached hereto (the “Capital Project”). The Administration recommends that it be authorized to borrow up to $9,000,000 to finance the costs of the Capital Project. The Administration also recommends that it be authorized to enter into a financing arrangement with the Washington County Authority or other governmental issuer whereby the governmental issuer would issue its bonds or other tax-exempt obligations (the “Bonds”) in an aggregate amount not to exceed $66 million and loan the proceeds of the Bonds to the University for the purpose of refinancing the Existing Loan and the Supplemental Loan. The terms of the Bonds would be approved by the Debt Subcommittee, if then established, or if not, by a Bond Ad Hoc Committee (the “Ad Hoc Committee”). The Chair of the Budget and Finance Committee would have authority to select members of the Ad Hoc Committee.

In connection with the undertaking of the Capital Project, the Administration expects that the University may expend its own funds prior to the incurrence of debt to be authorized by this resolution, and as permitted by Federal tax law, desires to be eligible for reimbursement for any costs of the Capital Project funded from its general funds.

In addition, the Administration would like the Trustees to delegate to it the power to choose an issuer and an investment bank or bankers for the Bonds, to determine the method of sale of the Bonds, to approve the appointment of bond counsel and to do and to take all action with respect to the Bonds except to the extent delegated to the Debt Subcommittee or Ad Hoc Committee.

RESOLVED, that the Trustees of the University hereby grant the Chair of the Budget and Finance Committee the authority to select the members of the Ad Hoc Committee, for the purposes described in this resolution.

FURTHER RESOLVED, that the Trustees of the University hereby authorize the borrowing of the Supplemental Loan of up to $9,000,000 from the Program to provide temporary financing for the Capital Project, on substantially the same terms and conditions applicable to the Existing Loan.
FURTHER RESOLVED, that the Trustees of the University hereby authorize the borrowing of up to $66,000,000 through the issuance and sale of the Bonds for the purpose of refunding the Existing Loan and the Supplemental Loan, for a term of up to 40 years, in one or more series, at a fixed or variable interest rate, subject however, to the approval of the terms and conditions of such borrowing by the Ad Hoc Committee, such approval by the Ad Hoc Committee to be conclusively evidenced by the adoption of a resolution authorizing and approving the terms of the Bonds pursuant to this resolution.

FURTHER RESOLVED, that the President and the Senior Vice President for Finance and Treasurer be and each of them is hereby authorized to apply on behalf of the University to a governmental issuer to issue the Bonds for the purposes stated above and to pay such fees and expenses as may be required in connection therewith and in connection with the incurrence of indebtedness authorized herein.

FURTHER RESOLVED, that the President and the Senior Vice President for Finance and Treasurer be and either is hereby authorized to determine the method of sale of the Bonds (which may be a competitive sale, negotiated sale, a private placement or any combination thereof), to select an investment banker or bankers (if a negotiated sale is to be used) or a lender or purchaser in the event of a private placement, to select a bank or other financial institution to provide credit and/or liquidity support for the Bonds, to select an auction agent, broker-dealer or market agent, if applicable, for the Bonds, and a trustee and paying agent, and to take all action in connection therewith, subject to the approval of the amount of indebtedness (but not in excess of $66 million in the aggregate), the rates of interest, the terms thereof and the security for indebtedness, all of which shall be subject to approval by the Debt Subcommittee or Ad Hoc Committee.

FURTHER RESOLVED, that this resolution shall constitute an official expression of the University's intent to borrow under current Internal Revenue Service income tax regulations, the Supplemental Loan in the amount of up to $9,000,000 and to reimburse itself for amounts expended in connection with the Capital Project commencing with the period beginning 60 days prior to the date hereof (or 60 days prior to the date of any applicable prior resolution expressing such intent) to the date of the incurrence of the Supplemental Loan.

FURTHER RESOLVED, that the President and the Senior Vice President for Finance and Treasurer be and they are hereby authorized and empowered to take such action, approve the form and content and execute and deliver such documents, including if applicable, one or more trust indentures, loan agreements, leases or subleases, bond purchase contracts, reimbursement agreements, standby bond purchase agreements, official statements or other offering documents, and any other documents, agreements or instruments, and to do such things as shall be necessary to effectuate the borrowings authorized by this resolution, subject, however, in all respects to the approval of the terms and details of the Bonds by the Debt Subcommittee or Ad Hoc Committee.
EXHIBIT A

Project Description

The Project consists primarily of construction, renovations, improvements and equipment acquisitions at the University’s facilities in the Commonwealth of Pennsylvania, including the campus of the University in the City of Philadelphia, the boundaries of which are 41st Street on the West, 32nd Street on the East, Chestnut Street on the North and Civic Center Boulevard on the South. The Project facilities will be used by the University in its activities as an independent, nonprofit institution of higher learning.

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

- BRB II/III Improvement Projects
- CMK Building HVAC
- Evans Building Renovations
- Dormitory Renovations Including Sprinklers and Fire Safety
- GRW Renovations
- Levine Hall
- Life Sciences Quad
- MEP Infrastructure Upgrades
- New Vet School Building
- Radiology Lab Renovations
- Schattner Center
- Skirkanich Hall
- Vivarium Space
- Weightman Hall - Sports Medicine
- Wharton Academic Facility
- Williams Hall Renovations
Resolution to Appoint the
2004 Slate of the Board of Managers of the Wistar Institute

RESOLVED, that the following individuals, duly nominated for membership by action of the Board of Managers of the Wistar Institute at their quarterly meeting on Friday, December 12, 2003, be appointed for one-year terms, effective February 20, 2004:

D. James Baker, Ph.D.*
Robert Barchi, M.D., Ph.D.
Vincent G. Bell, Jr.
Ian J. Berg
Robert S. Blank
Ira Brind
Harold M. Davis
Peter C. Doherty, Ph.D.
Brian H. Dovey
Robert A. Fox
Roger S. Hillas
Richard M. Horowitz
James N. Ihle, Ph.D.
Hilary Koprowski, M.D.
Ira M. Lubert
Faye S. Olivieri

Albert Ominsky, Esq.
Ruth Patrick, Ph.D.*
Seymour S. Preston III
Helen P. Pudlin, Esq.
Donald Vail Rhoads, M.D.**
Robert H. Rock
Gerald B. Rorer
Adele K. Schaeffer
Paul J. Schmitt
Edward Sickles
Arthur L. Stokes, M.D.
Doris Taxin
Kevin M. Tucker
David V. Wachs
Daniel Wheeler

* Representatives of the Academy of Natural Sciences, elected according to the terms of the Deeds of Trust.
** Wistar family representative, elected according to the terms of the Deeds of Trust.
Resolution to Appoint Johan Hoegstedt, Dean C. Kehler, and Dr. Robert R. Ruffolo, Jr., to the Board of Overseers of the School of Nursing

RESOLVED, that Johan Hoegstedt, Dean C. Kehler, and Dr. Robert R. Ruffolo, Jr., be appointed to the Board of Overseers of the School of Nursing for three-year terms, effective February 20, 2004.

Johan Hoegstedt has been Vice President of Specialty Health for AstraZeneca Pharmaceuticals since March 2003. Prior to his appointment as Vice President, Mr. Hoegstedt was Executive Director of Marketing and Pricing. He has been affiliated with AstraZeneca for 11 years, during which time he has served as Senior Sales Training Director, Customer Center Leader, Regional Sales Director, Product Manager, Marketing Manager of Cardiovascular Products, and District Sales Manager. Mr. Hoegstedt received his MBA in marketing and international business from the University of Utah.

Dean C. Kehler, CW'79, is Vice Chairman of CIBC World Markets Corporation and co-founder & co-head of CIBC High Yield Merchant Banking Funds. He is also a member of the CIBC World Markets Executive Board, World Markets U.S. Management Committee and World Markets Investment Committee. Mr. Kehler is also co-founder and General Partner of Trimaran Capital Partners. He is a director of Booth Creek Ski Holdings, Inc.; Inviva, Inc.; PrimeCo Wireless Communications, LLC; and Lighthouse International. Mr. Kehler is a director of CARE, one of the world’s largest international relief organizations.

Dr. Robert R. Ruffolo, Jr, has served as President of Research and Development for Wyeth Pharmaceuticals since June 2002. He also serves as Corporate Senior Vice President of Wyeth. Prior to joining Wyeth Pharmaceuticals as Executive Vice President of Research & Development, Dr. Ruffolo was Senior Vice President of Biological Sciences at SmithKline Beecham, where he had been for 17 years. Before joining SmithKline, Dr. Ruffolo spent six years at Lilly Research Laboratories. He also served as a staff fellow and postdoctoral research associate at the National Institutes of Health. Dr. Ruffolo is a recipient of the Lorenzini Gold Medal for Biomedical Research (1999), Prix Galien Special Commendation (1996), and the John Jacob Abel Award in Pharmacology (1988). He received his bachelor of science degree in Pharmaceutical Sciences and his doctorate in Pharmacology from Ohio State University. He is also an adjunct professor at the Ohio University College of Pharmacy. Dr. Ruffolo is the author of nearly 500 articles and has served as the editor of 17 books. He is Editor-in-Chief of Current Opinions in Pharmacology and a member of the American Society of Pharmacology and Experimental Therapeutics.
RESOLVED, that Jennifer Saul Yaffa be appointed to the Board of Overseers of the Graduate School of Education for a three-year term, effective February 20, 2004.

Jennifer Saul Yaffa, C’92, is a former consultant for Friends of George Pataki in New York City. Prior to that, she served as a special education consultant. After graduating from Penn, Mrs. Yaffa taught kindergarten for two years at Christ Church Day School in Chicago. She received a master’s degree in Education, with a concentration in Special Education, from Bank Street College. At Penn, Mrs. Yaffa has served as a member of the Penn Fund Executive Committee since 2002 and was appointed to the Student Disabilities Services (SDS) Advisory Board in 2003. She is former co-Chair of the Red and Blue Society and was an inaugural member of Penn’s New York Young Alumni Committee.
RESOLUTION, that Edward P. Mally and Dhiren Shah be appointed to the Board of Overseers of the University Libraries for three-year terms, effective February 20, 2004.

Edward P. Mally, W’83, is Head of Research and Senior Partner at Murray Capital Management. Prior to that, he was Managing Director and Head of High Yield Research at CIBC World Markets Corporation from 1995 to 2002. From 1986 to 1994, Mr. Mally served as Director of High Yield Research for Salomon Brothers, Inc. He is a chartered financial analyst who was selected for the Institutional Investor All-American Fixed Income Research Team. Mr. Mally is a member of the Westport Public Library Board and of the advisory board for Earthplace – The Nature Discovery Center.

Dhiren Shah, W’82, is Managing Director of the Investment Banking Division of Morgan Stanley. He also serves as a member of Morgan Stanley’s Client Strategy Group and head of their Global Technology Banking Group. Mr. Shah has been with Morgan Stanley since 1988. From 1982 to 1988, he served in various financial positions at Smith Barney Harris Upham & Co. Mr. Shah is a member of the advisory board of CAMFED International in Cambridge, England, which supports girls’ education in Zimbabwe, Ghana and Zambia. He is also a member of the New York Student Sponsor Program. Mr. Shah has an MBA from Harvard Business School. At Penn, Mr. Shah is a member of the advisory board for the Center for the Advanced Study of India.
Resolution to Appoint Steven Ames

to the Board of Overseers of the Institute of Contemporary Art

RESOLVED, that Steven Ames be appointed to the Board of Overseers of the Institute of Contemporary Art for a three-year term, effective February 20, 2004.

Steven Ames, PAR'91, is a private investor. He is a former partner with the investment firm of Oppenheimer & Company. Mr. Ames is the sole trustee of the Harriet Ames Charitable Trust, a foundation set up by his late mother, which primarily supports museums, art centers, theater companies, galleries, and schools. Mr. Ames has been a trustee of the Whitney Museum of American Art since 1999, where he serves as Chairman of the Photography Committee, and as a member of the Executive, Investment, Painting and Sculpture, Print, Collection, and Education committees. Mr. Ames received a juris doctor degree from Columbia University and a bachelor's degree from Cornell University. He served as Chair of Cornell’s Herbert F. Johnson Museum of Art Advisory Council from 1996 to 2003. Mr. Ames is co-author of Herbert F. Johnson Museum of Art, Cornell University.
Resolution to Appoint Dr. John H. Davis and Sean McDonald to the Board of Overseers of the School of Engineering and Applied Science

RESOLVED, that Dr. John H. Davis and Sean McDonald be appointed to the Board of Overseers of the School of Engineering and Applied Science for three-year terms, effective February 20, 2004.

Dr. John H. Davis, GRE’70, is Chief Executive Officer of Beachhead Technologies, LLC, a high-tech consulting practice he formed in 2002. In addition, Dr. Davis is a principal at Technology Advisory Group, LLP. Until 2002, he served as Chief Technology Officer and Director of Texas-based Allied Riser Communications (ARC). Before joining ARC, Dr. Davis was a principal at GeoPartners Research from 1997 to 1999. Prior to that, Dr. Davis spent 35 years in numerous Bell Labs and AT&T positions, culminating with his role as Chief Technology Officer of AT&T Communications Services. Dr. Davis developed the No. 5 Electronic Switching System (ESS), the core of today’s public switched telephone system. He also managed the initial commercialization and installation of AT&T’s first cellular systems in the United States. Dr. Davis serves on the advisory board of Cilantro Systems, a communications provider based in California. His other affiliations include membership on the boards of Acoustics Technologies, NetNumber.com, and w-Technologies. He was elected Fellow of the Radio Club of America for his pioneering work in wireless communications. In addition to his doctoral degree in electrical engineering from Penn, Dr. Davis holds a bachelor’s degree from the Georgia Institute of Technology, and a master’s degree from the Massachusetts Institute of Technology.

Sean C. McDonald, CHE’82, is President and Chief Executive Officer of Precision Therapeutics, a private biopharmaceutical company in Pittsburgh, PA. He also serves as a director of Respironics, Inc., based in Muraysville, PA. Mr. McDonald is Chairman of the Board of the Pittsburgh Technology Council, a position he has held since 1998. Previously, he founded Pittsburgh-based Automated Healthcare in 1992, developing the first robotics-based solution to hospital pharmacy management. Prior to that, Mr. McDonald worked as an engineer for Westinghouse and the Gearhardt Corporation. While at Westinghouse, he developed and implemented robotic systems for Ford Motor Company, Boeing International and LTV Steel. Mr. McDonald serves on the boards of the Pittsburgh Regional Alliance, NOMOS Corporation, Pittsburgh Biomedical Development Corporation, and PowerLinks’ Advisory Panel for Delta Systems Design. He received a Science and Technology award from the Carnegie Science Center at Carnegie Mellon University, and a Smithsonian Institution award for “heroic achievement in information technology.” Mr. McDonald holds three patents on medication automation-related products. He received an MBA from the University of Florida.
Resolution to Appoint Richard W. Feintuch, Esq., and Melanie F. Nussdorf, Esq., to the Board of Trustees of the University of Pennsylvania Press and Franklyn L. Rodgers as Chair Emeritus

RESOLVED, that Richard W. Feintuch, Esq., and Melanie F. Nussdorf, Esq., be appointed to the Board of Trustees of the University of Pennsylvania Press for three-year terms, and Franklyn L. Rodgers be appointed Chair Emeritus, effective February 20, 2004.

Richard W. Feintuch, Esq., W'74, has been a partner at Wachtell, Lipton, Rosen & Katz in the Creditors' Rights Department since 1984. Mr. Feintuch received his juris doctor degree in 1977 from New York University Law School. He is co-author of the Collier on Bankruptcy Practice Guide. Mr. Feintuch is an active member of the Association of the Bar of the City of New York, and the New York State and American Bar Associations. At Penn, he serves on the Class of 1974 30th Reunion Gift Committee. He is former Chair of the Class of 1974 25th Reunion Gift Committee. He was an inaugural member of the Agenda for Excellence Council.

Melanie F. Nussdorf, Esq., CW'71, is a Partner at Steptoe & Johnson in Washington, D.C. Ms. Nussdorf represents a number of financial institutions including major banks, brokerage houses and insurance companies. Ms. Nussdorf was Counsel for Age and Sex Discrimination at the Department of Labor, prior to serving as Executive Assistant to the Solicitor of Labor from 1977 to 1981. From 1981 to 1984, she served as Special Counsel at the Pension Benefit Guaranty Corporation. Ms. Nussdorf received her law degree from New York University. She serves on the boards of the Washington, D.C., Jewish Community Center, the Historical Society of Washington, D.C., and the Appleseed Foundation. At Penn, Ms. Nussdorf is a member of the Undergraduate Financial Aid Committee and of the Trustees’ Council of Penn Women. She also serves as Gift Chair for the Class of 1971. Ms. Nussdorf was an inaugural member of the Agenda for Excellence Council.

Franklyn L. Rodgers, W’58, served as President of Warner Publisher Services, Inc., a subsidiary of Time Warner, from 1983 until his retirement in 1996. From 1977 to 1983, he held several positions at the Scribner Book Companies, including Treasurer, Executive Vice President, and eventually President. He served as Chairman of the Trade Division of the Association of American Publishers, the Publisher’s Periodical Association, and the Independent Distributors Association. At Penn, Mr. Rodgers was a member of the Press’s Board of Trustees for more than 20 years (1981-2003). He served as Chair from 1997 to 2003.
Resolution to Appoint Arthur H. Bilger and Philip M. Darivoff to the Board of Overseers of the Wharton School

RESOLVED, that Arthur H. Bilger and Philip M. Darivoff be appointed to the Board of Overseers of the Wharton School for three-year terms, effective February 20, 2004.

Arthur H. Bilger, W'75, is a private investor and Vice Chairman of Akamai Technologies, Inc. Prior to this, he served as President, Chief Operating Officer and a member of the board of directors of New World Communications Group, Inc. In addition, Mr. Bilger is a member of the boards of directors of the Mandalay Resort Group and Style 365.com. From 1990 until joining New World Communications Group, he was a founding principal of Apollo Advisors, LP. Mr. Bilger was Executive Vice President, co-Head of Corporate Finance, and a director of Drexel Burnham Lambert, Inc. He has been active in his local community as a member of the boards of directors of a wide range of children’s education, legal aid, and arts and culture non-profit organizations. Following his graduation from Wharton, Mr. Bilger received an MBA from the University of Chicago. At Penn, he is a member of the Wharton West Advisory Board, and served on the Wharton Undergraduate Board from 1996 to 2001.

Philip M. Darivoff, W’79, is a Managing Director of Goldman Sachs & Co. He joined Goldman Sachs in 1985 as an associate in the Mortgage Securities Department and was promoted to Vice President in 1987. He became a managing director in 1996 and partner in 1998. Mr. Darivoff is also Chairman of U.S. Credit Capital Markets. At Penn, Mr. Darivoff has been a member of the Wharton Graduate Executive Board since 2001 and a member of the Wharton Leadership Gifts Committee since 1998. Mr. Darivoff also serves on the board of the Center for Advanced Judaic Studies, as does his wife Julie.
Resolution to Appoint Thomas M. Shapiro

to the Board of Overseers of the School of Social Work

RESOLVED, that Thomas M. Shapiro be appointed to the Board of Overseers of the School of Social Work for a three-year term, effective February 20, 2004.

Thomas M. Shapiro, W’88, is a senior partner with Tishman Speyer Properties, owner of such New York landmarks as 30 Rockefeller Plaza and the Chrysler Building, as well as real estate properties around the world. Mr. Shapiro is responsible for Tishman Speyer’s global equity capital markets and dispositions group, including worldwide fundraising and joint venture equity sourcing activities. Previously, Mr. Shapiro ran GTS Properties, a joint venture between Tishman Speyer and Goldman Sachs. Since joining Tishman Speyer, he has worked in the leasing, acquisitions and development areas. Mr. Shapiro is on the Board of Directors of the Housing Partnership Development Corporation and is Chairman of its Audit and Finance Committee. He is also on the Urban Development Mixed-Use Council of the Urban Land Institute.
Resolution to Appoint Edwin J. Berkowitz, Esq., Robin F. Klatt, Albert M. Perlstein, and Richard Ruben to the Board of Overseers of the Center for Advanced Judaic Studies


Edwin J. Berkowitz, Esq., C’49, is Chairman and former President of J.E. Berkowitz, LP, a family-owned glass company. He is the former President of the Sealed Insulating Glass Manufacturers Association. Mr. Berkowitz is a board member of the Philadelphia Jewish Federation and a member of its Finance Committee. He was President of the American Israel Chamber of Commerce, and past Chair of the Jewish Theological Seminary, Philadelphia division. Mr. Berkowitz earned his juris doctor degree from Temple University Law School in 1961. At Penn, he has served on the College Alumni Society and was Chair of the Class of 1949’s 50th and 55th class reunions. Mr. Berkowitz is also a member of the Center for Bioethics Advisory Board.

Robin F. Klatt, PAR’05, has been Director of Development at the Joseph Kushner Hebrew Academy/Kushner Yeshiva High School for the past 15 years. In addition, she serves as Director of Development for the Living Legacy Programs of Rabbinical College. Ms. Klatt is active at Brandeis University and the Central Fund for Israel/Efrat Emergency Medical Center Building campaign.

Albert M. Perlstein, W’57, CGS’96, was owner and President of Artex Knitting Mills, Inc. from 1960 to 1986. At Penn, he served as Gift Chair for the Class of 1957 from 1992 to 2003.

Richard Ruben is Chief Executive Officer of Lawrence Ruben Company, Inc. The company owns, develops and manages major office and residential properties in New York, Washington, D.C., and Boston. Mr. Ruben is a founder of Workspeed Holdings, LLC, where he developed a comprehensive Internet-based business application for managing activities in commercial buildings. He is a graduate of Amherst College and Harvard Law School.
Resolution to Consider the Nomination of Amy Gutmann for the President of the University of Pennsylvania

Resolved, that Amy Gutmann be elected president of the University of Pennsylvania, effective July 1, 2004.