Resolution on Faculty Appointments, Leaves and Promotions
January 30, 2004, to March 8, 2004

SCHOOL OF ARTS AND SCIENCES

Standing Faculty

Appointment Authorizations

Chair Designation
Designation of Dr. Dennis M. DeTurck, Professor of Mathematics in the Standing Faculty of the School of Arts and Sciences, as the Evan C Thompson Endowed Term Professorship for Excellence in Teaching for three years effective July 1, 2004.

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

ANNENBERG SCHOOL FOR COMMUNICATION

Standing Faculty

Promotion
Promotion of Dr. Vincent Edward Price to Professor of Communication in the Standing Faculty of the Annenberg School for Communication effective July 1, 2004 (full salary; has tenure).

SCHOOL OF DESIGN

Standing Faculty

Appointment Authorizations
Authorization to offer appointment to Ms. Laura Briggs as Assistant Professor of Architecture in the Standing Faculty of the School of Design for four years effective July 1, 2004 (full salary; tenure probationary period commences July 1, 2004). Mandatory tenure review is academic year 2009-2010.

Leaves of Absence
Scholarly leave of absence for Dr. David E. Leatherbarrow, Professor of Architecture in the Standing Faculty of the School of Design for the Spring 2005 semester with up to full salary; benefits continued. [14 credits will be accrued; 12 credits will be used.]
Scholarly leave of absence for Ms. Annette Fierro, Associate Professor of Architecture in the Standing Faculty of the School of Design for the academic year 2004-2005 with up to full salary; benefits continued. [The borrowing of 2 credits is approved for this leave.] [22 credits will be accrued; 24 credits will be used plus 2 borrowed credits.]

SCHOOL OF ENGINEERING/APPLIED SCIENCES

Standing Faculty

Appointment Authorizations
Authorization to offer appointment to Dr. Christopher S. Chen as Associate Professor of Bioengineering in the Standing Faculty of the School of Engineering and Applied Science effective July 1, 2004 (full salary; with tenure).

Extension in Tenure Probationary Period
Extension to the approved reappointment and tenure probationary period for Dr. Keith J. Gooch as Assistant Professor of Bioengineering in the Standing Faculty of the School of Engineering and Applied Science for one year effective July 1, 2005 (full salary; tenure probationary period commenced July 1, 1998). Adjusted mandatory tenure review is academic year 2004-2005. [This extension is granted pursuant to paragraph A.1. of the Policy on Extension of Tenure Probationary Periods, March 18, 1997 or as amended].

WHARTON SCHOOL

Standing Faculty

Promotions
Promotion of Dr. Mark G. Low to Professor of Statistics in the Standing Faculty of the Wharton School effective July 1, 2004 (full salary; has tenure).

Reappointments
Reappointment of Dr. Hülya K. K. Eraslan as Assistant Professor of Finance in the Standing Faculty of the Wharton School for three years effective July 1, 2004 (full salary; tenure probationary period commenced July 1, 2001). Mandatory tenure review is academic year 2006-07.

Reappointment of Dr. Bilge Yilmaz as Assistant Professor of Finance in the Standing Faculty of the Wharton School for three years effective July 1, 2004 (full salary; tenure probationary period commenced July 1, 2000 and was previously adjusted by one year pursuant to paragraph A.1. of the policy on extension of tenure probationary period, March 18, 1997 or as amended). Adjusted mandatory tenure review is academic year 2006-07.
Correction to Previously Approved Minute
Correction to Previously Approved Minute - Extension to the approved appointment and tenure probationary period for Dr. Skander Van den Heuvel as Assistant Professor of Finance in the Standing Faculty of the Wharton School for one year effective July 1, 2004 (full salary; tenure probationary period commenced July 1, 1999). SHOULD READ: commenced July 1, 2001). Adjusted mandatory tenure review is academic year 2007-2008. This extension is granted pursuant to paragraph A.I. of the policy on extension of tenure probationary period, March 18, 1997 or as amended. [Refer to PSCS of 10/17/2003]

Resignations
Resignation of Dr. Christopher J. Mayer, Associate Professor of Real Estate in the Standing Faculty of the Wharton School effective June 30, 2004

SCHOOL OF DENTAL MEDICINE

Standing Faculty

Resignations
Resignation of Dr. Joseph G. Ghafari, Professor of Orthodontics in the Standing Faculty of the School of Dental Medicine effective December 30, 2003.

Appointment Authorizations

Associated Faculty
Authorization to offer appointment to Dr. Stanford A. Brown II as Clinical Associate Professor of Pediatric 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. Lennie M. Checchio as Clinical Assistant Professor of Pediatric 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. Donald R. Demuth as Adjunct Professor of Biochemistry in the Associated Faculty of the School of Dental Medicine for three years effective August 1, 2003 (without salary; not in tenure probationary status with this appointment).

Authorization to offer appointment to Dr. Frank Lammerding as Adjunct Assistant 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 offer appointment to Dr. Mamle Mante 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). The eleven years July 1, 1992 – June 30, 2003 were spent in Clinician-Educator probation (the probationary period was adjusted by one year).

Authorization to offer appointment to Dr. Laura Minsk as Clinical Assistant 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).

SCHOOL OF MEDICINE

Standing Faculty

Appointment Authorization
Authorization to offer appointment to Dr. Lee A. Fleisher as Professor of Anesthesia in the Standing Faculty of the School of Medicine effective January 1, 2004 (full salary; with tenure).

Promotions
Promotion of Dr. Elizabeth Goldmuntz to Associate Professor of Pediatrics at the Children's Hospital of Philadelphia in the Standing Faculty – Clinician-Educator of the School of Medicine, effective July 1, 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. Selina Luger to Associate Professor of Medicine at the Hospital of the University of Pennsylvania in the Standing Faculty – Clinician-Educator of the School of Medicine, effective July 1, 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. Emma A. Meagher to Associate Professor of Medicine at the Hospital of the University of Pennsylvania and Presbyterian Medical Center of Philadelphia in the Standing Faculty – Clinician-Educator of the School of Medicine, 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 in secondary appointment to Associate Professor of Pharmacology for three years effective July 1, 2004 with voting rights.

Promotion of Dr. Timothy R. Rebbeck to Professor of Epidemiology in Biostatistics and Epidemiology the Standing Faculty of the School of Medicine effective July 1, 2004 (full salary; has tenure).
Reappointments

Reappointment of Dr. Martin P. Carroll as Assistant Professor of Medicine in the Standing Faculty of the School of Medicine for three years effective July 1, 2004 (full salary; tenure probationary period commenced July 1, 1998 with a ten-year clinical probationary period). The mandatory tenure review is academic year 2006-07.

Reappointment of Dr. E. Joseph Denham, Jr., as Assistant Professor of Anesthesia at the Children’s Hospital of Philadelphia and the Hospital of the University of Pennsylvania in the Standing Faculty – Clinician-Educator of the School of Medicine for one year retroactive to July 1, 2003 (full salary; appointment subject to the stipulations given in Guidelines for Appointments and Promotions, January 8, 1985 or as amended). This appointment carries a ten-year, non-tenure probationary period which commenced July 1, 2000. The clinician-educator review date is academic year 2008-09.

A terminal reappointment of Dr. Kevin R. Hardy as Assistant Professor of Emergency Medicine at the Hospital of the University of Pennsylvania in the Standing Faculty – Clinician-Educator of the School of Medicine for 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, 1994.

Reappointment of Dr. John T. Seykora as Assistant Professor of Dermatology 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.

Extensions

Extension to the approved appointment and tenure probationary period for Dr. Andrea S. Foulkes as Assistant Professor of Biostatistics in Biostatistics and Epidemiology 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 and includes the one year [February 1, 2002 to June 30, 2003] spent in the clinician-educator probation). The 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].

Extension to the approved appointment and clinician-educator probationary period for Dr. Frances M. Nadel 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, 2005 (full salary; appointment subject to the stipulations given in Guidelines for Appointments and Promotions, January 8, 1985 or as amended). This appointment carries a ten-year non-tenure probationary period which commenced July 1, 1998 and was previously adjusted by one year pursuant to paragraph A.3. of the policy on extension of tenure probationary period, March 18, 1997 or as amended. Adjusted Clinician-Educator review is academic year 2008-09. [This extension is
granted pursuant to paragraph A.3. 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. 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 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 clinician-educator probationary period for Dr. Leslie G. Womble as Assistant Professor of Psychology in Psychiatry at the Hospital of the University of Pennsylvania in the Standing Faculty – Clinician-Educator of the School of Medicine for 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].

Correction to Previously Approved Minute
Correction to Previously Approved Minute - Reappointment of and change in title and tenure status for Dr. Francis R. Spitz from Assistant Professor (in tenure probation) to Assistant Professor of Surgery at the Hospital of the University of Pennsylvania in the Standing Faculty -- Clinician-Educator of the School of Medicine for three years effective July 1, 2003 (full salary; appointment subject to the stipulations given in Guidelines for Appointments and Promotions, January 8, 1985 or as amended). This appointment carries a ten-year, non-tenure probationary period which commenced July 1, 1997. The clinician-educator review date is academic year 2004-05. SHOULD READ: The clinician-educator review date is academic year 2005-06. [Refer to PSCS of 5/30/03]

Reduction of Duties
Reduction of duties to 50% for child care for Dr. Leslie G. Womble, Assistant Professor of Psychology in Psychiatry at the Hospital of the University of Pennsylvania in the Standing Faculty – Clinician-Educator of the School of Medicine, for the period of January 26, 2004 to June 25, 2005 with a proportional reduction in salary and those benefits which are salary-based.

Leaves of Absences
Scholarly leave of absence for Dr. Philip L. Ballard, Professor of Pediatrics in the Standing Faculty of the School of Medicine for the period of September 1, 2004 to March 1, 2005 with up to full salary; full benefits continued. [The borrowing of 1 credit is
approved for this leave. [11 credits will be accrued; 12 credits will be used plus 1 borrowed credit.]

Scholarly leave of absence for Dr. Warren B. Bilker, Associate Professor of Biostatistics in Biostatistics and Epidemiology at the Hospital of the University of Pennsylvania the Standing Faculty - Clinician-Educator of the School of Medicine for the period of June 1, 2004 to December 1, 2004 with up to full salary; full benefits continued. [23 credits will be accrued; 12 credits will be used.]

Associated Faculty

Appointment Authorizations
Authorization to offer appointment to Dr. Michele D. Wilson as Clinical Associate Professor of Pediatrics in the Associated Faculty of the School of Medicine for three years effective July 1, 2003 (without salary; not in tenure probationary status in this appointment)

Reappointments
Reappointment of Dr. Hung Tseng as Research Associate Professor of Dermatology 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
Promotion and reappointment of Dr. Marie M. Gleason to Clinical Professor of Pediatrics in the Associated Faculty of the School of Medicine for three years effective July 1, 2004 (with salary; not in tenure probationary status in this appointment).

Extensions
Extension to the approved appointment and non-tenure probationary period for Dr. Jayashree Mitra as Research Assistant Professor of Medicine in the Associated Faculty of the School of Medicine for one year effective July 1, 2006 or for the duration of the grant or contract which supports her work, whichever is the shorter period of time (full salary, without obligation on the part of the University to continue salary and benefits beyond termination of these research funds; non-tenure probationary period commenced July 1, 2003). Adjusted mandatory non-tenure review is academic year 2009-10. This extension is granted pursuant to paragraph A.2. of the policy on extension of tenure probationary period, March 18, 1997 or as amended.

Extension to the approved appointment and non-tenure probationary period for Dr. Emer M. Smyth as Research Assistant Professor of Pharmacology in the Associated Faculty of the School of Medicine for one year effective July 1, 2006 or for the duration of the grant or contract which supports her work, whichever is the shorter period of time (full salary, without obligation on the part of the University to continue salary and
benefits beyond termination of these research funds; non-tenure probationary period commenced July 1, 2003). Adjusted mandatory non-tenure review is academic year 2009-10. [This extension is granted pursuant to paragraph A.1 of the policy on extension of tenure probationary period, March 18, 1997 or as amended].

**Leave of Absence**

A medical leave of absence for Dr. Jayashree Mitra as Research Assistant Professor of Medicine in the Associated Faculty of the School of Medicine for the period of January 2, 2004 to March 18, 2004 without salary; full health benefits continued.

**Emeritus Faculty**

**Reemployment beyond retirement**

Reemployment beyond retirement of Dr. Jane B. Alavi, Associate Professor Emeritus of Medicine in the School of Medicine, for one year effective July 1, 2004 with partial salary dependent on duties assigned.

**Academic Support Staff**

**Reappointment**

Terminal reappointment of Dr. Tracela M. White as Instructor in Psychiatry in the Academic Support Staff of the School of Medicine for the period of September 1, 2003 through June 30, 2004 (full salary; not in tenure probationary status in this appointment). Dr. White’s appointment as Instructor (full salary) began July 1, 2000.

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**SCHOOL OF VETERINARY MEDICINE**

**Associated Faculty**

**Appointment Authorizations**

Authorization to offer appointment to Dr. Hiroshi Kubota as Research Assistant Professor of Cell Biology in Animal Biology in the Associated Faculty of the School of Veterinary Medicine for the period January 1, 2004 to June 30, 2007 or for the duration of the grant or contract which supports his work; whichever is the shorter period of time (full salary; without obligation on the part of the University to continue salary and benefits beyond termination of these research funds; with a non-tenure probationary period which commences July 1, 2004). Mandatory review is academic year 2009-10.

Authorization to offer appointment to Dr. Lisa A. Madge as Research Assistant Professor of Biochemistry in Animal Biology in the Associated Faculty of the School of Veterinary Medicine for the period January 1, 2004 to June 30, 2007 or for the duration of the grant or contract which supports her work; whichever is the shorter period of time (full salary; without obligation on the part of the University to continue salary and benefits beyond termination of these research funds; with a non-tenure probationary period which commences July 1, 2004). Mandatory review is academic year 2009-10.
Emeritus Faculty

Reemployment beyond retirement
Reemployment beyond retirement of Dr. Harold R. Rozmiarek, Professor Emeritus of Laboratory Animal Medicine in Clinical Studies-Philadelphia in the School of Veterinary Medicine, for one year effective January 1, 2004 with partial salary dependent on duties assigned.

Reemployment beyond retirement of Dr. Sheldon A. Steinberg, Professor Emeritus of Neurology in Clinical Studies-Philadelphia in the School of Veterinary Medicine, for one year effective January 1, 2004 with partial salary dependent on duties assigned.

ROTC

Academic Support Staff

New Appointment
Authorization to offer appointment to Lieutenant Nicholas Miller, USNR as Sophomore Class Naval Science Instructor and Advisor for the period July 1, 2004 to December 31, 2004 (without salary; not in tenure probationary status in this appointment).
Resolution on Tuition, Fees, and Other Student Charges
for Academic Year 2004-2005

Intention:

The Administration proposes to establish the following tuition, fees, and other student charges for Academic Year 2004-2005:

For undergraduates, tuition, fees, room and board will total $39,634. This includes tuition of $27,544, fees of $3,172, a standard room rate in the residence halls of $5,336, and a meal plan charge of $3,582. For graduate and professional students, tuition will be determined administratively to reflect the budget requirements of the various schools. The general fee for graduate students will be $1,834. The general fee for professional school students will be $1,448.

RESOLVED, that for Academic Year 2004-2005, total undergraduate charges will be $39,634, including tuition of $27,544, fees of $3,172, a standard room rate in the residence halls of $5,336, and a meal plan charge of $3,582; graduate and professional school tuition will be determined administratively to reflect the budget requirements of the various schools and part-time tuition and fees rates will increase proportionately; the general fee for graduate students will be $1,834; and the general fee for professional school students will be $1,448.
Resolution to Authorize the Vivarium and Laboratory Floor Fit-out --
School of Veterinary Medicine Teaching and Research Building --
in the Amount of $20.0 Million

Intention:

The School of Medicine (SOM) wishes to proceed with the design and construction of an expanded vivarium in the basement and fit-out of the second laboratory floor in the new School of Veterinary Medicine (SVM) Teaching and Research Building. The building will increase by approximately 20,000 gross square feet to a total of 121,000 gross square feet. The new vivarium will be designed to accommodate a maximum of 20,000 cages (8,000 and 12,000 cages allocated to SVM and SOM respectively) and will include a level three bio-safety facility. The second laboratory floor (19,500 net square foot) fit-out will provide space for eight research labs and will be leased by SOM for a term of four to seven years. SVM will occupy the laboratory space after the lease term expires. The additional vivarium space is estimated to cost $14.6 million and will be funded through grants, Research Facilities Development Funds (RFDF), the SOM, and University Laboratory Animal Resources (ULAR) operating funds. The second laboratory floor fit-out is estimated to cost $5.4M and will be funded by the School of Veterinary Medicine through an internal capital loan. The School of Medicine will cover the cost of debt service in addition to allocated and other miscellaneous operating costs during the term of its lease.

RESOLVED, that the design and construction of the vivarium and laboratory floor fit-out, estimated to cost $20 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 University of Pennsylvania Museum MEP Infrastructure Upgrade Phase 1A in the Amount of $5.3 Million

Intention:

The University of Pennsylvania Museum wishes to proceed with the design and construction of Mechanical, Electrical, and Plumbing (MEP) infrastructure upgrades. The work will also include the fit-out of 13,000 square feet of shell space that was created beneath the west courtyard as a part of the Phase 1 work. This work will also provide chilled water service from the campus loop, new steam service, and new dual-feed electrical service for future extension to the original museum buildings. These utilities will be brought into the new mechanical and electrical equipment rooms that were constructed as a part of Phase 1 and are located beneath the west courtyard. This infrastructure is required to replace original steam and electric services that are undersized for modern purposes and past their useful lives. It will also provide chilled water service to additional points (the original museum buildings are presently not air conditioned). The fit-out will be for storage and office space and include the installation of an elevator from the existing museum lower level and the construction of new toilet rooms. Phase 1A is being brought forward at this time to take advantage of cost efficiencies associated with conducting the Phase 1A work in conjunction with the completion of the Phase 1 work. These include logistical efficiencies in construction, elimination of redundancies in architect and contractor efforts, and reduction of general conditions costs by decreasing the overall project duration. The project is estimated to cost $5.3 million and will be funded by a $5 million gift pledged for the project and $300,000 of University Facilities Renewal Program Funding.

RESOLVED, that the design and construction of the University of Pennsylvania Museum MEP infrastructure Phase 1A, estimated to cost $5.3 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 Veterinary Medicine Ryan Hospital 2nd Floor Renovation Project in the Amount of $1.2 Million

Intention:

The School of Veterinary Medicine wishes to proceed with the design and construction of the Ryan Hospital 2nd floor renovation project. The project will create a new laboratory, lab support, and office and storage space for a recent faculty appointment. The existing second floor space will be completely renovated, including new floor plan, finishes, casework, mechanical and electrical distribution, and HVAC infrastructure. The project is estimated to cost $1.2 million and will be funded by School of Veterinary Medicine Operating Funds and the Research Facilities Development Fund (RFDF).

RESOLVED, that the design and construction of the Ryan Hospital 2nd floor renovation project, estimated to cost $1.2 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.