Resolution to Establish the Advisory Board of the Institute of Urban Research

Intention

Advisory boards at Penn date back to 1928 when the Statutes of the Corporation were amended to allow for constituent boards to provide counsel for each of the University’s faculties. Since then, various boards, including boards of overseers, have been established to provide University schools, centers and institutes with a group of informed and interested outsiders who can serve as a bridge to the world beyond the campus. Penn’s Institute of Urban Research now proposes to establish an Advisory Board to support its work.

Established in March 2004, the Institute of Urban Research is co-directed by Eugenie L. Birch, Professor and Chair, Department of City and Regional Planning, School of Design, and Susan M. Wachter, Richard B. Worley Professor of Financial Management and Professor of Real Estate and Finance, the Wharton School. It was created to achieve two goals of utmost importance to the University. The first is to advance urban scholarship nationally and internationally by leveraging Penn’s strong record of urban-focused research. Each of the University’s twelve schools has scholars engaged in discipline-based work that expands knowledge related to urban issues. The second is to complement important administrative efforts in practice-based research. In the past ten years, Penn’s administration has broken new ground with its award-winning West Philadelphia Initiatives, demonstrating responsible and effective institutional responses to the needs of its neighborhood, city and region.

The Institute is poised to build on this record and enhance Penn’s leadership in these areas. The Institute will foster increased understanding of cities to provide new knowledge bases that will be vital to those charting the course of local, national and international urbanization in the decades ahead. In establishing the Institute, the University of Pennsylvania declared a substantial commitment to engage its academic, research and service units in the “dialogue of urbanism.”

RESOLVED, that an Advisory Board of the Institute of Urban Research be established, effective May 13, 2004. Its membership shall be comprised of at least five but not more than thirty persons, each serving a three-year term.

FURTHER RESOLVED that Dr. Judith Rodin be appointed Chair of the Institute of Urban Research Advisory Board, for a three-year term, effective May 13, 2004.
Resolution to Authorize the Investment of $1 Million in BioAdvance Ventures, L.P.

Intention:

In June 2003, the Trustees adopted the University's strategic plan, Building on Excellence, which called for both creating translational research opportunities and capitalizing on the University's strengths in the life sciences. BioAdvance Ventures is one of the three life sciences greenhouses funded by the Commonwealth from its share of the national tobacco settlement. To date, six Penn start-up ventures have received funding from BioAdvance. BioAdvance along with its partner, Quaker BioVentures, has proposed the creation of an early stage life sciences venture fund to augment the efforts of the BioAdvance greenhouse investments. Approximately twelve (12) other local non-profit, pharmaceutical, and governmental entities will also invest as limited partners in BioAdvance Ventures, L.P. University leadership has reviewed the proposed investment and seeks authorization to invest $1 million in BioAdvance Ventures, L.P. The investment will be funded from general operating funds of the Provost's Center. The funds were previously approved as part of the FY 04 operating budget.

The investment will remain subject to participation of the twelve other institutions in the BioAdvance Ventures, L.P.

RESOLVED, that the University is authorized to invest $1 million in BioAdvance Ventures, L.P., and that the Senior Vice President for Finance and Treasurer, the Vice Provost for Strategic Initiatives, or another appropriate officer of the University be and hereby is each authorized to take such actions, execute such contracts and incur such expenses and obligations as may, in his or her judgment, be necessary or desirable to accomplish the purposes of this resolution. Any actions heretofore taken by any of such officers in furtherance of the purpose of this resolution are hereby ratified and affirmed.
Resolution on Faculty Appointments, Leaves and Promotions
March 4, 2004, to April 19, 2004

SCHOOL OF ARTS AND SCIENCES

STANDING FACULTY

Appointment Authorizations

Authorization to offer appointment to Dr. Douglas J. Durian as Professor of Physics and Astronomy in the Standing Faculty of the School of Arts and Sciences effective July 1, 2004 (full salary; with tenure).

Authorization to offer appointment to Dr. Andrea J. Liu as Professor of Physics and Astronomy in the Standing Faculty of the School of Arts and Sciences effective July 1, 2004 (full salary; with tenure).

Authorization to offer appointment to Dr. Michael J. Kahana as Professor of Psychology in the Standing Faculty of the School of Arts and Sciences effective July 1, 2004 (full salary; with tenure).

Chair Designation

Designation of Dr. Sheldon Hackney, Professor of History in the Standing Faculty of the School of Arts and Sciences, as the David Boies Professor of History for five years effective July 1, 2004.

Promotions

Promotion of Dr. Bhuvnesh Jain to Associate Professor of Physics and Astronomy in the Standing Faculty of the School of Arts and Sciences effective July 1, 2004 (full salary; with tenure) tenure contingent upon the granting of U.S. permanent residency status or U.S. citizenship within two years from this date. [This appointment will be as Associate Professor without tenure until permanent residency status is received].

Promotion of Dr. Anna T. Weesner to Associate Professor of Music in the Standing Faculty of the School of Arts and Sciences effective July 1, 2004 (full salary; with tenure).

Reappointments

Reappointment of Dr. Eiichiro Azuma as Assistant Professor of History in the Standing Faculty of the School of Arts and Sciences for three years effective July 1, 2005 contingent on appropriate visa (full salary; tenure probationary period commenced July 1, 2001). Mandatory tenure review is academic year 2006-07. [Consideration for promotion to tenure is contingent upon United States permanent residency status.]

Reappointment of Dr. John B. Etnyre as Assistant Professor of Mathematics in the Standing Faculty of the School of Arts and Sciences for three years effective July 1, 2005
(full salary; tenure probationary period commenced July 1, 2001). Mandatory tenure review is academic year 2006-07.

**Reappointment of Dr. Jesús Fernández-Villaverde** as Assistant Professor of Economics in the Standing Faculty of the School of Arts and Sciences for three years effective July 1, 2005 contingent on appropriate visa (full salary; tenure probationary period commenced July 1, 2001). Mandatory tenure review is academic year 2006-07. [Consideration for promotion to tenure is contingent upon United States permanent residency status.]

**Reappointment of Dr. Francisco Gil-White** as Assistant Professor of Psychology 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). In the case of reappointment beyond June 30, 2006, the mandatory tenure review is academic year 2006-07.

**Reappointment of Dr. James Haglund** as Assistant Professor of Mathematics in the Standing Faculty of the School of Arts and Sciences for three years effective July 1, 2005 (full salary; tenure probationary period commenced July 1, 2001). Mandatory tenure review is academic year 2006-07.

**Reappointment of Dr. Sarah E. Igo** as Assistant Professor of History in the Standing Faculty of the School of Arts and Sciences for three years effective July 1, 2005 (full salary; tenure probationary period commenced July 1, 2001). Mandatory tenure review is academic year 2006-07.

**Reappointment of Dr. Gregory Kordas** as Assistant Professor of Economics in the Standing Faculty of the School of Arts and Sciences for three years effective July 1, 2005 contingent on appropriate visa (full salary; tenure probationary period commenced July 1, 2001). Mandatory tenure review is academic year 2006-07. [Consideration for promotion to tenure is contingent upon United States permanent residency status.]

**Reappointment of Dr. Phoebe S. Kropp** as Assistant Professor of History in the Standing Faculty of the School of Arts and Sciences for three years effective July 1, 2005 (full salary; tenure probationary period commenced July 1, 2001). Mandatory tenure review is academic year 2006-07.

**Reappointment of Dr. Volker Nocke** as Assistant Professor of Economics in the Standing Faculty of the School of Arts and Sciences for three years effective July 1, 2005 contingent on appropriate visa (full salary; tenure probationary period commenced July 1, 2001). Mandatory tenure review is academic year 2006-07. [Consideration for promotion to tenure is contingent upon United States permanent residency status.]

**Extension to Reappointment and Tenure Probationary Period**

Extension to the approved reappointment and tenure probationary period for Dr. Mechtild Pohlschroder as Assistant Professor of Biology in the Standing Faculty of the School of Arts and Sciences for one year effective July 1, 2006 (full salary; tenure probationary period commenced July 1, 1998 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 review is academic year 2005-06. [This extension is granted pursuant to paragraph A.1. of the policy on extension of tenure probationary period, March 18, 1997 or as amended.]

Leaves of Absence
Scholarly leave of absence for Dr. Stephen Gale, Associate 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; full benefits continued. [21 credits will be accrued; 12 credits will be used].

Scholarly leave of absence for Dr. Victor H. Mair, Professor of Asian and Middle Eastern Studies in the Standing Faculty of the School of Arts and Sciences, for the fall semester 2004 with up to half salary; appropriate benefits continued. [6 credits will be accrued; 6 credits will be used].

ACADEMIC SUPPORT STAFF
Reappointments
Reappointment of Ms. Lorene Cary as Senior Lecturer in English in the Academic Support Staff of the School of Arts and Sciences for four years effective July 1, 2004 (full salary; not in tenure probationary status in this appointment).

Reappointment of Dr. Rose Malague as Senior Lecturer in English/Theater Arts in the Academic Support Staff of the School of Arts and Sciences for four years effective July 1, 2004 (full salary; not in tenure probationary status in this appointment).

SCHOOL OF DESIGN
STANDING FACULTY
Leave of absence
Scholarly leave of absence for Dr. C. Dana Tomlin, Professor of Landscape Architecture and Regional Planning in the Standing Faculty of the School of Design for the period January 1, 2005 to June 30, 2005 with up to full salary; full benefits continued. [14 credits accrued; 12 credits will be used].

Promotion
Promotion of Mr. Frank G. Matero to Professor of Architecture in the Standing Faculty of the School of Design effective July 1, 2004 (full salary; has tenure).

ASSOCIATED FACULTY
Reappointments
Reappointment of Mr. Richard J. Farley as Adjunct Associate Professor of Architecture in the Associated Faculty of the School of Design for five years effective July 1, 2004 (partial salary dependent on duties assigned; not in tenure probationary status in this appointment).

Reappointment of Mr. Enrique Norten as Practice Professor of Architecture in the Associated Faculty of the School of Design for five years effective July 1, 2004 (full salary; not in tenure probationary status in this appointment).

SCHOOL OF ENGINEERING

STANDING FACULTY

Promotions
Promotion of Dr. George J. Pappas to Associate Professor of Electrical and Systems Engineering in the Standing Faculty of the School of Engineering and Applied Science effective July 1, 2004 (full salary; with tenure).

Reappointments
Reappointment of Dr. Srisankar S. Kunniyur as Assistant Professor of Electrical and Systems Engineering in the Standing Faculty of the School of Engineering and Applied Science, for three years effective July 1, 2005 (full salary; tenure probationary period commenced July 1, 2001). Mandatory tenure review is academic year 2006-2007.

Reappointment of Dr. Daniel D. Lee as Assistant Professor of Electrical and Systems Engineering in the Standing Faculty of the School of Engineering and Applied Science, for three years effective July 1, 2005 (full salary; tenure probationary period commenced July 1, 2001). Mandatory tenure review is academic year 2006-2007.

Leave for Employment Elsewhere
Leave for employment elsewhere for Dr. Scott L. Diamond, Arthur E. Humphrey Professor of Chemical and Biomolecular Engineering in the Standing Faculty of the School of Engineering and Applied Science, for the period March 1, 2004 — May 31, 2004 (without salary; full benefits continued – paid by the School). [0 credits will be accrued; 0 credits will be used].

ASSOCIATED FACULTY

New Appointments
Authorization to offer appointment to Dr. Visa Koivunen as Adjunct Professor of Electrical and Systems Engineering in the Associated Faculty of the School of Engineering and Applied Science for the period January 1, 2004 to June 30, 2006 (with partial salary dependent on duties assigned; not in tenure probationary status in this appointment).

GRADUATE SCHOOL OF EDUCATION
Standing Faculty

Promotions
Promotion of Dr. Stanton E. F. Wortham as Professor of Education in the Standing Faculty of the Graduate School of Education effective July 1, 2004 (full salary; has tenure).

Degree Compliance
Degree Compliance - Authorization to offer appointment to Ms. Kathryn Howard as Assistant Professor of Education in the Standing Faculty of the Graduate School of Education for four years effective July 1, 2003 (full salary; tenure probationary period commenced July 1, 2003). Mandatory tenure review is academic year 2008-09 (Refer to PSCS of 3/7/2003)

Scholarly Leave
Scholarly leave of absence for Dr. Charles E. Dwyer, Associate Professor of Education in the Graduate School of Education for the period September 1, 2004 to May 31, 2005 with up to full salary (80% from the sabbatical budget and 20% from GSE operating budget); benefits continued. [The borrowing of 1 credit is approved for this leave.] [18 credits will be accrued; 18 credits will be used plus 1 borrowed credit].

Reappointments
Reappointment of Dr. Yuko Goto Butler as Assistant Professor of Education in the Standing Faculty of the Graduate School Education for three years effective July 1, 2005 (full salary; tenure probationary period commenced July 1, 2001). Mandatory tenure review is academic year 2006-07.

Reappointment of Dr. Ritty Lukose as Assistant Professor of Education in the Standing Faculty of the Graduate School Education for three years effective July 1, 2005 (full salary; tenure probationary period commenced July 1, 2001). Mandatory tenure review is academic year 2006-07.

Reappointment of Dr. Ruth Curran Neild as Assistant Professor of Education in the Standing Faculty of the Graduate School Education for three years effective July 1, 2005 (full salary; tenure probationary period commenced July 1, 2001). Mandatory tenure review is academic year 2006-07.

Associated Faculty

Reappointments
Reappointment of Dr. James H. Lytle as Adjunct Professor of Education in the Associated Faculty of the Graduate School of Education for three years effective July 1, 2004 (partial salary dependent on duties assigned; not in tenure probationary status in this appointment).

Reappointment of Dr. Dianne S. Salter as Adjunct Associate Professor of Education in the Associated Faculty of the Graduate School of Education for three years effective July 1, 2004
Reappointment of Dr. Harris Sokoloff as Adjunct Associate Professor of Education in the Associated Faculty of the Graduate School of Education for three years effective July 1, 2004 or for the duration of his administrative appointment, whichever is the shorter period of time (partial salary dependent on duties assigned; not in tenure probationary status in this appointment).

Reappointment of Dr. Brian V. Street as Adjunct Professor of Education in the Associated Faculty of the Graduate School of Education for three years effective July 1, 2004 (partial salary dependent on duties assigned; not in tenure probationary status in this appointment).

Reappointment of Dr. Jeanne Vissa as Practice Professor of Education Leadership in the Associated Faculty of the Graduate School of Education for five years effective July 1, 2004 (full salary; not in tenure probationary status in this appointment).

Reappointment of Dr. Ursula Wagener as Adjunct Associate Professor of Education in the Associated Faculty of the Graduate School of Education for two years effective July 1, 2004 (partial salary dependent on duties assigned; not in tenure probationary status in this appointment).

Correction to previously approved minute
Correction to previously approved minute - Authorization to offer appointment to Dr. J. Douglas Toma as Adjunct Associate Professor of Education in the Associated Faculty of the Graduate School of Education retroactive to July 1, 2003 SHOULD READ: for three years retroactive to July 1, 2003 (partial salary dependent on duties assigned; not in tenure probationary status in this appointment).

LAW SCHOOL

STANDING FACULTY

Promotion
Promotion of Dr. Gideon Parchomovsky to Professor of Law in the Standing Faculty of the Law School effective July 1, 2004 (full salary; with tenure).

WHARTON SCHOOL

STANDING FACULTY

Leaves of Absence
Scholarly leave of absence for Dr. Noah Gans, Associate Professor of Operations and Information Management in the Standing Faculty of the Wharton School for the period July
Promotions

Promotion of Dr. Kent A. Smetters to Associate Professor of Insurance and Risk Management in the Standing Faculty of the Wharton School effective July 1, 2004 (full salary; with tenure).

Promotion of Mr. Edward T. Swaine to Associate Professor of Legal Studies in the Standing Faculty of the Wharton School effective July 1, 2004 (full salary; with tenure).

SCHOOL OF DENTAL MEDICINE

STANDING FACULTY

Appointment Authorizations

Authorization to offer appointment to Dr. Mian K. Iqbal as Assistant Professor of Endodontics in the Standing Faculty -- Clinician Educator of the School of Dental Medicine for the period November 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 is academic year 2011-2012.

Authorization to offer appointment to Dr. Bekir Karabucak as Assistant Professor of Endodontics in the Standing Faculty – Clinician Educator of the School of Dental Medicine for a period of three years effective December 1, 2002 (full salary; appointment subject to the stipulations given in Guidelines for Appointments and Promotions, January 8, 1985 or as amended). This appointment carries a ten-year non-tenure probationary period which commences July 1, 2002. Clinician-Educator review is academic year 2010-2011.

Reappointments

Reappointment of Dr. Faizan Alawi as Assistant Professor of Pathology in the Standing Faculty of the School of Dental Medicine for three years effective July 1, 2004 (full salary; tenure probationary period commenced July 1, 2001). The mandatory tenure review is academic year 2009-2010.

Reappointment of Dr. Kelly Jordan-Sciuto as Assistant Professor of Pathology in the Standing Faculty of the School of Dental Medicine for three years effective July 1, 2004 (full salary; tenure probationary period commenced July 1, 2001). The mandatory tenure review is academic year 2006-2007.

Extension

Extension to the approved appointment and clinician-educator probationary period for Dr. Joy Bockstein Abt as Assistant Professor of General Restorative Dentistry in Community Oral Health 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 which 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].

ASSOCIATED FACULTY

Appointment Authorizations

Authorization to offer appointment to Dr. Alan Felsenfeld as Adjunct 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 offer appointment to Dr. Bal Goyal 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).

Reappointments

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

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

Reappointment of Dr. Jill McKeever Furst as Adjunct Assistant Professor of Community Oral Health in the Associated Faculty of the School of Dental Medicine for three years effective July 1, 2003 (unsalaried; not in tenure probationary status with this appointment).

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

Promotions

Promotion and reappointment of Dr. Harold Baumgarten to Clinical 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).

Promotion and reappointment of Dr. Mary Ann Gataletto to Clinical Associate Professor of Pediatric Dentistry in Community Oral Health in the Associated Faculty of the School of
Dental Medicine for three years effective July 1, 2004 (partial salary to be negotiated with the Dean; not in tenure probationary status with this appointment).

**Reemployment Beyond Retirement**

Reemployment beyond retirement for Dr. Joseph Rabinowitz, Professor Emeritus of Biochemistry in the School of Dental Medicine for one year effective July 1, 2003 with partial salary dependent on duties assigned.)

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**SCHOOL OF MEDICINE**

**STANDING FACULTY**

**Appointment Authorizations**

Authorization to offer appointment to Dr. Jeffrey S. Gerdes as Associate Professor of Pediatrics at Pennsylvania Hospital and the Children's Hospital of Philadelphia in the Standing Faculty – Clinician-Educator of the School of Medicine, effective January 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).

Authorization to offer appointment to Dr. Daqing Li as Assistant Professor of Otorhinolaryngology: Head and Neck Surgery at the Hospital of the University of Pennsylvania in the Standing Faculty -- Clinician-Educator of the School of Medicine for the period of March 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.

**Correction to previously approved minute**

Correction to previously approved minute: Authorization to offer appointment to Dr. Brenda Porter as Assistant Professor of Neurology in the Standing Faculty of the School of Medicine for three years retroactive to July 1, 2003 (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. should be corrected to include: With a secondary appointment as Assistant Professor of Neurology in Pediatrics for the same period of time with voting rights. [Refer to PSC of 3/12/20044]

**Extensions**

Extension to the approved reappointment and tenure probationary period for Dr. Frank Horrigan as Assistant Professor of Physiology in the Standing Faculty of the School of Medicine for one year effective July 1, 2006 (full salary; tenure probationary period commenced July 1, 2000). Adjusted mandatory tenure review is academic year 2006-07. [This extension is granted pursuant to paragraph A.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. Julia C. Tchou as Assistant Professor of Surgery at the Hospital of the University of Pennsylvania in the Standing Faculty – Clinician-Educator of the School of Medicine for 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].

Promotions

Promotion of Dr. Michael A. Acker to Professor of Surgery at the Hospital of the University of Pennsylvania, Presbyterian Medical Center of Philadelphia and Pennsylvania Hospital in the Standing Faculty – Clinician-Educator of the School of Medicine 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. Gordon H. Baltuch to Associate Professor of Neurosurgery 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. Jeffrey M. Bergelson to Associate Professor of Pediatrics in the Standing Faculty of the School of Medicine effective July 1, 2004 (full salary; with tenure).

Promotion of Dr. Judy A. Blendy to Associate Professor of Pharmacology in the Standing Faculty of the School of Medicine effective July 1, 2004 (full salary; with tenure).

Promotion of Dr. Albert T. Cheung to Professor of Anesthesia 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. Vivian G. Cheung to Associate Professor of Pediatrics in the Standing Faculty of the School of Medicine effective July 1, 2004 (full salary; with tenure).

Promotion of Dr. Brian J. Czerniecki to Associate Professor of Surgery at the Hospital of the University of Pennsylvania in the Standing Faculty – Clinician-Educator of the School of Medicine effective July 1, 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. Guy S. Diamond to Associate Professor of Psychology in Psychiatry 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. Edward T. Dickinson, III 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. Robert W. Doms to Professor of Pathology and Laboratory Medicine in the Standing Faculty of the School of Medicine effective July 1, 2004 (full salary; has tenure).

Promotion of Dr. Jay L. Hess as Professor of Pathology and Laboratory Medicine at the Hospital of the University of Pennsylvania in the Standing Faculty – Clinician-Educator of the School of Medicine 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. Mark A. Lemmon to Professor of Biochemistry and Biophysics in the Standing Faculty of the School of Medicine effective July 1, 2004 (full salary; has tenure).

Promotion of Dr. Brian Litt to Associate 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. Dewey G. McCafferty to Associate Professor of Biochemistry and Biophysics in the Standing Faculty of the School of Medicine effective July 1, 2004 (full salary; with tenure).

Promotion of Dr. David B. Sarwer to Associate Professor of 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 in secondary appointment to Associate Professor of Psychology in Surgery for three years effective July 1, 2004 with voting rights.

Promotion of Dr. Richard J. Scarfone 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. Daniel H. Sterman 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 of Dr. Victoria P. Werth to Professor of Dermatology at the Hospital of the University of Pennsylvania and Veterans Administration Medical Center 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. Flaura K. Winston to Associate Professor of Pediatrics the Standing Faculty of the School of Medicine effective July 1, 2004 (full salary; with tenure).

Promotion of Dr. Donald P. Younkin to Professor of Neurology 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 in secondary appointment to Professor of Pediatrics for three years effective July 1, 2004 with voting rights.

Reappointments
Reappointment of Dr. Geza Acs as Assistant Professor of Pathology and Laboratory Medicine at the Hospital of the University of Pennsylvania in the Standing Faculty -- Clinician-Educator of the School of Medicine for three years effective July 1, 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. Jill M. Baren as Assistant Professor of Emergency Medicine at the Hospital of the University of Pennsylvania in the Standing Faculty — Clinician-Educator of the School of Medicine for three years effective July 1, 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 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 2006-07.

A terminal reappointment of Dr. Benjamin Chang as Assistant Professor of Surgery at the Hospital of the University of Pennsylvania and the Children’s Hospital of Philadelphia 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, 1995.

Reappointment of and change in title and tenure status for Dr. John K. Choi from Assistant Professor (in tenure probation) to Assistant Professor of Pathology and Laboratory Medicine at the Children's Hospital of Philadelphia 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 and change in title and tenure status for Dr. Steven S. Fakharzadeh from Assistant Professor (in tenure probation) to Assistant Professor of Dermatology at the Hospital of the University of Pennsylvania in the Standing Faculty -- Clinician-Educator of the School of Medicine for three years effective July 1, 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.

A terminal reappointment of Dr. Susan H. Guttentag as Assistant Professor of Pediatrics in the Standing Faculty of the School of Medicine for one year effective July 1, 2004 (full salary; ten-year clinical tenure probationary period commenced July 1, 1994 and was previously adjusted pursuant to paragraph A.1. of the policy on extension of tenure probationary period, March 18, 1997 or as amended).

Reappointment of Dr. Jason H. T. Karlawish 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. Ron Keren as Assistant Professor of Pediatrics at the Children's Hospital of Philadelphia in the Standing Faculty -- Clinician-Educator of the School of Medicine for three years effective July 1, 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. Frank S. Lee as Assistant Professor of Pathology and Laboratory 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. Kenro Kusumi as Assistant Professor of Pediatrics 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). The mandatory tenure review is academic year 2006-07.

Reappointment of Dr. Jonathan E. Markowitz as Assistant Professor of Pediatrics at the Children's Hospital of Philadelphia in the Standing Faculty -- Clinician-Educator of the School of Medicine for three years effective July 1, 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. Kevin C. Osterhoudt as Assistant Professor of Pediatrics at the Children's Hospital of Philadelphia in the Standing Faculty -- Clinician-Educator of the School of Medicine for three years effective July 1, 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. Jill C. Posner as Assistant Professor of Pediatrics at the Children's Hospital of Philadelphia in the Standing Faculty – Clinician-Educator of the School of Medicine for three years effective July 1, 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, 2000 and was previously adjusted pursuant to paragraph A.1. of the policy on extension of tenure probationary period, March 18, 1997 or as amended. The clinician-educator review is academic year 2009-10.

Reappointment of Dr. Susan R. Rheingold as Assistant Professor of Pediatrics at the Children's Hospital of Philadelphia in the Standing Faculty -- Clinician-Educator of the School of Medicine for three years effective July 1, 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. Bruce S. Sachais as Assistant Professor of Pathology and Laboratory 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, 2001 with a ten-year clinical probationary period). The mandatory tenure review is academic year 2009-10.

Reappointment of Dr. Jonathan M. Spergel as Assistant Professor of Pediatrics at the Children's Hospital of Philadelphia in the Standing Faculty -- Clinician-Educator of the School of Medicine for three years effective July 1, 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. Weijing Sun 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, 2001. The clinician-educator review date is academic year 2009-10.

A terminal reappointment of Dr. Steven A. Thomas as Assistant Professor of Pharmacology in the Standing Faculty of the School of Medicine for one year effective July 1, 2004 (full salary; tenure probationary period commenced July 1, 1998).

Reappointment of Dr. Donald E. Tsai 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, 2001. The clinician-educator review date is academic year 2009-10.

Reappointment of Dr. Vivianna M. Van Deerlin as Assistant Professor of Pathology and Laboratory Medicine at the Hospital of the University of Pennsylvania in the Standing Faculty -- Clinician-Educator of the School of Medicine for three years effective July 1, 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. Carmen J. Williams as Assistant Professor of Obstetrics and Gynecology in the Standing Faculty of the School of Medicine for two years effective July 1, 2004 (full salary; tenure probationary period commenced July 1, 2000 with a ten-year clinical probationary period). The mandatory tenure review is academic year 2008-09.

Reappointment of Dr. Joseph J. Zorc as Assistant Professor of Pediatrics at the Children's Hospital of Philadelphia in the Standing Faculty -- Clinician-Educator of the School of Medicine for three years effective July 1, 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.

Secondary Appointments
A secondary appointment for Dr. Raymond Boston, Professor of Applied Biomathematics in Clinical Studies/New Bolton Center in the Standing Faculty of the School of Veterinary Medicine as Professor of Biostatistics in Biostatistics and Epidemiology in the School of Medicine, for three years effective July 1, 2004 with voting rights. The primary appointment is in the School of Veterinary Medicine.
A secondary appointment for Dr. Joseph J. Gallo, Associate Professor of Family Practice and Community Medicine in the Standing Faculty of the School of Medicine as Associate Professor of Epidemiology in Biostatistics and Epidemiology, for three years effective July 1, 2004 with voting rights.

Continuation of a secondary appointment for Dr. George A. Macones, Associate Professor of Obstetrics and Gynecology in the Standing Faculty of the School of Medicine as Associate Professor of Epidemiology in Biostatistics and Epidemiology, for three years effective July 1, 2004 with voting rights.

A secondary appointment for Dr. Jennifer Pinto-Martin, Associate Professor of Nursing in the Standing Faculty of the School of Nursing as Associate Professor of Epidemiology in Biostatistics and Epidemiology in the School of Medicine, for three years effective July 1, 2004 with voting rights. The primary appointment is in the School of Nursing.

Leave of Absence
Scholarly leave of absence for Dr. Tomoko Ohnishi, Professor of Biochemistry and Biophysics in the Standing Faculty of the School of Medicine for one-year effective February 1, 2004 with up to full salary; full benefits continued. [24 credits will be accrued; 24 credits will be used].

Resignations
Resignation of Dr. David A. Horowitz as Assistant Professor of Medicine at the Hospital of the University of Pennsylvania in the Standing Faculty -- Clinician-Educator of the School of Medicine effective March 31, 2004

ASSOCIATED FACULTY

New Appointments
Authorization to offer appointment to Dr. L. Stewart Barbera 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).

Authorization to offer appointment to Dr. Taraneh Behin-Aein 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).

Authorization to offer appointment to Dr. Keith D. Clancy as Clinical Assistant Professor of Surgery 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. Nereida Isaura Lopez 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).
Authorization to offer appointment to Dr. Krishna M.G. Mallela as Research Assistant Professor of Biochemistry and Biophysics in the Associated Faculty of the School of Medicine for three years effective July 1, 2003 contingent on appropriate visa or for the duration of the grant or contract which supports his work, whichever is the shorter period of time (full salary; without obligation on the part of the University to continue salary and benefits beyond termination of these research funds; with a non-tenure probationary period which commences July 1, 2003). The mandatory review year is academic year 2008-09.

Authorization to offer appointment to Dr. David M. Pollack 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).

Authorization to offer appointment to Dr. Robert Sasson 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).

Authorization to offer appointment to Dr. Kevin Trude 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).

Authorization to offer appointment to Dr. Chong-Tae Kim as Clinical Assistant Professor of Physical Medicine and Rehabilitation and Clinical Assistant Professor of Pediatrics in the Associated Faculty of the School of Medicine for the period of February 1, 2004 to June 30, 2007 (without salary; not in tenure probationary status in this appointment).

Extensions

Extension to the approved appointment and non-tenure probationary period for Dr. Richard G. Carroll as Research Assistant Professor of Pathology and Laboratory Medicine in the Associated Faculty of the School of Medicine for one year effective July 1, 2005 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; non-tenure probationary period commenced July 1, 1999). Adjusted mandatory non-tenure review is academic year 2005-06. [This extension is granted pursuant to paragraph A.1 of the policy on extension of tenure probationary period, March 18, 1997 or as amended].

Extension to the approved reappointment and non-tenure review for Dr. Claire H. Mitchell, Research Assistant Professor of Physiology 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; with a non-tenure probationary period commenced July 1, 1999 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 non-tenure review is academic year 2006-07. [This extension was granted pursuant to paragraph A.1. of the policy on extension of tenure probationary period, March 18, 1997 or as amended].
Promotions
Promotion of Dr. Rahim R. Rizi to Research Associate Professor of 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 and reappointment of Dr. Michael B. Stierstorfer to Clinical Associate Professor of Dermatology 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).

Reappointments
Reappointment of Dr. Wayne S. Barber as Clinical Assistant Professor of Psychiatry in the Associated Faculty of the School of Medicine for three years retroactive to July 1, 2003 (without salary, not in tenure probationary status in this appointment).

Reappointment of Dr. Eric J. Bernhard as Research Associate Professor of Radiation Oncology 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 and reappointment of Dr. Tyra Bryant-Stephens 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).

Reappointment of Dr. Marcia L. Budarf as Research Associate Professor of Pediatrics in the Associated Faculty of the School of Medicine for one year effective July 1, 2004 or for the duration of the grant or contract which supports her work, whichever is the shorter period of time (full salary, without obligation on the part of the University to continue salary and benefits beyond termination of these research funds; not in tenure probationary status in this appointment).

Reappointment of Dr. Donald G. Buerk as Research Associate Professor of Physiology 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).

Reappointment of Dr. Theresa M. Busch as Research Assistant Professor of Radiation Oncology in the Associated Faculty of the School of Medicine for three years effective July
1, 2004 or for the duration of the grant or contract which supports her work, whichever is the shorter period of time (full salary, without obligation on the part of the University to continue salary and benefits beyond termination of these research funds; with a non-tenure probationary period which commenced July 1, 2001). The mandatory review year is academic year 2006-07.

**Reappointment of Dr. Charles R. Cantor** as Clinical Assistant Professor of Neurology 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. Rafaela Canete-Soler** as Research Assistant Professor of Pathology and Laboratory Medicine in the Associated Faculty of the School of Medicine for three years effective July 1, 2004 or for the duration of the grant or contract which supports her work, whichever is the shorter period of time (full salary, without obligation on the part of the University to continue salary and benefits beyond termination of these research funds; with a non-tenure probationary period which commenced July 1, 2001). The mandatory review year is academic year 2006-07.

**Reappointment of Dr. William B. Carey** as Clinical 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. Artur V. Cideciyan** as Research Associate Professor of Ophthalmology 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).

**Reappointment of Dr. Edward F. Chan** as Clinical Assistant Professor of Dermatology 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. Akiva S. Cohen** as Research Assistant Professor of Pediatrics in the Associated Faculty of the School of Medicine for three 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; with a non-tenure probationary period which commenced July 1, 2001). The mandatory review year is academic year 2006-07.

**Reappointment of Dr. Christine L. Egan** as Clinical Assistant Professor of Dermatology 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. Abigail F. Farber as 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).

Reappointment of Dr. Daniel M. Feinberg as Clinical Associate Professor of Neurology 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. Jonathan A. Flick as Clinical Associate 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. Daniel K. Fram as Clinical Assistant Professor of Radiation Oncology 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. David F. Friedman 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. Christopher J. Gallagher as Clinical Assistant Professor of Radiation Oncology 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. John R. Glassburn as Clinical Professor of Radiation Oncology 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. Tony Wei-hsiu Ho as Adjunct Associate Professor of Neurology 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).

A terminal reappointment of Dr. Takayuki Ito as Research Assistant Professor of Neurology in the Associated Faculty of the School of Medicine for one year effective July 1, 2004 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, 1998).

A terminal reappointment of Dr. Steven W. Johnson as Research Assistant Professor of Pharmacology in the Associated Faculty of the School of Medicine for one year effective July 1, 2004 or for the duration of the grant or contract which supports 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, 1998).
Reappointment of Dr. Lawrence A. Kerson as Clinical Associate Professor of Neurology 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. Caroline S. Koblenzer as Clinical Professor of Dermatology 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. Alan E. Kohrt as Clinical Associate Professor of Pediatrics in the Associated Faculty of the School of Medicine for one year due to budgetary constraints effective to July 1, 2004 (with salary; not in tenure probationary status in this appointment).

Reappointment of Dr. Robert A. Lustig as Clinical Associate Professor of Radiation Oncology 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).

A terminal reappointment of Dr. Anthony Mancuso as Research Assistant Professor of Radiology in the Associated Faculty of the School of Medicine for one year effective July 1, 2004 or for the duration of the grant or contract which supports 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, 1998).

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

Reappointment of and change in salary from (partial salary dependent on duties assigned; to without salary) for Dr. Ann H. Milam as Adjunct Professor of Ophthalmology in the Associated Faculty of the School of Medicine for three years effective July 1, 2004 (not in tenure probationary status in this appointment).

Reappointment of Dr. Mark Mintz as Adjunct Associate Professor of Neurology in the Associated Faculty of the School of Medicine, for three years retroactive to July 1, 2003 (without salary; not in tenure probationary status in this appointment).

Reappointment of Dr. Katherine M. Reed as Clinical Assistant Professor of Psychiatry in the Associated Faculty of the School of Medicine for three years retroactive to July 1, 2003 (without salary; not in tenure probationary status in this appointment).

Reappointment of Dr. Wolfram Rieger as Clinical Associate Professor of Psychiatry in the Associated Faculty of the School of Medicine for three years retroactive to July 1, 2003 (without salary; not in tenure probationary status in this appointment).
Reappointment of Dr. Jeffrey G. Rosenstock as Clinical Associate Professor of Radiation Oncology 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. Kenneth R. Sandler as Clinical Professor of Psychiatry in the Associated Faculty of the School of Medicine for three years retroactive to July 1, 2003 (without salary; not in tenure probationary status in this appointment).

Promotion and reappointment of Dr. Alan L. Schuricht to Clinical Associate Professor of Surgery 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. Leonard Shabason as Clinical Assistant Professor of Radiation Oncology 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. Paul M. Shipkin as Clinical Associate Professor of Neurology 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. Ann Marie Siegal as Clinical Assistant Professor of Radiation Oncology 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. Jack L. Solomon as Clinical Associate Professor of Psychiatry in the Associated Faculty of the School of Medicine for three years retroactive to July 1, 2003 (without salary; not in tenure probationary status in this appointment).

Reappointment of Dr. Ann L. Steiner as Clinical Associate Professor of Obstetrics and Gynecology 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).

Promotion and reappointment of Dr. Bruce M. Taubman to Clinical 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. Susan C. Taylor as Clinical Assistant Professor of Dermatology in the Associated Faculty of the School of Medicine for one year effective July 1, 2004 (without salary; not in tenure probationary status in this appointment).

Reappointment of Dr. Stephen J. Victor as Adjunct Assistant Professor of Neurology 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. Fred M. Weinblatt as Clinical Assistant Professor of Neurology 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. Shirnett K. Williamson as Clinical Assistant Professor of Radiation Oncology 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. Jonathan T. Wolfe as Clinical Assistant Professor of Dermatology in the Associated Faculty of the School of Medicine for three years effective July 1, 2004 (partial salary dependent on duties assigned; not in tenure probationary status in this appointment).

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

Reappointment of Dr. Raezelle Zinman as Clinical 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. Allen H. Bar to Clinical Associate Professor of Surgery 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).

SCHOOL OF NURSING

STANDING FACULTY

Leaves of Absence

Scholarly leave of absence for Dr. Sarah H. Kagan, Associate Professor of Gerontological Nursing in the Standing Faculty of the School of Nursing for the period September 1, 2004 to December 31, 2005 with up to full salary (51% salary from the sabbatical budget; 49% salary from clinical appointment at HUP); full benefits continued. [20 credits will be accrued; 18 credits will be used].

Scholarly leave of absence for Dr. Norma M. Lang, Professor of Nursing in the Standing Faculty of the School of Nursing for the period July 1, 2004 to June 30, 2005 with up to full salary (100% salary from the sabbatical budget); full benefits continued. [24 credits will be accrued; 24 credits will be used].

Reappointment
Reappointment of Dr. Charlene Compher Assistant Professor of Nutrition Science at the Hospital of the University of Pennsylvania in the Standing Faculty—Clinician-Educator of the School of Nursing for four years 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, 2001. Clinician Educator review is academic year 2009-2010.

Correction to previously approved minutes
Correction to previously approved minute: Scholarly leave of absence for Dr. Barbara Medoff-Cooper, Professor of Nursing in the Standing Faculty of the School of Nursing for the period January 1, 2004 to December 1, 2004 with full salary (50% from the sabbatical budget and 50% from grants) full benefits continued [21 credits will be accrued; 12 credits will be used] is corrected to read for the period January 1, 2004 to December 31, 2004. [Refer to PSCS of 4/18/03 and 10/17/03]

ASSOCIATED FACULTY

Reappointments
Reappointment of Dr. Ellen Fung as Adjunct Assistant Professor of Nursing in the Associated Faculty of the School of Nursing for the period July 1, 2004 to June 30, 2007 (without salary; not in tenure probationary status in this appointment). Three years (July 1, 1997 to August 11, 2000) were spent in Clinician-Educator probation.

Reappointment of Dr. Walter Grunzweig as Adjunct Professor of Nursing in the Associated Faculty of the School of Nursing for the period July 1, 2004 to June 30, 2007 (without salary; not in tenure probationary status in this appointment).

SCHOOL OF VETERINARY MEDICINE

STANDING FACULTY

Appointment Authorizations
Authorization to offer appointment to Dr. Alexia L. McKnight as Assistant Professor of Radiology in Clinical Studies-New Bolton Center in the Standing Faculty—Clinician-Educator of the School of Veterinary Medicine for the period March 15, 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. Clinician-educator review is academic year 2012-13.

Promotion
Promotion of Dr. Robert H. Poppenga to Professor of Toxicology in Pathobiology 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).
Leave of absence
Scholarly leave of absence for Dr. Michaela Kristula, Associate Professor of Medicine in Clinical Studies-New Bolton Center in the Standing Faculty – Clinician-Educator of the School of Veterinary Medicine, for the period July 1, 2004 to December 31, 2004 with up to full salary; full benefits continued. [24 credits will be accrued; 12 credits will be used].

Resignation
Resignation of Dr. Hans R. Schöler, Professor of Reproduction Medicine and Marion Dilley and David George Jones Chair of Reproduction Medicine in the Standing Faculty of the School of Veterinary effective March 31, 2004.

ASSOCIATED FACULTY

New Appointment
Authorization to offer appointment to Dr. Mary M. Durando as Research Assistant Professor of Sports Medicine in Clinical Studies-New Bolton Center in the Associated Faculty of the School of Veterinary Medicine for the period February 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.

Reappointment
Reappointment of Dr. Mone Zaidi as Adjunct Professor of Biochemistry in Animal Biology in the Associated Faculty of the School of Veterinary Medicine for five years effective July 1, 2004 (without salary; not in tenure probationary status in this appointment). One year (July 1, 1996 to July 31, 1997) was spent in five year Associate Professor tenure probation.
Resolution to Authorize the Expenditure of $3.7 Million for Fit-Out of Space at 126 South 30th Street to be Occupied by the School of Medicine Center for Sleep and Respiratory Neurobiology

Intention:

In June 2003, the Trustees authorized redevelopment of the property at 126 South 30th Street under the terms of a ground lease agreement with Forest City Commercial Group providing for a University master lease of the property. These agreements contemplated an expenditure of approximately $5.8 million by the School of Medicine to fit-out approximately 75,000 rentable square feet of space in the building. The School of Medicine now wishes to increase its space commitment in the building by 27,000 rentable square feet for the Center for Sleep and Respiratory Neurobiology. The Center is currently located in outmoded lab space in HUP (Maloney 8th and 9th floors). In addition, its animal testing facilities are located in the Clinical Research Building. The relocation to 126 South 30th Street will provide new consolidated lab and animal space for this center. The School of Medicine seeks authorization to incur costs of $3.7 million for fit-out of the additional space. The fit-out costs will be funded by the School of Medicine.

RESOLVED, that fit-out costs of $3.7 million, in connection with the lease of approximately 27,000 rentable square feet of space at 126 South 30th Street, 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 each 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. Any actions heretofore taken by any such officers in furtherance of the purpose of this resolution are hereby ratified and affirmed.
Resolution to Adopt a Spending Rule Policy for Endowment and Quasi-endowment Funds Invested in the Associated Investments Fund for the Hospital of the University of Pennsylvania

Intention:

While many University of Pennsylvania Health System ("UPHS") endowment and quasi-endowment funds (e.g., those of Presbyterian Medical Center and Pennsylvania Hospital) are subject to the Associated Investments Fund’s (AIF’s) spending rule policy, the Hospital of the University of Pennsylvania (HUP) had determined that it would be preferable not to participate in the spending policy at its inception at the University in 1981. In 1994, the University approved the establishment of a $200 million quasi-endowment fund for the benefit of UPHS ("UPHS Quasi-Endowment"), from which all income earned and capital gains realized were to be used for hospital purposes. Given changes in the distributions from the spending policy, the Penn Medicine Executive Committee recommends the adoption of a spending policy for endowment and quasi-endowment funds of HUP which are invested in the AIF, consistent with that of the University and other UPHS hospitals, with the exception that in no event shall the spending policy and/or any other principal liquidations be applied so as to reduce the quasi-endowment established by the University for the benefit of UPHS below a market value of $200 million. The primary purpose of the spending policy is to preserve the purchasing power of the endowment. In addition, the spending rule policy seeks to provide smooth and predictable endowment distributions. The policy in place for the University for the current fiscal year is to spend 4.7% of the three-year moving average market value of the funds, lagged by one year.

RESOLVED, that University spending rule policy is approved and adopted effective June 1, 2004, for the Hospital of the University of Pennsylvania endowment and quasi-endowment funds invested in the Associated Investments Fund, with the exception that in no event shall the spending policy be applied so as to reduce the quasi-endowment established by the University for the benefit of UPHS below $200 million; and

FURTHER RESOLVED, that the appropriate officers of the University and University of Pennsylvania Health System be and hereby are authorized to take such actions as are necessary and appropriate to effectuate the intent of this resolution.
Resolution to Appoint Susan H. Horsey to the Board of Overseers of the University Museum of Archaeology and Anthropology

RESOLVED, that Susan H. Horsey be appointed to the Board of Overseers of the University Museum of Archaeology and Anthropology for a three-year term, effective May 13, 2004.

Susan H. Horsey is a Partner in Zona, a retail home furnishings and gift store in Aspen, Colorado. In 1991, Mrs. Horsey established the Susan Helen Horsey Fund at the Philadelphia Foundation. The purpose of the fund is “to provide support for the relief of poverty-stricken women and children; to promote the right of all citizens to procure reproductive control, including abortion; and to preserve and develop historic Bartram’s Garden.” Mrs. Horsey has been a member of the Museum’s Women’s Committee since 1982 and served as its president from 1993 to 1995. During that time, she was an ex officio member of the Museum Board of Overseers. She recently served on the Advisory Committee for the exhibits in the Museum’s new Etruscan and Roman Galleries, which opened in March 2004. Mrs. Horsey is a member of the Loren Eiseley Society at the Museum.