Promotion and reappointment of Dr. Joseph Greenberg to Clinical Professor of Periodontics in the Associated Faculty of the School of Dental Medicine for five years effective July 1, 2004 (unsalaried; not in tenure probationary status with this appointment).

Promotion and reappointment of Dr. Louis Rossman to Clinical Professor of Endodontics in the Associated Faculty of the School of Dental Medicine for five years effective July 1, 2004 (unsalaried; not in tenure probationary status with this appointment).

Promotion and reappointment of Dr. David Weinstock to Clinical Associate Professor of General Restorative Dentistry in Community Oral Health in the Associated Faculty of the School of Dental Medicine for three years effective July 1, 2004 (unsalaried; not in tenure probationary status with this appointment).

Reappointments
Reappointment of Dr. Alan M. Atlas as Clinical Assistant Professor of General Restorative Dentistry 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).

Reappointment of Dr. Pamela Doray as Adjunct Assistant Professor of General Restorative 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).

Reappointment of Dr. Peter Greco as Clinical Associate Professor of Orthodontics 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).

Reappointment of Dr. Hamid Hayat as Clinical Assistant 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).

Reappointment of Dr. Do Shik Kim as Clinical Assistant Professor of General Restorative 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).

Reappointment of Dr. Yongkum Kim as Clinical Assistant Professor of General Restorative 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).
Reappointment of Dr. Daniel Leung as Clinical Assistant Professor of Endodontics in the Associated Faculty of the School of Dental Medicine for three years effective July 1, 2004 (unsalaried; not in tenure probationary status with this appointment).

Reappointment of Dr. Arnold Malerman as Clinical Associate Professor of Orthodontics 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).

Reappointment of Dr. Eduardo Minsk as Clinical Associate Professor of General Restorative 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).

Reappointment of Dr. Francesco Pedetta as Adjunct Assistant Professor of Orthodontics in the Associated Faculty of the School of Dental Medicine for three years effective July 1, 2004 (unsalaried; not in tenure probationary status with this appointment).

Reappointment of Dr. Don Trachtenberg as Adjunct Professor of General Restorative 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).

Reappointment of Dr. Douglas White as Clinical Assistant Professor of Orthodontics 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).

Promotion and reappointment of Dr. Paul J. Batastini, Sr. to Clinical Professor of Orthodontics in the Associated Faculty of the School of Dental Medicine for five years effective July 1, 2004 (unsalaried; not in tenure probationary status with this appointment).

Promotion and reappointment of Dr. Stanford A. Brown II to Clinical Professor of Pediatric Dentistry in the Associated Faculty of the School of Dental Medicine for the remainder of his current appointment effective July 1, 2004 (partial salary to be negotiated with the Dean; not in tenure probationary status with this appointment).

Promotion and reappointment of Dr. Dumitru Gogarnoiu to Clinical Associate Professor of Periodontics in the Associated Faculty of the School of Dental Medicine for three years effective effective July 1, 2004 (partial salary to be negotiated with the Dean; not in tenure probationary status with this appointment).

Promotion and reappointment of Dr. John Wm. Mooney to Clinical Associate Professor of Oral Surgery/Pharmacology 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).
Promotion and reappointment of Dr. Farshid Sanavi to Clinical Professor of Periodontics in the Associated Faculty of the School of Dental Medicine for five years effective July 1, 2004 (partial salary to be negotiated with the Dean; not in tenure probationary status with this appointment). Dr. Sanavi spent two years (9/1/87-6/30/89) in research probation and six years (7/1/90-6/30/96) in ten-year tenure probation.

Reappointment of Dr. Melvin A. Blake as Clinical Assistant Professor of Oral Surgery/Pharmacology 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).

Reappointment of Dr. Daniel Casullo as Adjunct Associate Professor of Orthodontics in the Associated Faculty of the School of Dental Medicine for three years effective July 1, 2004 (unsalaried; not in tenure probationary status with this appointment).

Reappointment of Dr. David W. Cunning as Clinical Assistant Professor of Oral Surgery/Pharmacology 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).

Reappointment of Dr. Bruce J. Cutilli as Clinical Assistant Professor of Oral Surgery/Pharmacology 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).

Reappointment of Dr. Joseph W. Foote as Clinical Assistant Professor Oral Surgery/Pharmacology in the Associated Faculty of the School of Dental Medicine for three years effective July 1, 2004 (full salary; not in tenure probationary status with this appointment). Ten years (5/1/91 - 6/30/01) were in Clinician Educator probation.

Reappointment of Dr. Philip Giarraputo as Clinical Assistant Professor of General Restorative Dentistry in the Associated Faculty of the School of Dental Medicine for three years effective July 1, 2004 (full salary; not in tenure probationary status with appointment). Seven years (11/1/94 - 6/30/01) were in Clinician Educator probation.

Reappointment of Dr. Morton Litvin as Clinical Associate Professor of Oral Surgery / Pharmacology 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).

Reappointment of Dr. M. Jeffrey Morton as Clinical Assistant Professor of Periodontics in the Associated Faculty of the School of Dental Medicine for three years effective July 1, 2004 (unsalaried; not in tenure probationary status with this appointment).
Reappointment of Dr. Donald Rebhun as Clinical Assistant Professor of Oral Surgery / Pharmacology in the Associated Faculty of the School of Dental Medicine for three years effective July 1, 2004 (not in tenure probationary status with this appointment).

Reappointment of Dr. Karl A. Rose as Adjunct Assistant Professor of Periodontics in the Associated Faculty of the School of Dental Medicine for three years effective July 1, 2004 (unpaid; not in tenure probationary status with this appointment).

Reappointment of Dr. Barbara Steinberg as Adjunct Associate Professor of Oral Medicine in the Associated Faculty of the School of Dental Medicine for three years effective July 1, 2004 (unpaid; not in tenure probationary status with this appointment). Ten years (7/1/78-6/30/88) were spent in ten-year clinical probationary status as Assistant Professor.

Reappointment of Dr. James Louis Tamaroff as Clinical Assistant Professor of Oral Surgery/Pharmacology 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).

Reappointment of Dr. Nipul Tanna as Clinical Assistant Professor of General Restorative Dentistry in the Associated Faculty of the School of Dental Medicine for three years effective July 1, 2004 (full salary; not in tenure probationary status with this appointment). Five years (11/1/94 - 6/30/99) were in Clinician Educator probation.

Reappointment of Dr. Thomas Therrien as Clinical Assistant Professor of General Restorative Dentistry in the Associated Faculty of the School of Dental Medicine for three years effective July 1, 2004 (full salary; not in tenure probationary status with this appointment.) Seven years (11/1/94 - 6/30/01) were in Clinician Educator probation.

Reappointment of Dr. Martin Trope as Adjunct Professor of Endodontics in the Associated Faculty of the School of Dental Medicine for five years effective July 1, 2004 (unpaid; not in tenure probationary status with this appointment). Three years (1985-1988) were as Assistant Professor in tenure probation.

Reappointment of Dr. David Wedell as Clinical Assistant Professor of Oral Surgery/Pharmacology 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).

Reappointment of Dr. Valerie Eisenberg Yasner as Adjunct Assistant Professor of Endodontics in the Associated Faculty of the School of Dental Medicine for three years effective July 1, 2004 (unpaid; not in tenure probationary status with this appointment).

Reinstatements
Authorization to reinstate the appointment of Dr. Stefano Cortella as Adjunct Assistant Professor of Orthodontics in the Associated Faculty of the School of Dental Medicine for
three years effective July 1, 2002 (unsalaried; not in tenure probationary status with this appointment).

Authorization to reinstate the appointment of Dr. Vincent P. Cullen as Clinical Assistant Professor of Orthodontics in the Associated Faculty of the School of Dental Medicine for three years effective July 1, 2002 (unsalaried; not in tenure probationary status with this appointment).

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

Authorization to reinstate the appointment of Dr. James Tatoian as Adjunct Professor of Oral Surgery/Pharmacology in the Associated Faculty of the School of Dental Medicine for five years effective July 1, 2003 (unsalaried; not in tenure probationary status with this appointment).

Authorization to reinstate the appointment of Dr. Warne White as Adjunct Associate Professor of Orthodontics in the Associated Faculty of the School of Dental Medicine for three years effective July 1, 2002 (unsalaried; not in tenure probationary status with this appointment).

Change in Title
Change in Title of Dr. Allan Shaw FROM Clinical Assistant Professor of Oral Surgery/Pharmacology TO Adjunct Assistant Professor of Oral Surgery/Pharmacology in the Associated Faculty of the School of Dental Medicine and Reappointment for three years effective July 1, 2004 (partial salary to be negotiated with the Dean; not in tenure probationary status with this appointment).

ACADEMIC SUPPORT STAFF

Reappointment
Terminal reappointment of Dr. Marela C. Garcia as Lecturer of Periodontics in the Academic Support Staff of the School of Dental Medicine for one year effective July 1, 2004 (full salary; not in tenure probationary status with this appointment). Dr. Garcia has held the appointment of Lecturer since July 1, 2001.

SCHOOL OF MEDICINE

STANDING FACULTY

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

Chair Designations
Designation of Dr. Lee A. Fleisher, Professor of Anesthesia in the Standing Faculty of the School of Medicine, as the Robert Dunning Dripps Professor of Anesthesia effective July 1, 2004 and coterminous with his appointment as Department Chair.

Designation of Dr. Robert D. Fry, Professor of Surgery at the Hospital of the University of Pennsylvania in the Standing Faculty—Clinician-Educator of the School of Medicine, as the Emilie and Roland deHellebranth Professor of Surgery for ten years effective June 1, 2004.

Designation of Dr. Gregory Van Duyne, Professor of Biochemistry and Biophysics in the Standing Faculty of the School of Medicine, as the Jacob Gershon-Cohen Professor of Medical Science for ten years effective July 1, 2004.

Designation of Dr. A. Joshua Wand, Professor of Biophysics and Biochemistry in the Standing Faculty of the School of Medicine, as the Benjamin Rush Professor of Biochemistry for a term of ten years effective July 1, 2004.

Scholarly leave
Scholarly leave of absence for Dr. Stephanie B. Abbuhl, Associate Professor of Emergency Medicine at the Hospital of the University of Pennsylvania in the Standing Faculty -- Clinician-Educator of the School of Medicine for the period of July 1, 2004 to April 30, 2005 with up to full salary; full benefits continued. [24 credits will be accrued; 20 credits will be used, 4 credits remaining].

A leave of absence for educational purposes for Dr. Hooman Noorchashm, Assistant Professor of Surgery in the Standing Faculty of the School of Medicine for one year effective July 1, 2004 without salary; any benefits continued are without University contribution. [3 credits will be accrued; 0 credits will be used, 3 credits remaining.]

Scholarly leave of absence for Dr. H. Ralph Schumacher, Professor of Medicine in the Standing Faculty of the School of Medicine for the period of 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, 12 credits remaining.]

Scholarly leave of absence for Dr. Matthew B. Stern, Parker Family Professor of Neurology at Pennsylvania Hospital in the Standing Faculty -- Clinician-Educator of the School of Medicine for the period of September 1, 2004 to January 1, 2005 with up to full salary; full benefits continued. [15 credits will be accrued; 12 credits will be used, 3 credits remaining.]
Correction to Previously Approved Minute
Correction to previously approved minute: Authorization to offer appointment to
SHOULD READ: Reappointment of Dr. Cyndia S. Choi 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).

Reduction of Duties
Reduction in duties to 60% for Dr. Anna T. Meadows, Professor of Pediatrics at the
Children’s Hospital of Philadelphia in the Standing Faculty – Clinician-Educator of the
School of Medicine, in anticipation of a change to emeritus status, for one year effective July
1, 2004 with a proportional reduction in salary and those benefits which are salary-based.

Reduction of duties to 50% for child care for Dr. Abby S. Van Voorhees as Assistant
Professor of Dermatology at the Hospital of the University of Pennsylvania in the Standing
Faculty – Clinician-Educator of the School of Medicine, for one year effective July 1, 2004
with a proportional reduction in salary and those benefits which are salary-based. This
appointment carries a ten-year, non-tenure probationary period which commenced July 1,
1999 will be extended again by one year for two years in half-time status for child care.
The adjusted clinician-educator review date is the academic year 2009-10.

Promotions
Promotion of Dr. Christos Coutifaris to Professor of Obstetrics and Gynecology at the
Hospital of the University in the Standing Faculty--Clinician-Educator of the
School of Medicine effective July 1, 2004 (full salary; non-tenure; appointment subject to the
stipulations given in Guidelines for Appointments and Promotions, January 8, 1985 or as
amended).

Promotion of Dr. David R. Lynch as Associate Professor of Neurology in the Standing
Faculty of the School of Medicine effective July 1, 2004 (full salary; with tenure).
Promotion in secondary appointment to Associate Professor of Neurology in Pediatrics for
three years effective July 1, 2004 with voting rights.

Promotion of Dr. Louis J. Soslowsky to Professor of Orthopaedic Surgery in the Standing
Faculty of the School of Medicine effective July 1, 2004 (full salary; has tenure).

Promotion of Dr. Paul J.L. Zhang to Associate 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).

Reappointments
Reappointment and change of name for Dr. Janet E. Audrain-McGovern (name changed
from Audrain to Audrain-McGovern) as Assistant Professor of Psychology in Psychiatry 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. Tami D. Benton** as Assistant Professor of Psychiatry 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.

**Terminal reappointment of Dr. Debabrata (Debu) Chakravarti** 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. Josephine Elia** as Assistant Professor of Psychiatry 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. Michael D. Feldman** 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, 1998. The clinician-educator review date is academic year 2006-07.

**Reappointment of Dr. Thomas F. Floyd** as Assistant Professor of Anesthesia 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. David L. Glaser** as Assistant Professor of Orthopaedic Surgery 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. Lee R. Goldberg** as Assistant Professor of Medicine at the Hospital of the University of Pennsylvania in the Standing Faculty -- Clinician-Educator of the School of Medicine for three years effective July 1, 2004 (full salary; appointment subject to the stipulations given in *Guidelines for Appointments and Promotions*, January 8, 1985 or as amended). This appointment carries a ten-year, non-tenure probationary period which commenced July 1, 1998. The clinician-educator review date is academic year 2006-07.
Reappointment and Change in primary appointment for Dr. Diane M. Hershock from Medicine to Assistant Professor of Otorhinolaryngology: Head and Neck Surgery at the Hospital of the University of Pennsylvania and the Veterans Administration Medical Center in the Standing Faculty – Clinician-Educator of the School of Medicine for four 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, 1999). The clinician-educator review is academic year 2007-08.

Reappointment and change of name for Dr. Chanita Hughes-Halbert (name changed from Hughes to Hughes-Halbert) as Assistant Professor of Psychology in Psychiatry 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. Martin G. Keane as Assistant Professor of Medicine at the Hospital of the University of Pennsylvania and Veterans Administration Medical Center 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, 1996 and was previously adjusted pursuant to paragraph A.1. of the policy on extension of tenure probationary period, March 18, 1997 or as amended. The clinician-educator review is academic year 2006-07.

Reappointment of Dr. Terri M. Laufer 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. Aili L. Lazaar 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. Petar Mamula 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 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. Michael L. McGarvey as Assistant Professor of Neurology at the Hospital of the University of Pennsylvania in the Standing Faculty -- Clinician-Educator of the School of Medicine for three years effective July 1, 2004 (full salary; appointment subject to the stipulations given in Guidelines for Appointments and Promotions, January 8,
A terminal reappointment of Dr. Glen Edwards McGee as Assistant Professor of Medical Ethics 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, 1995 and includes one year [July 1, 1995 to October 31, 1996] spent in non-tenure research probation.

A terminal reappointment of Dr. Jon Frederick Merz as Assistant Professor of Medical Ethics 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, 1995 and includes two years [July 1, 1995 to June 30, 1997] spent in non-tenure research probation.

Reappointment of Dr. David W. Musick as Assistant Professor of Physical Medicine and Rehabilitation 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. Navneet Narula 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, 1998. The clinician-educator review date is academic year 2006-07.

Reappointment of Dr. John P. O’Reardon as Assistant Professor of Psychiatry at the Hospital of the University of Pennsylvania in the Standing Faculty -- Clinician-Educator of the School of Medicine for three years effective July 1, 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. Carolyn C. Phillips 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, 1998. The clinician-educator review date is academic year 2006-07.
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 and was extended by one year again for two years in half-time status for child care. The revised clinician-educator review date is academic year 2008-09.

Reappointment of Dr. David S. Riggs as Assistant Professor of Clinical Psychology in Psychiatry at the Hospital of the University of Pennsylvania in the Standing Faculty -- Clinician-Educator of the School of Medicine for three years effective July 1, 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. Moira A. Rynn as Assistant Professor of Psychiatry at the Hospital of the University of Pennsylvania in the Standing Faculty -- Clinician-Educator of the School of Medicine for three years effective July 1, 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. Sulagna C. Saitta 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 and change in title and tenure status for Dr. Mark S. Salzer from Assistant Professor (in tenure probation) to Assistant Professor of Psychology in Psychiatry at the Hospital of the University of Pennsylvania in the Standing Faculty -- Clinician-Educator of the School of Medicine for three years effective July 1, 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. Three years [July 1, 1998 to June 30, 2001] were spent in the research probation and Three years [July 1, 2001 to June 30, 2004] were spent in tenure probation. The clinician-educator review date is academic year 2006-07.

Reappointment of Dr. James M. Schuster as Assistant Professor of Neurosurgery 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. Mark H. Schutta 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. Jeffrey P. Staab as Assistant Professor of Psychiatry at the Hospital of the University of Pennsylvania in the Standing Faculty -- Clinician-Educator of the School of Medicine for three years effective July 1, 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. Serdar H. Ural as Assistant Professor of Obstetrics and Gynecology at the Hospital of the University of Pennsylvania in the Standing Faculty -- Clinician-Educator of the School of Medicine for two 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. The clinician-educator review date is academic year 2008-09.

Reappointment of Dr. Daniel Weintraub as Assistant Professor of Psychiatry at the Hospital of the University of Pennsylvania in the Standing Faculty -- Clinician-Educator of the School of Medicine for three years effective July 1, 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. Andrew D. Wells as Assistant Professor of Pathology and Laboratory Medicine in the Standing Faculty of the School of Medicine for three years effective July 1, 2005 (full salary; tenure probationary period commenced July 1, 2001 and included one year [July 1, 2001 to June 30, 2002] spent in the research probation 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 adjusted mandatory tenure review is academic year 2007-08.

Reappointment of Dr. Meryl S. Cohen as Assistant Professor of Pediatrics at the Children's Hospital of Philadelphia in the Standing Faculty -- Clinician-Educator of the School of Medicine for four 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 was extended by one year for two years in half-time status for child care. The revised clinician-educator review date is the academic year 2007-08.
Reappointment of Dr. Joel H. Blumin 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 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. Artemis Hatzigeorgiou as Assistant Professor of Genetics in the Standing Faculty of the School of Medicine for three years effective July 1, 2004 contingent on appropriate visa (full salary; tenure probationary period commenced July 1, 2001). The mandatory tenure review is academic year 2006-07.

Reappointment of Dr. Stephen S. Leff as Assistant Professor of Clinical Psychology in Pediatrics at the Children's Hospital of Philadelphia in the Standing Faculty -- Clinician-Educator of the School of Medicine for three years effective July 1, 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. Anne F. Reilly 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 Ronald C. Rubenstein 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, 1998). The mandatory tenure review is academic year 2006-07.

Reappointment of and change to a ten-year clinical tenure probationary period of Dr. Steven J. Siegel as Assistant Professor of Psychiatry in the Standing Faculty of the School of Medicine for three years effective July 1, 2004 (full salary; ten-year clinical tenure probationary period commenced July 1, 2001). Adjusted mandatory tenure review is academic year 2009-10.

Reappointment of Dr. Weidong Xiao 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. Albert C. Yan as Assistant Professor of Pediatrics at the Children's Hospital of Philadelphia in the Standing Faculty -- Clinician-Educator of the School of
Reappointment of Dr. Anjali Kumar Gupta as Assistant Professor of Radiation Oncology 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. Gary D. Kao as Assistant Professor of Radiation Oncology 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. Chandrasekhar Kota as Assistant Professor of Radiation Oncology at the Hospital of the University of Pennsylvania in the Standing Faculty -- Clinician-Educator of the School of Medicine for three years effective July 1, 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 G. Lynch as Assistant Professor of Biostatistics in Psychiatry at the Veteran’s Affairs Medical Center 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. James E. McDonough as Assistant Professor of Radiation Oncology at the Hospital of the University of Pennsylvania in the Standing Faculty -- Clinician-Educator of the School of Medicine for three years effective July 1, 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. Una O’Doherty 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. J. Russell Ramsay as Assistant Professor of Psychology in Psychiatry at the Hospital of the University of Pennsylvania in the Standing Faculty -- Clinician-Educator of the School of Medicine for three years effective July 1, 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. Deborah A. Roth** as Assistant Professor of Psychology in Psychiatry at the Hospital of the University of Pennsylvania in the Standing Faculty -- Clinician-Educator of the School of Medicine for three years effective July 1, 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. Katy Ruckdeschel** as Assistant Professor of Psychology in Psychiatry at the Veteran’s Affairs Medical Center 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. Margaret R. Rukstalis** as Assistant Professor of Psychiatry at the Veteran’s Affairs Medical Center 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. Steven L. Sayers** as Assistant Professor of Psychology in Psychiatry at the Veteran’s Affairs Medical Center 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. Virginia Smith Shapiro** 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, 2000 and was previously adjusted pursuant to paragraph A.2. of the policy on extension of tenure probationary period, March 18, 1997 or as amended). The mandatory tenure review is academic year 2006-07.

**Reappointment of Dr. Sarah Tabbutt** 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. Robert H. Vonderheide** 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, 2001 with a ten-year clinical probationary period). The mandatory tenure review is academic year 2009-10.

**Reappointment of Dr. Paul Root Wolpe** as Assistant Professor of Sociology in Psychiatry at the Hospital of the University of Pennsylvania in the Standing Faculty -- Clinician-Educator of the School of Medicine for three years effective July 1, 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. Susan E. Coffin** from Assistant Professor (in tenure probation) to **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. B. David Horn** as Assistant Professor of Orthopaedic Surgery at the Children's Hospital of Philadelphia in the Standing Faculty -- Clinician-Educator of the School of Medicine for three years effective July 1, 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. Jimmy W. Huh** 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 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, 2000. The clinician-educator review date is academic year 2008-09.

**Reappointment of Dr. Frederick Bradley Johnson** 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.
A terminal reappointment of Dr. Michael H. Koval as Assistant Professor of Physiology in the Standing Faculty of the School of Medicine for one year effective July 1, 2004 (full salary; tenure probationary period commenced July 1, 1997).

Reappointment of Dr. Jeffrey E. Ming 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, 1998 with a ten-year clinical probationary period). The mandatory tenure review is academic year 2006-07.

Reappointment of Dr. Katherine L. Nathanson 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, 2001 with a ten-year clinical probationary period). The mandatory tenure review is academic year 2009-10.

Reappointment of Dr. James Nathan Palmer 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 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. Udayan K. Shah as Assistant Professor of Otorhinolaryngology: Head and Neck Surgery 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 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. Faren H. Williams as Assistant Professor of Physical Medicine and Rehabilitation at the Veterans Administration Medical Center and 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.

Secondary Appointment
A secondary appointment for Dr. David A. Asch, Professor of Medicine in the Standing Faculty of the School of Medicine, as Professor of Medical Ethics, for three years effective July 1, 2004 with voting rights.

Continuation of a secondary appointment for Dr. Garret A. FitzGerald, Professor of Medicine in the Standing Faculty of the School of Medicine, as Professor of Pharmacology for five years effective July 1, 2004 with voting rights.
A secondary appointment for Dr. Paul N. Lanken, Professor of Medicine at the Hospital of the University of Pennsylvania in the Standing Faculty -- Clinician-Educator of the School of Medicine, as Professor of Medical Ethics, for three years effective July 1, 2004 with voting rights.

Extension to the Approved Appointment

Extension to the approved appointment and tenure probationary period for Dr. Andrew D. Wells as Assistant Professor of Pathology and Laboratory Medicine in the Standing Faculty of the School of Medicine for one year effective July 1, 2004 (full salary; tenure probationary period commenced July 1, 2001 and included one year [July 1, 2001 to June 30, 2002] spent in the research probation). Adjusted mandatory tenure review is academic year 2007-08. [This extension is granted pursuant to paragraph A.1. of the policy on extension of tenure probationary period, March 18, 1997 or as amended].

Miscellaneous – Change in Effective Date

Change in Effective date – Authorization to offer appointment to Dr. Edward J. Fox as Assistant Professor of Orthopaedic Surgery at the Hospital of the University of Pennsylvania in the Standing Faculty -- Clinician-Educator of the School of Medicine from the period of January 1, 2004 to June 30, 2007 to February 2, 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 commenced July 1, 2004. The clinician-educator review date is academic year 2012-13. [Refer to PSCS of January 30, 2004]

ASSOCIATED FACULTY

Scholarly Leaves

Scholarly leave of absence for Dr. Henry Shuman, Research Associate Professor of Physiology in the Associated Faculty of the School of Medicine for one-year effective September 1, 2004 with up to full salary (50% from the leave budget – 50% will be paid from his research grants) full benefits continued. [24 credits will be accrued; 12 credits will be used, 12 credits remaining.]

Promotion and reappointments

Promotion and reappointment of Dr. Terry M. Anderson 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).

Promotion and reappointment of Dr. Jackson B. Gibbs, Jr., to Adjunct Professor of Pharmacology in the Associated Faculty of the School of Medicine for three years effective July 1, 2004 (without salary; not in tenure probationary status in this appointment).

Promotion and reappointment of Dr. Guillermo R. Sanchez 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).
Promotion and reappointment of Dr. Paul Stephens, Jr., to 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).

Promotion and reappointment of Dr. John O. Barton 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).

Promotion and reappointment of Dr. J. Brien Murphy 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).

Promotion and reappointment of Dr. Amy Colcher to Clinical Associate 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).

Promotion and reappointment of Dr. William K. Sherwin to 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).

Promotion of Dr. Michael B. Robinson to Research Professor of Pediatrics in the Associated Faculty of the School of Medicine for five years effective July 1, 2004 or for the duration of the grant or contract which supports his work, whichever is the shorter period of time (full salary, without obligation on the part of the University to continue salary and benefits beyond termination of these research funds; not in tenure probationary status in this appointment).

Promotion of Dr. Douglas H. Smith as Research Professor of Neurosurgery in the Associated Faculty of the School of Medicine for five years effective July 1, 2004 or for the duration of the grant or contract which supports his work, whichever is the shorter period of time (full salary, without obligation on the part of the University to continue salary and benefits beyond termination of these research funds; not in tenure probationary status in this appointment).

Promotion of Dr. EunRan Suh to Research Associate Professor of Medicine in the Associated Faculty of the School of Medicine for five years effective July 1, 2004 or for the duration of the grant or contract which supports 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).

Promotion of Dr. Hans P.A. Van Dongen to Research Associate Professor of Sleep and Chronobiology in Psychiatry in the Associated Faculty of the School of Medicine for five years effective July 1, 2004 or for the duration of the grant or contract which supports his work, whichever is the shorter period of time (full salary, without obligation on the part of
the University to continue salary and benefits beyond termination of these research funds; not in tenure probationary status in this appointment).

Reappointments

Reappointment of Dr. Bradley N. Collins as Research Assistant Professor of Psychology in Psychiatry 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. Kenneth H. Fischbeck as Adjunct Professor of Neurology and of Genetics 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. Michael Anne Gratton as Research Assistant Professor of Otorhinolaryngology: Head and Neck Surgery 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. Matthew C. Miller as Clinical Assistant Professor of Medicine 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. Barbara G. Campling as Clinical Associate Professor of Medicine 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. Edward J. Doolin as Clinical Professor of Surgery 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. Sami L. Khella 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. Miroslaw Mackiewicz as Research Assistant Professor of 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 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. Peter R. McCombs** as Clinical Associate Professor of Surgery 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. Stuart B. Moss** as Research Associate Professor of Reproductive Biology in Obstetrics and Gynecology 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. Glenn L. Radice** as Research Associate Professor of Reproductive Biology in Obstetrics and Gynecology 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).

**A terminal reappointment of Dr. C. Damodar Reddy** as Research Assistant Professor of Neurosurgery 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. Arthur I. AlteRman** as Research Professor of Psychology in Psychiatry 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. Michael J. Baime** as Clinical Assistant Professor of Medicine 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. Hema P. Bhargava** 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. Alan Frazer** as Adjunct Professor of Pharmacology 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. Michael A. Freed as Research Associate Professor of Neuroscience 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. Marsha Gerdes 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. Angela Haczku as Research Assistant Professor of 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. Trude A. Haecker 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. Carlo B. Melini as Clinical Assistant Professor of Pediatrics in the Associated Faculty of the School of Medicine for three years effective July 1, 2004 (without salary, not in tenure probationary status in this appointment).

Reappointment of Dr. Philip Monteleone 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. Kenneth Ryan 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. David B. Searls as Adjunct Associate Professor of Research in Genetics 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. Robert G. Siman as Research Associate Professor of Pharmacology 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; not in tenure probationary status in this appointment).

**Reappointment of Dr. Tony J. Simon** 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. Russell J. Buono** as Research Assistant Professor of Cell and Developmental Biology in Psychiatry 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. John B.E. Burch** as Adjunct Associate Professor of Genetics 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. Marian D. Damewood** as Clinical Professor of Obstetrics and Gynecology 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. Emanuel E. Garcia** 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. Jay R. Jackson** as Clinical Assistant Professor of Obstetrics and Gynecology 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. Vera P. Krymskaya** as Research Assistant Professor of Medicine in the Associated Faculty of the School of Medicine for three years effective July 1, 2004 contingent on appropriate visa 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. Harold C. Riethman** as Wistar Institute Associate Professor of Genetics 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. Lisa Stein Rosen as Clinical Assistant 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).

Reappointment of Dr. Barbara S. Shapiro 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. Kenneth S. Zaret as Adjunct Professor of Genetics 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 reappointments
Promotion and reappointment of Dr. Terry M. Anderson 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).

Promotion and reappointment of Dr. Jackson B. Gibbs, Jr., to Adjunct Professor of Pharmacology in the Associated Faculty of the School of Medicine for three years effective July 1, 2004 (without salary; not in tenure probationary status in this appointment).

Promotion and reappointment of Dr. Guillermo R. Sanchez 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).

Promotion and reappointment of Dr. Paul Stephens, Jr., to 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).

Correction to previously approved minute
Correction to previously approved minute - Scholarly leave of absence for Dr. Arthur I. Alterman, Research Professor of Psychology in Psychiatry in the Associated Faculty of the School of Medicine for the period of July 1, 2002 to June 30, 2004 SHOULD READ: for the period July 1, 2002 to December 31, 2004 with up to full salary; full benefits continued. [14 credits will be accrued; 10 credits will be used; over the period 7/1/02 - 6/30/04] [Refer to PSCS of June 28, 2002 and October 25, 2002]

Extension to the Approved Appointment
Extension to the approved appointment and non-tenure probationary period for Dr. Deborah J. Watson as Research Assistant Professor of Neurosurgery 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, 1999). 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].

**Reduction of Duties**

Reduction in duties by 20% for child care for Dr. Greta R. Bunin, Research Associate Professor of Pediatrics in the Associated Faculty of the School of Medicine for one year effective July 1, 2004 with a proportional reduction in salary and those benefits which are salary-based.

**ACADEMIC SUPPORT STAFF**

**Reappointment**

Terminal reappointment of Dr. Catherine J. Datto as Instructor in Psychiatry in the Academic Support Staff of the School of Medicine for the period of April 30, 2004 to June 30, 2005 (full salary; not in tenure probationary status in this appointment). **Dr. Datto's** appointment as Instructor (full salary) began July 1, 1999.

Extension to the terminal reappointment of Dr. David G. Brooks as Instructor in Medicine in the Academic Support Staff of the School of Medicine for the period of July 1, 2004 to August 31, 2004 (full salary; not in tenure probationary status in this appointment). Dr. Brooks’ appointment as Instructor (full salary) began July 1, 2000.

Terminal reappointment of Dr. Lane K. Christenson as Research Associate in Obstetrics and Gynecology in the Academic Support Staff of the School of Medicine for the period of April 1, 2004 to September 30, 2004 (full salary; not in tenure probationary status in this appointment). **Dr. Christenson’s** appointment as Research Associate (full salary) began April 1, 2001.

Terminal reappointment of Dr. Eron Yael Friedlaender as Instructor in Pediatrics in the Academic Support Staff of the School of Medicine for one year effective July 1, 2004 (full salary; not in tenure probationary status in this appointment). **Dr. Friedlaender’s** appointment as Instructor (full salary) began July 1, 2001.

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

Terminal reappointment of Dr. Philip M. Hanno as Instructor in Surgery in the Academic Support Staff of the School of Medicine for one year effective July 1, 2003 (full salary; not in tenure probationary status in this appointment). **Dr. Hanno’s** appointment as Instructor (full salary) began July 19, 1999.

Terminal reappointment of Dr. John Joseph Lepore as Instructor in Medicine in the Academic Support Staff of the School of Medicine for the period of February 15, 2004 to
February 14, 2005 (full salary; not in tenure probationary status in this appointment). Dr. Lepore's appointment as Instructor (full salary) began February 15, 2001.

EMERITUS FACULTY

Reemployment Beyond Retirement
Reemployment beyond retirement of Dr. Aaron T. Beck, University Professor Emeritus of Psychiatry in the School of Medicine, for three years effective July 1, 2004 with partial salary dependent on duties assigned.

SCHOOL OF NURSING

STANDING FACULTY

Reappointments
Reappointment of Dr. Sean Clarke as Assistant Professor of Nursing in the Standing Faculty of the School of Nursing 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. M. Katherine Hutchinson as Assistant Professor of Nursing in the Standing Faculty of the School of Nursing 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. Eileen Lake as Assistant Professor of Nursing in the Standing Faculty of the School of Nursing for four years effective July 1, 2005 (full salary; tenure probationary period commenced July 1, 1999). Mandatory tenure review is academic year 2007-2008.

Correction to Previously Approved Minutes
Correction to previously approved minute: Scholarly leave of absence for Dr. Susan Gennaro, Professor of Nursing in the Standing Faculty of the School of Nursing for the period September 1, 2004 to May 31, 2005 with up to full salary (one semester at 100% salary from the sabbatical budget, and one semester at 50% salary from the sabbatical budget and 50% from restricted sources); full benefits continued [19 credits will be accrued; 18 credits will be used] is corrected to read (70% salary from the sabbatical budget, and 30% from restricted sources) [19 credits will be accrued; 17 credits will be used]. [Refer to PSC of 12/5/03]

Correction to previously approved minute: 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 (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] SHOULD READ: for the period September 1, 2004 to June 30, 2005 (Fall semester - 83% salary from the Sabbatical
budget, and 10% from grants = 10 credits. Spring semester 83% from the Sabbatical
budget = 10 credits. Total credits = 20) [20 credits are accrued; 20 credits will be used].
(Refer to PSCS of 4/9/2004)

Correction to previously approved minute: Scholarly leave of absence for Dr. Lorraine
Tulman, Associate Professor of Nursing in the Standing Faculty of the School of Nursing for
the period September 1, 2004 to May 31, 2005 with half salary; full benefits continued. [13
credits will be accrued; 12 credits will be used] is corrected to read with partial salary; full
benefits continued (50% from the sabbatical budget, and 10% from grants). [13 credits
will be accrued; 12 credits will be used] (Refer to PSCS of 10/17/03)

Leave of absence
Scholarly leave of absence for Dr. Terri Lipman, Associate Professor of Nursing of
Children in the Standing Faculty--Clinician-Educator of the School of Nursing for the period
January 1, 2005 to December 31, 2005 with up to full salary (Spring semester - 35% from the
Sabbatical budget, 25% from grants, and 40% clinical = 4.2 credits. Fall semester - 45%
from the Sabbatical budget, 25% from grants, and 30% clinical = 5.4 credits. Total credits =
10); full benefits continued. [20 credits will be accrued; 10 credits will be used]

ASSOCIATED FACULTY

Reappointments
Reappointment of Dr. Ivo Abraham as Visiting Professor of Nursing in the Associated
Faculty of the School of Nursing for the period September 1, 2004 to May 31, 2005 (full
salary with health and life insurance benefits; without voting rights; not in tenure
probationary status in this appointment).

Reappointment of Dr. Kathleen Brown 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
(with partial salary dependent upon duties assigned; without voting rights; not in tenure
probationary status in this appointment).

Reappointment of Dr. Joanne Gillis-Donovan as Clinical Associate Professor of Nursing
in the Associated Faculty of the School of Nursing for the period July 1, 2004 to June 30,
2007 (with partial salary dependent upon duties assigned; without voting rights; not in tenure
probationary status in this appointment).

Reappointment of Dr. Mary Ann Lafferty-Della Valle as Adjunct Associate Professor of
Nursing in the Associated Faculty of the School of Nursing for the period July 1, 2004 to
June 30, 2007 (with partial salary dependent on duties assigned; not in tenure probationary
status in this appointment).

EMERITUS FACULTY

Reemployment beyond Retirement
Reemployment beyond retirement of Dr. Ann Wolbert Burgess, Professor Emeritus of Nursing in the School of Nursing for academic year 2004-2005 with partial salary dependent on duties assigned.

Reemployment beyond retirement of Dr. Rosalyn Watts, Associate Professor Emeritus of Nursing in the School of Nursing for academic year 2004-2005 with partial salary dependent on duties assigned.

SCHOOL OF VETERINARY MEDICINE

STANDING FACULTY

Promotion

Promotion of Dr. Daniel K. Yee to Research Associate Professor of Molecular Pharmacology in Animal Biology in the Associated Faculty of the School of Veterinary Medicine for five years effective July 1, 2004 or for the duration of the grant or contract which supports his work, whichever is the shorter period of time (full salary; without obligation on the part of the University to continue salary and benefits beyond termination of these research funds; not in tenure probationary status in this appointment).

Reappointments

Reappointment of Dr. Daniel O. Morris as Assistant Professor of Dermatology in Clinical Studies-Philadelphia in the Standing Faculty – Clinician-Educator of the School of Veterinary Medicine 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. Clinician-Educator review is academic year 2006-2007.

Reappointment of Dr. Rebecka S. Hess as Assistant Professor of Internal Medicine in Clinical Studies-Philadelphia in the Standing Faculty – Clinician-Educator of the School of Veterinary 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. Clinician-Educator review is academic year 2009-10.

Reappointment of Dr. Sandra Z. Perkowski as Assistant Professor of Anesthesia in Clinical Studies-Philadelphia in the Standing Faculty of the School of Veterinary 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 clinical tenure probationary period which commenced July 1, 1998. Adjusted mandatory tenure review is academic year 2006-2007.

Reappointment and Change of Name of Dr. Barbara Dallap to Dr. Barbara Dallap Schaefer as Assistant Professor of Emergency Medicine and Critical Care in Clinical Studies-New Bolton Center in the Standing Faculty -- Clinician-Educator of the School of Veterinary
Medicine for three years 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). This appointment carries a ten-year, non-tenure probationary period which commenced July 1, 2001. Clinician-Educator review is academic year 2009-2010.

Reappointment of Dr. Billy Smith as Assistant Professor of Medicine in Clinical Studies-New Bolton Center in the Standing Faculty -- Clinician-Educator of the School of Veterinary 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. Clinician-Educator review is academic year 2006-2007.

Reappointment of Dr. Peter Morresey as Assistant Professor of Medicine in Clinical Studies-New Bolton Center in the Standing Faculty -- Clinician-Educator of the School of Veterinary Medicine for three years effective July 1, 2004 contingent upon 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, 1998. Clinician-Educator review is academic year 2006-2007.

Reappointment of Dr. Pamela Wilkins as Assistant Professor of Medicine in Clinical Studies-New Bolton Center in the Standing Faculty -- Clinician-Educator of the School of Veterinary 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. Clinician-Educator review is academic year 2006-2007.

Leaves of Absence

Scholarly leave of absence for Dr. Karin Sorenmo, Associate Professor of Oncology in Clinical Studies-Philadelphia in the Standing Faculty -- Clinician-Educator of the School of Veterinary Medicine for the period August 1, 2004 through July 31, 2005 with up to half salary; appropriate benefits continued. [14 credits will be accrued; 11 credits will be used.]

Scholarly leave of absence for Dr. Mary Beth Callan, Associate Professor of Internal Medicine in Clinical Studies-Philadelphia in the Standing Faculty -- Clinician-Educator of the School of Veterinary Medicine for the period September 1, 2004 through March 31, 2005 with up to full salary; full benefits continued. [14 credits will be accrued; 12 credits will be used.]

Scholarly leave of absence for Dr. Pamela Wilkins, Assistant Professor of Medicine in Clinical Studies-New Bolton Center in the Standing Faculty -- Clinician-Educator of the School of Veterinary Medicine for the period of July 1, 2004 to December 31, 2004 with up to full salary; full benefits continued. [13 credits will be accrued; 12 credits will be used.]
Resignation of Dr. R. Avery Bennett as Associate Professor of Surgery in the Department of Clinical Studies, Philadelphia in the Standing Faculty -- Clinician-Educator of the School of Veterinary Medicine effective June 31, 2004.

ASSOCIATED FACULTY

Reappointment
Reappointment of Dr. Gopa Biswas as Research Assistant Professor of Biochemistry in Animal Biology in the Associated Faculty of the School of Veterinary 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 commences July 1, 2001). Mandatory review is academic year 2006-2007.

ACADEMIC SUPPORT STAFF

Extension of Terminal Reappointment
Extension of terminal reappointment of Dr. Helen Aceto as Lecturer in Clinical Studies-New Bolton Center in the Academic Support Staff of the School of Veterinary Medicine effective July 1, 2004 (full salary; not in tenure probationary status in this appointment). Dr. Aceto has held a one-year appointment as Lecturer (full salary) since 2000.

EMERITUS FACULTY

Reemployment beyond Retirement
Reemployment beyond retirement of Dr. E. Neil Moore, Professor Emeritus of Physiology in the School of Veterinary Medicine, for one year effective July 1, 2004 with partial salary dependent on duties assigned.

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

Reemployment beyond retirement of Dr. Adrian R. Morrison, Professor Emeritus of Behavioral Neuroscience in the School of Veterinary Medicine, for one year effective July 1, 2004, with partial salary dependent on duties assigned.
Resolution to Authorize the Revised Scope and Budget for the Design and Construction of Bennett Hall Renovations – Phases 1 and 2 in the Amount of $4.5 Million (for a Total Revised Budget of $20.9 Million)

Intention:

In November 2003, the Trustees approved a $16.4 million project to design and construct Phase 1 of major renovations to Bennett Hall in order to provide programmatically efficient, modern academic spaces primarily for the departments of English and Music. At that time, the School of Arts and Sciences intended to bring Phase 2 renovations forward once funding was in place.

Fundraising for the Bennett Hall project has exceeded expectations. In light of this, the School of Arts and Sciences wishes to proceed with Phase 2 of the project in the amount of $4.5 million. Given the availability of funds, it is desirable to gain the economies of scale associated with combining the phases and completing all of the work on Bennett Hall as a single project.

Phase 2 encompasses renovation of the fourth floor for the Music Department, including a lecture hall, rehearsal rooms, practice rooms, and classrooms; construction of mezzanine space in the former Penniman Library to create two new third floor classrooms; and construction of a courtyard and garden on the south side of the building.

The Phase 2 work is estimated to cost $4.5 million, bringing the estimated total project cost to $20.9 million. The project will be funded by a combination of School of Arts of Sciences bank funds, gifts, and an internal loan.

RESOLVED, that the design and construction of Bennett Hall Renovations, estimated to cost $20.9 million, be and the same hereby are approved and that the Executive Vice President, 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 Authorize the Merger of the University of Pennsylvania Balanced Pooled Life Income Fund into the University of Pennsylvania Pooled Life Income Fund

Intention:

In 1971, the University created a pooled income fund known as the University of Pennsylvania Pooled Life Income Fund (“PLIF”) to which donors could make contributions and from which income payments would be made to designated life income beneficiaries. The investment objective of the PLIF was, primarily, to provide the income to the life income beneficiaries and secondarily to provide capital growth.

In 1981, the University created a pooled income fund known as the University of Pennsylvania Balanced Pooled Life Income Fund (“BPLIF”). The stated investment objective of the BPLIF was to provide a reasonable level of current income to the life income beneficiaries while also allowing for capital growth over time.

With the passage of time and changes in the capital markets, the two funds have come to be invested in the same manner.

There are currently about 30 life income beneficiary accounts in the PLIF, which has an aggregate fair market value of about $2.2 million. There are currently about 10 life income beneficiary accounts in the BPLIF, which has an aggregate fair market value of about $1 million.

The merger of the BPLIF and the PLIF will provide administrative efficiencies and lower operating costs that will benefit both funds without affecting the life income beneficiaries. Because the BPLIF has fewer life income beneficiary accounts and a smaller fair market value than the PLIF, it is advisable to merge the BPLIF into the PLIF.

Under a Pennsylvania law enacted in 2002, trustees were generally given the power to convert trusts to unitrusts and to adjust from principal to income. Under the Internal Revenue Code, a pooled income fund generally may deduct from its gross income any net long-term capital gain. However, recently issued Treasury Regulations deny such deduction if, under the terms of the fund’s governing instrument and applicable local law, the trustee has the power to convert the trust to a unitrust or the power to adjust from principal to income (except to the extent the adjustment is from long-term capital gains realized in the year of the adjustment).

In order to preserve the availability of the federal income tax deduction for net long-term capital gain while retaining maximum flexibility, it is necessary for the University, as trustee of the PLIF and the BPLIF, to release the powers to adjust and convert and to amend the trusts to eliminate those powers, but only to the extent necessary to avoid the denial of the deduction otherwise allowable.
RESOLVED, that the Executive Vice President or his delegate be and hereby is authorized to execute such documents and take such further actions as he/she shall deem appropriate, with the advice of counsel, to accomplish the merger of the University of Pennsylvania Balanced Pooled Life Income Fund into the University of Pennsylvania Pooled Life Income Fund, with the governing instrument of the latter being the surviving governing instrument, and that any actions heretofore taken by such officers in furtherance of the purposes of this resolution are hereby ratified and affirmed.

RESOLVED, that the Executive Vice President or his delegate be and hereby is authorized to execute such documents and take such further actions as he/she shall deem appropriate, with the advice of counsel, to preserve for the University of Pennsylvania Pooled Life Income Fund and the University of Pennsylvania Balanced Pooled Life Income Fund the availability of the federal income tax deduction for net long-term capital gain while retaining maximum flexibility, and that any actions heretofore taken by such officers in furtherance of the purposes of this resolution are hereby ratified and affirmed.