Resolution of Appreciation for Thomas Ehrlich, Esq.

Now Senior Scholar at the Carnegie Foundation for the Advancement of Teaching in Stanford, California, Thomas Ehrlich served as Provost of the University of Pennsylvania from 1981 to 1987 while a member of the Law School faculty. Having succeeded in making the arts and sciences central to a Penn education, he left when Indiana University wisely insisted on making him its fifteenth president, thereby adding to Penn’s reputation as a proving ground for college presidents.

Mr. Ehrlich received his undergraduate and law degrees from Harvard University, Phi Beta Kappa and cum laude respectively, holds numerous honorary degrees, and is a member of the American Academy of Arts and Sciences. After Harvard, he served as law clerk to United States Circuit Court Judge Learned Hand and practiced law in Wisconsin. He joined the Stanford University faculty in 1965, where he served as Vice Chair of the Faculty Senate and then became Dean of the Law School. In addition to his expertise in international law, he is an authority on legal education. His books include Educating Citizens: Preparing America’s Undergraduates for Lives of Moral and Civic Responsibility; Civic Responsibility and Higher Education and Philanthropy; and The Nonprofit Sector in a Changing America.

As the first California State University “Distinguished University Scholar,” he taught undergraduate courses involving community service and promoted service learning throughout the state. He is a long-time fan of Penn’s Center for Community Partnerships and of Director Ira Harkavy, who received the 2002 Thomas Ehrlich Faculty Award. This award was created in 1995 by Campus Compact, a national organization created to promote service learning.

The holder of several high-level federal appointments, he was the first president of the Legal Services Corporation to assist low-income Americans. President Carter appointed him as the first head of the International Development Cooperation Agency, and President Clinton named him to the Board of Directors of the Corporation for National and Community Service. He has also worked in the State Department as Special Assistant to Undersecretary of State George Ball and as Special Assistant to the Legal Advisor. He has also served as Chair of the American Association for Higher Education.

Naturally, we were thrilled when he agreed to serve as a Penn Trustee, during which time he chaired the Academic Policy and Honorary Degrees and Awards committees and employed his talents on the Neighborhood Initiatives Committee and Facilities and Campus Planning Committee.

RESOLVED, that the Trustees of the University of Pennsylvania, on behalf of themselves, the overseers, administration, faculty, students, and alumni of the University, convey their gratitude to Tom Ehrlich for his extraordinary contributions to Penn. We have admired his wonderful sense of humor as well as his deep and genuine concern for students and their education.
Resolution of Appreciation for Lawrence C. Nussdorf, Esq.

When the major contracting firm of Clark Enterprises, where Lawrence Nussdorf serves as President and Chief Operating Officer, wanted to honor him for his ethics and ability, they knew that “nothing would honor and please him more than a chair at his beloved alma mater.” Accordingly they endowed the Lawrence C. Nussdorf Chair at the newly created Penn Institute for Urban Research, on whose advisory board he sits.

While an undergraduate, he was a member of Pi Lambda Phi fraternity and participated in intramural athletics. After receiving his bachelor’s degree in economics from the Wharton School, he earned a JD from Rutgers School of Law and a master’s of tax law from Georgetown School of Law. He is a member of the DC Bar and is also a CPA. His positions of civic leadership include serving on the executive boards of the Washington Scholarship Fund and the Anti-Defamation League.

Throughout the years, he has shown his dedication to Penn in myriad ways, providing leadership as a vice president of the Alumni Society and on both the President’s Council and the Agenda for Excellence Council. In addition, he is a member and former president of the Middle Atlantic Regional Advisory Board and member of the Board of Overseers of the Graduate School of Education. For his good work on the advisory board of the Wharton School Club of Washington, DC, he was given the Joseph Wharton Award in 1998. He and his equally engaged alumna wife, Melanie, CW’71, are generous supporters of programs and causes across the campus, including student financial aid. They are also the parents of two Penn children, Jed, ENG’02, and Benjamin, C’04.

In his term as an Alumni Trustee of Penn, he has served with distinction on the Audit and Compliance Committee and the Facilities and Campus Planning Committee

RESOLVED, that the Trustees of the University of Pennsylvania, on behalf of themselves, the overseers, administration, faculty, students, and alumni of the University, convey their gratitude to Larry Nussdorf for his outstanding service to Penn. We are grateful to him for demonstrating his concern for Penn and our urban community through his diligent ongoing service.
Resolution to Elect Robert S. Blank, Esq., as a Term Trustee

RESOLVED, that Robert S. Blank, Esq., be elected to a five-year term as Term Trustee effective January 1, 2005, on the expiration of his current Alumni Trustee term.

Mr. Blank (L'65) is co-Chair and co-Chief Executive Officer of Whitney Communications Company, an owner and operator of newspaper and cable television systems. In recent years, Whitney Communications has also owned radio and television stations and trade magazines. In addition, Mr. Blank is Senior Partner of Whitcom Partners.

Mr. Blank received an undergraduate degree from Cornell University and a law degree from Penn in 1965. From 1965 to 1968, he was an Assistant US Attorney in Washington, DC, and Philadelphia, and spent the subsequent three years in the Mergers and Acquisitions Department of Goldman Sachs. He is a director of Toll Brothers, Inc, and Advanta Corporation, and a former director of the International Herald Tribune, the Devon Group, Inc., and Diversified Products Corporation.

Mr. Blank’s involvement at Penn includes service on the boards of overseers of both the Wharton School and the Law School and on the Board of Managers of the Wistar Institute. Mr. Blank established the Samuel A. Blank Endowed Professorship in Legal Studies at Wharton in memory of his father. He named the Samuel and Ruth Blank Classroom in Huntsman Hall in honor of his parents.
Resolution of Appreciation for Rick N. Whitfield, EdD

For his exceptional work as Penn’s Vice President for Audit and Compliance since 1996, Rick Whitfield received the Association of College and University Auditors' (ACUA) Member Excellence Award.

Formerly Director of Internal Audit at Vanderbilt University, he has done an outstanding job of developing and implementing audit plans and programs for both the University and the Health System, overseeing the performance of operational and financial audits; audits of existing computer-based systems; and reviews of accounting practices and procedures, as well as assisting in the orientation and instruction of personnel on accounting policies, procedures, and internal controls.

In keeping with Penn’s strategic plan, the Agenda for Excellence, he undertook a broad-based restructuring of Internal Audit to anticipate and aggressively manage business risks, promote strong stewardship and management accountability at all levels, and ensure the integrity of operational and financial information. His intention, he said, was to “create an internal audit function as capable as any first-class corporate model.” His problem-solving strategy involves positioning the Internal Audit Office as a partner in business practice with University and Health System managers, rather than the enforcer of rules and regulations. He has also been a strong proponent of providing managers with the technological tools to make sound business decisions, enhance cost effectiveness, and realize strategic goals.

RESOLVED, that the Trustees of the University of Pennsylvania, on behalf of themselves, the overseers, administration, faculty, students, and alumni of the University, convey their gratitude to Rick Whitfield, for his innovative approach to ensuring Penn’s continuing leadership in a complex and rapidly changing world.
Resolution on Faculty Appointments, Leaves and Promotions

SCHOOL OF ARTS AND SCIENCES

STANDING FACULTY

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

New Appointments
Authorization to offer appointment to Dr. Thadious M. Davis as Professor of English in the Standing Faculty of the School of Arts and Sciences effective July 1, 2004 (full salary; with tenure).

Authorization to offer appointment to Dr. Kathryn Edin as Associate Professor of Sociology in the Standing Faculty of the School of Arts and Sciences effective July 1, 2004 (full salary; with tenure).

Authorization to offer appointment to Dr. Amy Gutmann as Professor of Political Science in the Standing Faculty of the School of Arts and Sciences effective July 1, 2004 (full salary; with tenure).

Authorization to offer appointment to Dr. Donald F. Kettl as Professor of Political Science in the Standing Faculty of the School of Arts and Sciences effective July 1, 2004 (full salary; with tenure).

Authorization to offer appointment to Dr. Richard Mishel Leventhal as Professor of Anthropology in the Standing Faculty of the School of Arts and Sciences effective July 1, 2004 (full salary; with tenure).

Authorization to offer appointment to Dr. Adolph L. Reed, Jr. as Professor of Political Science in the Standing Faculty of the School of Arts and Sciences effective July 1, 2004 (full salary; with tenure).

Secondary Appointment
Secondary appointment for Dr. Lawrence W. Sherman, Albert M. Greenfield Professor of Human Relations in the Standing Faculty of the School of Arts and Sciences, as Professor of Sociology for five years retroactive to July 1, 2003 with voting rights.

Promotions
Promotion of Dr. Frank Schorheide to Associate Professor of Economics in the Standing Faculty of the School of Arts and Sciences effective July 1, 2004 (full salary; with tenure).
ASSOCIATED FACULTY

Reappointment
Reappointment of Dr. Angelica de Oliveira-Costa as Research Assistant Professor of Physics and Astronomy in the Associated Faculty of the School of Arts and Sciences for three years effective July 1, 2005 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, 2001). Mandatory review is academic year 2006-07.

Reappointment of Mr. George H. Marcus as Adjunct Assistant Professor of History of Art in the Associated Faculty of the School of Arts and Sciences for three years effective July 1, 2004 (partial salary dependent on duties assigned; not in tenure probationary status in this appointment).

Reappointment of Dr. Allen Osman as Research Assistant Professor of Psychology in the Associated Faculty of the School of Arts and Sciences for three years effective July 1, 2005 or for the duration of the grant or contract which supports his work, whichever is the shorter period of time (full salary; without obligation on the part of the University to continue salary and benefits beyond termination of these research funds; non-tenure probationary period commenced July 1, 2001). Mandatory review is academic year 2006-07.

ACADEMIC SUPPORT STAFF

New Appointment
Authorization to offer appointment to Mr. Paul Hendrickson as Senior Lecturer in English in the Academic Support Staff of the School of Arts and Sciences for four years effective July 1, 2004 (full salary; not in tenure probationary status in this appointment).

Reappointment
Terminal reappointment of Mr. Yanfeng Li as Lecturer in East Asian Languages and Civilizations in the Academic Support Staff of the School of Arts and Sciences for one year effective July 1, 2004 (full salary; not in tenure probationary status in this appointment). Mr. Li has held one-year appointments as Lecturer (full salary) since July 1, 2001.

Reappointment of Ms. Hiroko Kimura Sherry as Senior Lecturer in East Asian Languages and Civilizations in the Academic Support Staff of the School of Arts and Sciences for four years effective July 1, 2005 (full salary; not in tenure probationary status in this appointment).

EMERITUS FACULTY

Reemployment Beyond Retirement
Reemployment beyond retirement for Dr. Lee Benson, Professor Emeritus of History in the School of Arts and Sciences for the academic year 2004-05 with partial salary dependent on duties assigned.

Reemployment beyond retirement for Dr. Francis E. Johnston, Professor Emeritus of Anthropology in the School of Arts and Sciences for the academic year 2004-05 with partial salary dependent on duties assigned.

Reemployment beyond retirement for Dr. Walter D. Wales, Professor Emeritus of Physics and Astronomy in the School of Arts and Sciences for the academic year 2004-05 with partial salary dependent on duties assigned.

SCHOOL OF DENTAL MEDICINE

STANDING FACULTY

Reappointments
Reappointment of Dr. Scott DeRossi as Assistant Professor of Oral Medicine in the Standing Faculty – Clinician Educator of the School of Dental 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.

ASSOCIATED FACULTY

New Appointments
Authorization to offer appointment to Dr. Martin Hobdell as Adjunct Professor of 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).

Authorization to offer appointment to Dr. Eunah Koh as Clinical Assistant Professor of Endodontics 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).

Authorization to offer appointment to Dr. Robert Levine as Clinical Associate 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).

Authorization to offer appointment to Dr. Richard E. Levitt 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).
Authorization to offer appointment to Dr. Francesco Maggiore as Adjunct Assistant Professor of Endodontics in the Associated Faculty of the School of Dental Medicine for three years retroactive to September 1, 2003 (unsalaried; not in tenure probationary status with this appointment).

Authorization to offer appointment to Dr. Burton L. Nussbaum as Adjunct Associate Professor of Pediatric Dentistry in Community Oral Health in the Associated Faculty of the School of Dental Medicine for three years effective July 1, 2004 (unsalaried; not in tenure probationary status with this appointment).

Authorization to offer appointment to Dr. Mandy Pen-Shui 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).

Authorization to offer appointment to Dr. Spencer Carl Saint-Cyr 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).

Authorization to offer appointment to Dr. Zuhair Sayany as Clinical Assistant Professor of Pediatric 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). Dr. Sayany spent four years and one month (1/1/98 - 1/31/02) in Clinician Educator probation.

Authorization to offer appointment to Dr. Emanuel Tress as Clinical Associate 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).

Authorization to offer appointment to Dr. Mario A. Vilardi 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).

Authorization to offer appointment to Dr. Alan Winnick 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).

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

Reinstatement
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).

SCHOOL OF DESIGN

STANDING FACULTY

Chair Designation
Designation of Mr. Cecil Balmond, Practice Professor of Architecture in the Associated Faculty of the School of Design, as the Paul Philippe Cret Professor of Architecture for five years effective July 1, 2004.

Authorization to Offer Appointment
Appointment of Ms. Anita Berrizbeitia as Associate Professor of Landscape Architecture in the Standing Faculty of the School of Design is converted to tenure effective July 1, 2004 (full salary).
Promotion
Promotion of Mr. Frank G. Matero to Professor of Architecture in the Standing Faculty of the School of Design effective July 1, 2004 (full salary; has tenure).

Leave of Absence
Scholarly leave of absence for Dr. Anthony R. Tomazinis, Professor of City and Regional Planning in the Standing Faculty of the School of Design, for the academic year 2005-06 with up to half salary (92% of salary paid by sabbatical budget, 8% to be paid by school); full benefits continued. [11 credits will be accrued; 11 credits will be used].

SCHOOL OF ENGINEERING AND APPLIED SCIENCE
STANDING FACULTY
Chair Designations
Designation of Dr. Michael Kearns, Professor of Computer and Information Science in the Standing Faculty of the School of Engineering and Applied Science, as the National Center Chair in Resource Management and Technology for a term of ten years effective September 1, 2004.

Designation of Dr. Vijay Kumar, Professor of Mechanical Engineering and Applied Mechanics in the Standing Faculty of the School of Engineering and Applied Science, as the UPS Foundation Chair in Transportation effective October 1, 2004, coterminous with his appointment as Professor of Mechanical Engineering and Applied Mechanics in SEAS.

New Appointments
Authorization to offer appointment to Dr. Daniel E. Koditschek as Professor of Electrical and Systems Engineering in the Standing Faculty of the School of Engineering and Applied Science effective January 1, 2005 (full salary; with tenure). Designation of Dr. Daniel E. Koditschek as the Alfred Fitler Moore Professor of Electrical and Systems Engineering for a term of ten years effective January 1, 2005.

Authorization to offer appointment to Dr. Ravi Radhakrishnan as Assistant Professor of Bioengineering in the Standing Faculty of the School of Engineering and Applied Science for four years effective July 1, 2004 contingent upon appropriate visa (full salary; tenure probationary period commences July 1, 2004). Mandatory tenure review is academic year 2009-2010.

Authorization to offer appointment to Dr. Andrew Tsourkas as Assistant Professor of Bioengineering in the Standing Faculty of the School of Engineering and Applied Science for four years effective July 1, 2004 (full salary; tenure probationary period commences July 1, 2004). Mandatory tenure review is academic year 2009-2010.

Acceptance and Change in Effective Start Date
Acceptance and change in effective start date for Dr. Casim A. Sarkar as Assistant Professor of Bioengineering in the Standing Faculty of the School of Engineering and Applied Science for four years FROM effective July 1, 2004 contingent upon completion of all requirements for the PhD degree by that date, otherwise appointment as Lecturer in the Academic Support Staff for one year TO effective January 1, 2006 (full salary; tenure probationary period commences July 1, 2006). Mandatory tenure review is academic year 2011-2012.

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

Leave of Absence
Extension to the approved leave of absence for Dr. Joseph Bordogna, Alfred Fitler Moore Professor of Engineering in the Standing Faculty of the School of Engineering and Applied Science, effective July 1, 2004 – June 30, 2005 without salary; full benefits paid by the School continued at Penn. [24 credits accrued; 0 credits used]

Resignation
Resignation of Dr. Carl A. Gunter as Professor of Computer and Information Science in the Standing Faculty of the School of Engineering and Applied Science, effective August 15, 2004.

ASSOCIATED FACULTY

New Appointments
Authorization to offer appointment to Dr. Suhada Jayasuriya as Visiting Professor of Mechanical Engineering and Applied Mechanics in the Associated Faculty of the School of Engineering and Applied Science for one year effective September 1, 2004 (without salary; not in tenure probationary status in this appointment).

Authorization to offer appointment to Dr. Jayantha Katupitiya as Visiting Associate Professor of Mechanical Engineering and Applied Mechanics in the Associated Faculty of the School of Engineering and Applied Science for the period July 1, 2004 to February 28, 2005 (without salary; not in tenure probationary status in this appointment).

Reappointment
Reappointment of Dr. David H. Olson as Adjunct Professor of Chemical and Biomolecular Engineering in the Associated Faculty of the School of Engineering and Applied Science for three years effective July 1, 2004 (without salary; not in tenure probationary status in this appointment).

GRADUATE SCHOOL OF EDUCATION
STANDING FACULTY

Degree Compliance
Authorization to offer appointment to Dr. Maren Songmy Aukerman as Assistant Professor of Education in the Standing Faculty of the Graduate School of Education for four years effective July 1, 2004 (full salary; tenure probationary period commences July 1, 2004). Mandatory tenure review is academic year 2009-10.

ASSOCIATED FACULTY

New Appointments
Authorization to offer appointment to Dr. John DeFaminis as Adjunct Associate Professor of Education in the Associated Faculty of the Graduate School of Education for three years effective July 1, 2004 (partial salary dependent upon duties assigned; not in tenure probationary status in this appointment).

Authorization to offer appointment to Dr. Edwin Gordon as Adjunct Assistant Professor of Education in the Associated Faculty of the Graduate School of Education for three years effective July 1, 2004 (partial salary dependent upon duties assigned; not in tenure probationary status in this appointment).

Authorization to offer appointment to Dr. Patricia Johnston as Adjunct Assistant Professor of Education in the Associated Faculty of the Graduate School of Education for three years effective July 1, 2004 (partial salary dependent upon duties assigned; not in tenure probationary status in this appointment).

Authorization to offer appointment to Dr. Edward W. Marshall III as Adjunct Assistant Professor of Education in the Associated Faculty of the Graduate School of Education for three years effective July 1, 2004 (partial salary dependent upon duties assigned; not in tenure probationary status in this appointment).

LAW SCHOOL

STANDING FACULTY

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

Leave of Absence
Leave of absence for employment elsewhere for Dr. Nathaniel Persily, Assistant Professor of Law in the Standing Faculty of the Law School for the fall semester 2004 with up to full salary, benefits to be reimbursed by NYU Law School directly to Penn. [6 credits will be accrued; 0 credits will be used]
ASSOCIATED FACULTY

New Appointments
Authorization to offer appointment to Ms. Dina Schlossberg as Practice Associate Professor of Law in the Associated Faculty of the Law School for three years effective July 1, 2004 (full salary; not in tenure probationary status in this appointment).

Authorization to offer appointment to Ms. Ann Estin as Visiting Professor of Law in the Associated Faculty of the Law School for the period January 1, 2005 through June 30, 2005 (full salary and benefits to reimbursed by Penn to the University of Iowa College of Law; not in tenure probationary status in this appointment).

Authorization to offer appointment to Mr. Sean J. Griffith as Visiting Associate Professor of Law in the Associated Faculty of the Law School for one year effective July 1, 2004 (full salary and benefits to reimbursed by Penn to the University of Connecticut School of Law; not in tenure probationary status in this appointment).

Authorization to offer appointment to Mr. Edward J. Janger as Visiting Professor of Law in the Associated Faculty of the Law School for the period January 1, 2005 through June 30, 2005 (full salary and benefits to reimbursed by Penn to Brooklyn Law School; not in tenure probationary status in this appointment).

Authorization to offer appointment to Dr. Josef Stern as Gruss Visiting Professor of Law in the Associated Faculty of the Law School for the period July 1, 2004 through December 31, 2004 (full salary and benefits to reimbursed by Penn to Brooklyn Law School; not in tenure probationary status in this appointment).

Reappointments
Reappointment of Dr. Eric A. Feldman as Assistant Professor of Law in the Standing Faculty of the Law School for two years effective July 1, 2005 (full salary; tenure probationary period commenced July 1, 2001). Mandatory tenure review is academic year 2006-07.

Reappointment of Ms. Kristin M. Madison as Assistant Professor of Law in the Standing Faculty of the Law School for two years effective July 1, 2005 (full salary; tenure probationary period commenced July 1, 2001). Mandatory tenure review is academic year 2006-07.

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

Reappointment of Mr. Wendell E. Pritchett as Assistant Professor of Law in the Standing Faculty of the Law School for two years effective July 1, 2006 (full salary; tenure
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 commences July 1, 2004. The clinician-educator review date is academic year 2012-13.

Authorization to offer appointment to Dr. Mark S. Forman 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 commences July 1, 2004 with a ten-year clinical probationary period). The mandatory tenure review is academic year 2012-13.

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

Authorization to offer appointment to Dr. Joshua R. Friedman 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 commences July 1, 2004 with a ten-year clinical probationary period). The mandatory tenure review is academic year 2012-13.

Authorization to offer appointment to Dr. David F. Gaieski as Assistant Professor of Emergency Medicine at the Hospital of the University of Pennsylvania in the Standing Faculty -- Clinician-Educator of the School of Medicine for three years effective July 1, 2004 (full salary; appointment subject to the stipulations given in Guidelines for Appointments and Promotions, January 8, 1985 or as amended). This appointment carries a ten-year, non-tenure probationary period which commences July 1, 2004. The clinician-educator review date is academic year 2012-13.

Authorization to offer appointment to Dr. Munish Goyal as Assistant Professor of Emergency Medicine at the Hospital of the University of Pennsylvania in the Standing Faculty -- Clinician-Educator of the School of Medicine for three years effective July 1, 2004 (full salary; appointment subject to the stipulations given in Guidelines for Appointments and Promotions, January 8, 1985 or as amended). This appointment carries a ten-year, non-tenure probationary period which commences July 1, 2004. The clinician-educator review date is academic year 2012-13.

Authorization to offer appointment to Dr. Clarisa R. Gracia 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 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 commences July 1, 2004. The clinician-educator review date is academic year 2012-13.

Authorization to offer appointment to Dr. Patrick K. Kim as Assistant Professor of Surgery at the Hospital of the University of Pennsylvania in the Standing Faculty -- Clinician-Educator of the School of Medicine for three years effective July 1, 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 commences July 1, 2004. The clinician-educator review date is academic year 2012-13.

Authorization to offer appointment to Dr. Kenneth W. Liechty as Assistant Professor of Surgery in the Standing Faculty of the School of Medicine for three years effective July 1, 2004 (full salary; tenure probationary period commences July 1, 2004 with a ten-year clinical probationary period). The mandatory tenure review is academic year 2012-13.

Authorization to offer appointment to Dr. Angela M. Mills as Assistant Professor of Emergency Medicine at the Hospital of the University of Pennsylvania in the Standing Faculty -- Clinician-Educator of the School of Medicine for three years effective July 1, 2004 (full salary; appointment subject to the stipulations given in Guidelines for Appointments and Promotions, January 8, 1985 or as amended). This appointment carries a ten-year, non-tenure probationary period which commences July 1, 2004. The clinician-educator review date is academic year 2012-13.

Authorization to offer appointment to Dr. Taine T.V. Pechet as Assistant Professor of Surgery at Presbyterian Medical Center 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 commences July 1, 2004. The clinician-educator review date is academic year 2012-13.

Authorization to offer appointment to Dr. Phillip B. Storm, Jr. as Assistant Professor of Neurosurgery 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 commences July 1, 2004. The clinician-educator review date is academic year 2012-13.

Authorization to offer appointment to Dr. Mahlet G. Tadesse as Assistant Professor of Biostatistics in Biostatistics and Epidemiology in the Standing Faculty of the School of Medicine for the period of August 1, 2004 to June 30, 2007 (full salary; tenure probationary period commences July 1, 2004). The mandatory tenure review is academic year 2009-10.
Authorization to offer appointment to Dr. David Webner as Assistant Professor of Family Practice and Community Medicine at the Hospital of the University of Pennsylvania in the Standing Faculty -- Clinician-Educator of the School of Medicine for three years effective July 1, 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 commences July 1, 2004. The clinician-educator review date is academic year 2012-13.

Authorization to offer appointment to Dr. Edward Y. Woo as Assistant Professor of Surgery at the Hospital of the University of Pennsylvania in the Standing Faculty -- Clinician-Educator of the School of Medicine for three years effective July 1, 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 commences July 1, 2004. The clinician-educator review date is academic year 2012-13.

Promotions

Promotion of Dr. Daniel A. Albert to Professor of Medicine at the Hospital of the University of Pennsylvania and the Children's Hospital of Philadelphia in the Standing Faculty -- Clinician-Educator of the School of Medicine effective July 1, 2003 (full salary; non-tenure; continuation of appointment subject to the stipulations given in Guidelines for Appointments and Promotions, January 8, 1985 or as amended).

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

Promotion of Dr. Joseph E. Bavaria to Professor of Surgery at the Hospital of the University of Pennsylvania, Presbyterian Medical Center of Philadelphia and Pennsylvania Hospital in the Standing Faculty -- Clinician-Educator of the School of Medicine effective July 1, 2004 (full salary; non-tenure; continuation of appointment subject to the stipulations given in Guidelines for Appointments and Promotions, January 8, 1985 or as amended).

Promotion of Dr. Jean Bennett to Professor of Ophthalmology in the Standing Faculty of the School of Medicine effective July 1, 2004 (full salary; has tenure).

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

Promotion of Dr. Louis P. Bucky to Associate Professor of Surgery at Pennsylvania Hospital, the Hospital of the University of Pennsylvania, and Children's Hospital of Philadelphia in the Standing Faculty -- Clinician-Educator of the School of Medicine effective July 1, 2004 (full salary; non-tenure; continuation of appointment subject to the
Promotion of Dr. Albert T. Cheung to Professor of Anesthesia at the Hospital of the University of Pennsylvania in the Standing Faculty--Clinician-Educator of the School of Medicine effective July 1, 2004 (full salary; non-tenure; continuation of appointment subject to the stipulations given in Guidelines for Appointments and Promotions, January 8, 1985 or as amended).

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

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

Promotion of Dr. Wafik S. El-Deiry to Professor of Medicine in the Standing Faculty of the School of Medicine effective July 1, 2005 (full salary; has tenure).

Promotion of Dr. Robert J. Goldman to Associate Professor of Physical Medicine and Rehabilitation at the Hospital of the University of Pennsylvania, Presbyterian Medical Center of Philadelphia and Pennsylvania Hospital in the Standing Faculty--Clinician-Educator of the School of Medicine effective July 1, 2004 (full salary; non-tenure; continuation of appointment subject to the stipulations given in Guidelines for Appointments and Promotions, January 8, 1985 or as amended).

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

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

Promotion of Dr. Richard E. Kirschner to Associate Professor of 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 effective July 1, 2004 (full salary;
non-tenure; continuation of appointment subject to the stipulations given in *Guidelines for Appointments and Promotions*, January 8, 1985 or as amended).

**Promotion of Dr. John M. Maris** to Associate Professor of Pediatrics in the Standing Faculty of the School of Medicine effective July 1, 2004 (full salary; with tenure).

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

**Promotion of and change in tenure status for Dr. Joseph B. Shrager** from Assistant Professor (in tenure probation) to **Associate Professor of Surgery at the Hospital of the University of Pennsylvania, Presbyterian Medical Center of Philadelphia, Pennsylvania Hospital and the Veterans Administration Medical Center** in the Standing Faculty - Clinician-Educator of the School of Medicine effective July 1, 2004 (full salary; non-tenure; continuation of appointment subject to the stipulations given in *Guidelines for Appointments and Promotions*, January 8, 1985 or as amended).

**Promotion of Dr. Judy A. Shea** to Professor of Medicine at the Hospital of the University of Pennsylvania in the Standing Faculty -- Clinician-Educator of the School of Medicine effective July 1, 2005 (full salary; non-tenure; continuation of appointment subject to the stipulations given in *Guidelines for Appointments and Promotions*, January 8, 1985 or as amended).

**Promotion of Dr. Jeffrey H. Silber** to Professor of Pediatrics in the Standing Faculty of the School of Medicine effective July 1, 2004 (full salary; has tenure).

**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. Joel E. Streim** to Professor of Psychiatry at the Hospital of the University of Pennsylvania in the Standing Faculty - Clinician-Educator of the School of Medicine, effective July 1, 2004 (full salary; non-tenure; continuation of appointment subject to the stipulations given in Guidelines for Appointments and Promotions, January 8, 1985 or as amended).

**Promotion of Dr. Gerald R. Williams, Jr.** to Professor of Orthopaedic Surgery at the Hospital of the University of Pennsylvania in the Standing Faculty -- Clinician-Educator of the School of Medicine effective July 1, 2005 (full salary; non-tenure; continuation of appointment subject to the stipulations given in *Guidelines for Appointments and Promotions*, January 8, 1985 or as amended).

**Promotion of Dr. 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 of Dr. Jason D. Christie 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. Continuation of secondary appointment as Assistant Professor of Epidemiology in Biostatistics and Epidemiology for three years effective July 1, 2004 with voting rights.

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. Henry A. Glick 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. Volker H. Haase 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. 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
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.

Extensions
Extension to the approved appointment and tenure probationary period for Dr. Avinash Bhandoola as Assistant Professor of Pathology and Laboratory Medicine in the Standing Faculty of the School of Medicine for one year effective July 1, 2005 contingent on appropriate visa (full salary; tenure probationary period commenced July 1, 2001 and was previously adjusted by one year pursuant to paragraph A.2. of the policy on extension of tenure probationary period, March 18, 1997 or as amended). Adjusted mandatory tenure review is academic year 2008-09. [This extension is granted pursuant to paragraph A.1. of the policy on extension of tenure probationary period, March 18, 1997 or as amended].

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

Extension to the approved reappointment and tenure probationary period for Dr. Sylvia E. Rosas as Assistant Professor of Medicine in the Standing Faculty of the School of Medicine for one year effective July 1, 2005 (full salary; ten-year clinical tenure probationary period commenced July 1, 2001 and was previously adjusted by one year pursuant to paragraph A.1. of the policy on extension of tenure probationary period, March 18, 1997 or as amended). Adjusted mandatory tenure review is academic year 2011-12. [This extension is granted pursuant to paragraph A.1. of the policy on extension of tenure probationary period, March 18, 1997 or as amended].

Extension to the approved appointment and clinician-educator probationary period for Dr. Maully J. Shah as Assistant Professor of Pediatrics at the Children’s Hospital of Philadelphia in the Standing Faculty – Clinician-Educator of the School of Medicine for one year effective July 1, 2006 contingent on appropriate visa (full salary; appointment subject to the stipulations given in Guidelines for Appointments and Promotions, January 8, 1985 or as amended). This appointment carries a ten-year, non-tenure probationary period which commenced July 1, 2003. Adjusted Clinician-Educator review is academic year 2012-13. [This extension is granted pursuant paragraph A.1. of the policy on extension of tenure probationary period, March 18, 1997 or as amended].

Reduction in duties
Reduction in duties to 75% for Dr. Richard M. Levitan, Assistant Professor of Emergency Medicine at the Hospital of University of Pennsylvania in the Standing Faculty –
Clinician-Educator of the School of Medicine, for two years effective July 1, 2003 with a proportional reduction in salary and those benefits which are salary-based.

**Leave of Absence**

A leave of absence for employment elsewhere for Dr. William M. DeCampli, Associate Professor of Surgery at the Children's Hospital of Philadelphia in the Standing Faculty - Clinician-Educator of the School of Medicine for the period of August 1, 2004 to July 31, 2005 without salary; any benefits continued are without University contribution. **[15 credits will be accrued; 0 credits will be used.]**

Continuation of the scholarly leave of absence for Dr. Li-Wei Chao, Assistant Professor of Anesthesia 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. **[4 credits will be accrued; 0 credits will be used].**

Scholarly leave of absence for Dr. A. Joshua Wand, the Benjamin Rush Professor of Biochemistry and Biophysics in the Standing Faculty of the School of Medicine for the period of January 1, 2005 to June 30, 2005 with up to full salary; full benefits continued. **[13 credits will be accrued; 12 credits will be used, 1 credit remaining]**

**Correction to Previously Approved Minute**

Correction to previously approved minute: The approved Leave of absence for employment elsewhere for Dr. Reuben E. Kron, Associate Professor of Psychiatry in the Standing Faculty of the School of Medicine for the period of October 1, 2002 to February 28, 2003 with partial salary; with full University benefits. SHOULD READ: with up to full salary, (49% from the department and 51% from BioFlo Systems) appropriate benefits continued. **[10 credits will be accrued; 0 credits will be used, 10 credits remaining]** SHOULD READ: **[14 credits will be accrued; 0 credits will be used, 14 credits remaining]** (Four credits restored for academic years 1994-95 and 1995-96) **[Refer to PSCS of 2/28/2003, 5/2/03, and 5/4/2004]**

**Miscellaneous – Change in Effective Date**

Change in Effective date – The approved Authorization to offer appointment to Dr. Christian I. Fras, 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 August 1, 2004 to June 30, 2007 to **September 1, 2004 to June 30, 2007** (full salary; appointment subject to the stipulations given in Guidelines for Appointments and Promotions, January 8, 1985 or as amended). This appointment carries a ten-year, non-tenure probationary period which commenced July 1, 2004. The clinician-educator review date is academic year 2012-13. **[Refer to PSC Subcommittee of June 1, 2004]**

Change in Effective date – The approved Authorization to reinstate appointment to Dr. James S. Meyer as Associate Professor of Radiology at the Children's Hospital of Philadelphia in the Standing Faculty--Clinician-Educator of the School of Medicine effective August 1, 2004 to **September 1, 2004** (full salary; non-tenure; appointment subject to the
stipulations given in Guidelines for Appointments and Promotions, January 8, 1985 or as amended). [Refer to PSC Subcommittee of June 25, 2004]

Resignations

Resignation of Dr. Anita Bhandari as Assistant Professor of Pediatrics at the Children's Hospital of Philadelphia in the Standing Faculty--Clinician-Educator of the School of Medicine effective November 10, 2003.

Resignation of Dr. Daniel G. Becker 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 effective October 10, 2003.

Resignation of Dr. Erik K. Insko as Assistant Professor of Radiology at the Hospital of the University of Pennsylvania in the Standing Faculty -- Clinician-Educator of the School of Medicine effective September 25, 2003.

Resignation of Dr. Anna J. Janss as Assistant Professor of Neurology (in tenure probation) to Assistant Professor of Neurology at the Children's Hospital of Philadelphia in the Standing Faculty -- Clinician-Educator of the School of Medicine effective June 30, 2003.

Resignation of Dr. Mitchell Machtay as Associate Professor of Radiation Oncology at the Hospital of the University of Pennsylvania in the Standing Faculty -- Clinician-Educator of the School of Medicine effective November 30, 2003.

Resignation of Dr. David C. Magnus 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 effective June 1, 2003.

Resignation of Dr. David A. Roberts as Assistant Professor of Radiology in the Standing Faculty of the School of Medicine effective June 20, 2003.

Resignation of Dr. Eric S. Rovner as Assistant Professor of Urology in Surgery at the Hospital of the University of Pennsylvania in the Standing Faculty -- Clinician-Educator of the School of Medicine effective June 30, 2004.

Resignation of Dr. Seth L. Schulman as Associate Professor of Pediatrics at the Children's Hospital of Philadelphia in the Standing Faculty--Clinician-Educator of the School of Medicine effective March 31, 2004.

Resignation of Dr. Lisa J. States as Assistant Professor of Radiology at the Children's Hospital of Philadelphia in the Standing Faculty -- Clinician-Educator of the School of Medicine effective January 3, 2003.

Resignation of Dr. George A. Woodward as Associate Professor of Pediatrics at the Children's Hospital of Philadelphia in the Standing Faculty--Clinician-Educator of the School of Medicine effective
Resignation of Dr. Marjan W. van der Woude as Assistant Professor of Microbiology in the Standing Faculty of the School of Medicine effective June 30, 2004.

ASSOCIATED FACULTY

New Appointments

Authorization to offer appointment to Dr. Lawrence D. Blum as Clinical Assistant Professor of Psychiatry in the Associated Faculty of the School of Medicine for three years effective July 1, 2004 (without salary; not in tenure probationary status in this appointment).

Authorization to offer appointment to Dr. Christine K. Cassel as Adjunct Professor of Medicine in the Associated Faculty of the School of Medicine for the period of May 1, 2004 to June 30, 2007 (without salary; not in tenure probationary status in this appointment).

Authorization to offer appointment to Dr. Cyndia S. Choi as Clinical Assistant Professor of Psychiatry in the Associated Faculty of the School of Medicine for three years effective July 1, 2004 (without salary; not in tenure probationary status in this appointment).

Authorization to offer appointment to Dr. E. Bryan Crenshaw, III as Adjunct Associate Professor of Otorhinolaryngology: Head and Neck Surgery in the Associated Faculty of the School of Medicine for the period of December 1, 2003 to June 30, 2006 (without salary; not in tenure probationary status in this appointment).

Authorization to offer appointment to Dr. Vincent J. Cristofalo as Adjunct Professor of Pathology and Laboratory Medicine in the Associated Faculty of the School of Medicine for the period of May 1, 2004 to June 30, 2007 (partial salary dependent on duties assigned; not in tenure probationary status in this appointment).

Authorization to offer appointment to Dr. Marcus Davey as Research Assistant Professor of Surgery 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 his work, whichever is the shorter period of time (full salary; without obligation on the part of the University to continue salary and benefits beyond termination of these research funds; with a non-tenure probationary period which commences July 1, 2004). The mandatory review year is academic year 2009-10.

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

Authorization to offer appointment to Dr. Christopher W. Edwards as Clinical Assistant Professor of Emergency Medicine in the Associated Faculty of the School of Medicine for
Authorization to offer appointment to Dr. Paul E. Farrell, Jr. as Clinical Associate Professor of Pediatrics in the Associated Faculty of the School of Medicine for the period of October 1, 2004 to June 30, 2007 (with salary; not in tenure probationary status in this appointment).

Authorization to offer appointment to Dr. Jeffrey M. Feldman as Associate Professor of Clinical Anesthesia in the Associated Faculty of the School of Medicine for five years effective July 1, 2004 (full salary; not in tenure probationary status in this appointment).

Authorization to offer appointment to Dr. Jonathan R. Gavrin as Clinical Associate Professor of Anesthesia and 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).

Authorization to offer appointment to Dr. Scott M. Goldstein as Clinical Assistant Professor of Ophthalmology in the Associated Faculty of the School of Medicine for three years effective July 1, 2004 (without salary; not in tenure probationary status in this appointment).

Authorization to offer appointment to Dr. Amelia L. Graziani as Adjunct Associate Professor of Pharmacy in 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).

Authorization to offer appointment to Dr. Amelie K. Gubitz as Research Assistant Professor of Biochemistry and Biophysics in the Associated Faculty of the School of Medicine for the period of May 1, 2004 to June 30, 2007 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 commences July 1, 2004). The mandatory review year is academic year 2009-10.

Authorization to offer appointment to Dr. David A. Horowitz as Clinical Associate Professor of Medicine in the Associated Faculty of the School of Medicine for the period of April 1, 2004 to March 31, 2005 (with salary; not in tenure probationary status in this appointment).

Authorization to offer appointment to Dr. Bengt L. Ivarsson as Clinical Assistant 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).
Authorization to offer appointment to Dr. Rachel Rapaport Kelz as Assistant Professor of Clinical Surgery in the Associated Faculty of the School of Medicine for three years effective July 1, 2004 (full salary; not in tenure probationary status in this appointment).

Authorization to offer appointment to Dr. Gary B. Korus as Assistant Professor of Clinical Surgery in the Associated Faculty of the School of Medicine for three years effective July 1, 2004 (full salary; not in tenure probationary status in this appointment).

Authorization to offer appointment to Dr. Deborah Julia Kostianovsky as Clinical Assistant Professor of Psychiatry in the Associated Faculty of the School of Medicine for the period of April 1, 2004 to June 30, 2007 (without salary; not in tenure probationary status in this appointment).

Authorization to offer appointment to Dr. Birgit Kovacs as Adjunct Assistant Professor of Pediatrics in the Associated Faculty of the School of Medicine for three years effective July 1, 2004 (without salary; not in tenure probationary status in this appointment).

Authorization to offer appointment to Dr. John J. Lukaszczyk as Clinical Assistant 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).

Authorization to offer appointment to Dr. John D. Mannion as Clinical 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).

Authorization to offer appointment to Dr. William S. Mason as Adjunct Associate Professor of Microbiology in the Associated Faculty of the School of Medicine for three years effective July 1, 2004 (without; not in tenure probationary status in this appointment).

Authorization to offer appointment to Dr. Jennifer L. McHugh as Clinical Assistant Professor of Pediatrics in the Associated Faculty of the School of Medicine for three years effective July 1, 2004 (without salary; not in tenure probationary status in this appointment).

Authorization to offer appointment to Dr. Tracey E. Mondul as Clinical Assistant Professor of Emergency 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).

Authorization to offer appointment to Dr. David E. Nicklin as Assistant Professor of Clinical Family Practice and Community Medicine in the Associated Faculty of the School of Medicine for three years effective July 1, 2004 (full salary; not in tenure probationary status in this appointment).

Authorization to offer appointment to Dr. Ellen Pure as Wistar Institute 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). 

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Authorization to offer appointment to **Dr. Iris M. Reyes** as Associate Professor of Clinical Emergency Medicine in the Associated Faculty of the School of Medicine for five years effective July 1, 2004 (full salary; not in tenure probationary status in this appointment).

Authorization to offer appointment to **Dr. Lee B. Riley** as Clinical Assistant 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).

Authorization to offer appointment to **Dr. Gideon A. Rodan** as Adjunct Professor of Biochemistry and Biophysics in the Associated Faculty of the School of Medicine for three years effective July 1, 2004 (without; not in tenure probationary status in this appointment).

Authorization to offer appointment to **Dr. Naomi F. Rosenberg** as Clinical Assistant Professor of Psychology in Psychiatry in the Associated Faculty of the School of Medicine for the period of April 1, 2004 to June 30, 2007 (without salary; not in tenure probationary status in this appointment).

Authorization to offer appointment to **Dr. Donald W. Rucker** as Clinical Assistant Professor of Emergency 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).

Authorization to offer appointment to **Dr. Charles L. Spencer** 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).

Authorization to offer appointment to **Dr. Shubhika Srivastava** as Clinical Assistant Professor of Pediatrics in the Associated Faculty of the School of Medicine for the period of August 1, 2004 to June 30, 2007 (with salary; not in tenure probationary status in this appointment).

Authorization to offer appointment to **Dr. Steven H. Stein** as Adjunct Assistant Professor of Medicine in the Associated Faculty of the School of Medicine for the period of June 1, 2004 to June 30, 2007 (without salary; not in tenure probationary status in this appointment).

Authorization to offer appointment to **Dr. Antonio Tsuneshige** as Research Assistant Professor of Biochemistry and Biophysics in the Associated Faculty of the School of Medicine for the period of May 1, 2004 to June 30, 2007 or for the duration of the grant or contract which supports his work, whichever is the shorter period of time (full salary; without obligation on the part of the University to continue salary and benefits beyond termination of these research funds; with a non-tenure probationary period which commences July 1, 2004). The mandatory review year is academic year 2009-10.
Authorization to offer appointment to Dr. Steven E. Weinberger as Adjunct Professor of Medicine in the Associated Faculty of the School of Medicine for three years effective July 1, 2004 (without; not in tenure probationary status in this appointment).

Authorization to offer appointment to Dr. C. Jo White as Adjunct Assistant Professor of Medicine in the Associated Faculty of the School of Medicine for the period of June 1, 2004 to June 30, 2007 (without salary; not in tenure probationary status in this appointment).

Authorization to offer appointment to Dr. Michael A. Zasloff as Adjunct Professor of Biochemistry and Biophysics in the Associated Faculty of the School of Medicine for three years effective July 1, 2004 (without; not in tenure probationary status in this appointment).

Promotions and Reappointments

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. Hema P. Bhargava to Clinical Associate Professor of Pediatrics in the Associated Faculty of the School of Medicine for three years effective July 1, 2005 (without salary; not in tenure probationary status in this appointment).

Promotion of Dr. Jean D. Boyer to Research Associate Professor of Pathology and Laboratory 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 and reappointment of Dr. Myron W. Frederic to Clinical Professor of Neurology and Clinical 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).

Promotion and reappointment of Dr. Susan E. Levy to Clinical Professor of Pediatrics in the Associated Faculty of the School of Medicine for three years effective July 1, 2005 (with 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 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 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. 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).

Reappointments
Reappointment of Dr. Ashley J. Angert as Clinical Assistant Professor of Psychiatry 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. Regina V. 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. Ellen M. Berman as Clinical Professor of Psychiatry 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. Karen E. Bowles 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. Amy J. Cadieux 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. 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. Carol Ming Chou 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. Fredric L. Cohen 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. Samuel W. Deisher 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. 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. Stephanie H. Ewing 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. Newell Fischer as Clinical Professor of Psychiatry 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. Carol R. Fleischman 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. Kenneth D. Frank as Clinical Assistant 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. Brian A. Hoey as Clinical Assistant 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. Walden M. Holl, Jr., as Clinical Assistant Professor of Psychiatry 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. 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. Michael P. Kowitt as Clinical Associate Professor of Psychology in Psychiatry 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. Gillian L. Lautenbach 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. 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. Saifuddin T. Mama 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. 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. Arthur W. Mellen, IV 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. Susan E. Metter as Clinical Assistant Professor of Anesthesia 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. Thomas A. Mickler as Clinical Assistant Professor of Anesthesia 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. Harold L. Mignott as Clinical Assistant Professor of Medicine in the Associated Faculty of the School of Medicine for one year 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. David M.F. Murphy as Adjunct 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. Eliot H. Nierman as Clinical Associate 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. Carrie P. Ogorek** as Clinical Assistant 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. 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. Alan Silverberg** 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. George H. Steele, Jr.,** 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. Sherman C. Stein** as Clinical Professor of Neurosurgery 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. David Steinman** as Clinical Assistant Professor of Psychiatry 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. David H. Stern** as Clinical Assistant 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. Patrick T. Waters** as Clinical Assistant Professor of Family Practice and Community Medicine 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. Alan R. Wofsey as Clinical Assistant Professor of Psychiatry 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. Lawrence G. Wrabetz as Adjunct Associate Professor of Neurology in the Associated Faculty of the School of Medicine for three years effective July 1, 2004 (without salary, not in tenure probationary status in this appointment).

Reduction in Duties
Reduction in duties by 50% for Dr. Valerie A. Arkoosh, Professor of Clinical Anesthesia in the Associated Faculty of the School of Medicine, for the period of September 1, 2004 to August 31, 2005 with a proportional reduction in salary and those benefits which are salary-based.

SCHOOL OF NURSING
STANDING FACULTY

New Appointments
Authorization to offer appointment to Dr. Christine K. Wanich Bradway as Assistant Professor of Gerontological Nursing at the Meadowbrook Urologic Associates in the Standing Faculty-Clinician Educator of the School of Nursing for four years effective July 1, 2004 (full salary; non-tenure; appointment subject to the stipulations given in the Guidelines for Appointments and Promotions, January 8, 1985 or as amended). This appointment carries a ten-year, non-tenure probationary period which commences July 1, 2004. Clinician-Educator review is academic year 2012-13.

Authorization to offer appointment to Dr. Christopher Lance Coleman as Assistant Professor of Nursing in the Standing Faculty of the School of Nursing for four years effective July 1, 2004 (full salary; tenure probationary period commences July 1, 2004). Mandatory tenure review is academic year 2009-2010.

Authorization to offer appointment to Dr. Nancy Prudence Hanrahan as Assistant Professor of Nursing in the Standing Faculty of the School of Nursing for four years effective September 1, 2004 (full salary; tenure probationary period commences July 1, 2004). Mandatory tenure review is academic year 2009-2010.

Promotion
Promotion of Dr. Diane L. Spatz as Associate Professor of Health Care of Women and Childbearing Nursing at the Children's Hospital of Philadelphia in the Standing Faculty – Clinician-Educator of the School of Nursing 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.

Correction to Previously Approved Minute
Correction to previously approved minute: Authorization to offer appointment to Dr. Karen Badellino as Assistant Professor of Nursing in the Standing Faculty of the School of Nursing for four years effective July 1, 2003 (full salary; tenure probationary period commences July 1, 2003). Mandatory tenure review is academic year 2008-2009 is corrected to read effective January 1, 2004 (full salary; tenure probationary period commences July 1, 2004). Mandatory tenure review is academic year 2009-2010. [Refer to PSCS of November 7, 2003]

Correction to previously approved minute: Resignation of Dr. Margaret M. Cotroneo, Associate Professor of Psychiatric Mental Health Nursing in the Standing Faculty—Clinician Educator of the School of Nursing effective September 1, 2004 is rescinded. Dr. Cotroneo retired from the faculty.

Correction to previously approved minute: Authorization to offer appointment to Dr. Nancy Prudence Hanrahan as Assistant Professor of Nursing in the Standing Faculty of the School of Nursing for four years effective July 1, 2004 is corrected to read effective September 1, 2004 (full salary; tenure probationary period commences July 1, 2004). Mandatory tenure review is academic year 2009-2010. [Refer to PSCS of June 25, 2004]

Correction to previously approved minute: Scholarly leave of absence for Dr. Barbara Medoff-Cooper, Professor of Nursing in the Standing Faculty of the School of Nursing for the period January 1, 2004 to December 31, 2004 with full salary (50% from the sabbatical budget and 50% from grants) full benefits continued [21 credits will be accrued; 12 credits will be used] is corrected to read [22 credits will be accrued; 12 credits will be used] [Refer to PSC of April 18, 2003, October 17, 2003, and May 13, 2004]

Cancellation of Previously Approved Leave
Cancellation of previously approved leave: Scholarly leave of absence for Dr. Karen Buhler-Wilkerson, Professor of Community Health Nursing in the Standing Faculty of the School of Nursing for the period September 1, 2004 to May 31, 2005 with partial salary (50% salary from the sabbatical budget, 20% salary from clinical sources, additional partial salary may be negotiated); full benefits continued is cancelled at her request.

Leave of Absence
Continuation of leave of absence for employment elsewhere for Dr. Freida Outlaw, Associate Professor of Psychiatric Mental Health Nursing in the Standing Faculty of the School of Nursing for the 2004-2005 academic year without salary; any benefits continued are without University contribution. [1 credit is accrued; 0 credits used].

ASSOCIATED FAULTY

New Appointments
Authorization to offer appointment to Dr. Suzanne Brennan as Clinical 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 on duties assigned; not in tenure probationary status in this appointment).
Authorization to offer appointment to Dr. Nina Chychula 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 on duties assigned; not in tenure probationary status in this appointment).

Authorization to offer appointment to Dr. Donna Patterson as Clinical Assistant Professor 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).

Authorization to offer appointment to Dr. Jean Whelan as Adjunct Assistant Professor of Nursing of 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).

Correction to Previously Approved Minute
Correction to previously approved minute – SHOULD READ: Authorization to offer appointment to Dr. Suzanne Brennan as Clinical 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 on duties assigned; not in tenure probationary status in this appointment). [Refer to PSCS of 6/25/2004]

Correction to previously approved minute – SHOULD READ: Authorization to offer appointment to Dr. Nina Chychula 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 on duties assigned; not in tenure probationary status in this appointment). [Refer to PSCS of 6/25/2004]

EMERITUS FACULTY

Reemployment Beyond Retirement
Reemployment beyond retirement of Dr. Margaret Cotroneo, Emeritus Associate Professor of Psychiatric Mental Health Nursing in the School of Nursing for academic year 2004-2005 with partial salary dependent on duties assigned.

SCHOOL OF VETERINARY MEDICINE

STANDING FACULTY

Promotions
Promotion of Dr. Dorothy Cimino Brown to Associate Professor of Surgery in Clinical Studies-Philadelphia in the Standing Faculty--Clinician-Educator of the School of Veterinary Medicine effective July 1, 2004 (full salary; non-tenure; appointment subject to the
Guidelines for Appointments and Promotions, January 8, 1985 or as amended).

Promotion of Dr. Amy Kapatkin to Associate Professor of Surgery in Clinical Studies-Philadelphia in the Standing Faculty of the School of Veterinary Medicine effective July 1, 2004 (full salary; non-tenure; appointment subject to the stipulations given in Guidelines for Appointments and Promotions, January 8, 1985 or as amended).

Promotion of Dr. 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).

Change in Title and Tenure Status
Change in title and tenure status for Dr. Regina Turner from Assistant Professor (in tenure probation) to Assistant Professor of Reproduction 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 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. Clinician-Educator review is academic year 2008-09.

Reappointments
Reappointment and Change of Name of Dr. Elizabeth Hammer to Dr. Elizabeth Davidson as Assistant Professor of Sports 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; 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. Eric Birks as Assistant Professor of Exercise Physiology in Clinical Studies/New Bolton Center in the Standing Faculty of the School of Veterinary Medicine for three years effective July 1, 2004 (full salary; tenure probationary period commenced July 1, 1998). Mandatory tenure review is academic year 2006-2007.

Reappointment of Dr. Ilana R. Reisner as Assistant Professor of Behavioral Medicine, in Clinical Studies-Philadelphia in the Standing Faculty—Clinician-Educator of the School of Veterinary 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. Clinician-Educator review is academic year 2009-2010.

Resignation
Resignation of Dr. Amy Kapatkin to Associate Professor of Surgery in Clinical Studies-Philadelphia in the Standing Faculty of the School of Veterinary Medicine effective September 30, 2004.

**EMERITUS FACULTY**

**Reemployment beyond Retirement**

Reemployment beyond retirement of Dr. Donald F. Patterson, Professor Emeritus of Medical Genetics, for one year effective July 1, 2004 with partial salary dependent on duties.

Reemployment beyond retirement of Dr. Andrew Wood, Professor Emeritus of Radiology, for one year effective July 1, 2004 with partial salary dependent on duties.

Reemployment beyond retirement of Dr. James W. Buchanan, Professor Emeritus of Cardiology, for one year effective July 1, 2004 with partial salary dependent on duties.

Reemployment beyond retirement of Dr. Darryl N. Biery, Professor Emeritus of Radiology, for one year effective July 1, 2004 with partial salary dependent on duties.

**ASSOCIATED FACULTY**

**New Appointments**

Authorization to offer appointment to Dr. Sharon M. Huston as Adjunct Assistant Professor of Cardiology in Clinical Studies-Philadelphia in the Associated Faculty of the School of Veterinary Medicine for five years effective July 1, 2004 (without salary; not in tenure probationary status in this appointment).

Authorization to offer appointment to Dr. Kevin J. Shanley as Adjunct Associate Professor of Dermatology in Clinical Studies-Philadelphia in the Associated Faculty of the School of Veterinary Medicine for five years effective July 1, 2004 (without salary; not in tenure probationary status in this appointment). Three years (January 1, 1988 to July 31, 1991) were spent as Assistant Professor; non-tenure probation.

**ROTC**

**ACADEMIC SUPPORT STAFF**

**Corrections to Previously Approved Minute**

Correction to previously approved minute -- Authorization to offer appointment to Lieutenant Megan Magee, USNR as the Freshman Class Naval Science Instructor and Advisor for the period July 1, 2004 to December 31, 2004 **SHOULD READ: for the period August 1, 2004 to June 30, 2006** (without salary; not in tenure probationary status in this appointment). [Refer to PSCS of 6/18/2004]
Correction to previously approved minute -- Authorization to offer appointment to Lieutenant Wyatt Smith, USNR as the Sophomore Class Naval Science Instructor and Advisor for the period July 1, 2004 to December 31, 2004 SHOULD READ: for the period August 1, 2004 to June 30, 2006 (without salary; not in tenure probationary status in this appointment). [Refer to PSCS of 6/18/2004]

SCHOOL OF SOCIAL WORK

STANDING FACULTY

New Appointments
Authorization to offer appointment to Dr. Joan K. Davitt as Assistant Professor of Social Work in the Standing Faculty in the School of Social Work for four years effective July 1, 2004 (full salary; tenure probationary period commences July 1, 2004). Mandatory tenure review is academic year 2009-10.

Authorization to offer appointment to Dr. Laura Ann McCloskey as Associate Professor of Social Work in the Standing Faculty of the School of Social Work for five years effective July 1, 2004 (full salary; tenure probationary period commences July 1, 2004). Mandatory tenure review is academic year 2007-08.

ASSOCIATED FACULTY

New Appointments
Authorization to offer appointment to Dr. Steven C. Marcus as Research Associate Professor of Social Work in the Associated Faculty of the School of Social Work 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).

Authorization to offer appointment to Dr. Jung Min Park as Research Assistant Professor of Social Work in the Associated Faculty of the School of Social Work for four years effective July 1, 2004, contingent on appropriate visa or for the duration of the grant or contract which supports his work, whichever is the shorter period of time (full salary; without obligation on the part of the University to continue salary and benefits beyond termination of these research funds; with a non-tenure probationary period which commenced July 1, 2004). Mandatory review year is academic year 2009-10.

Leave of Absence
Scholarly leave of absence for Dr. Yin Ling Irene Wong, Associate Professor of Social Work in the Standing Faculty of the School of Social Work for the Spring semester 2005 with up to full salary; full benefits continued. [19 credits will be accrued; 12 credits will be used.]
WHARTON SCHOOL

STANDING FACULTY

Appointment Authorizations

Authorization to offer appointment to Dr. Benjamin A. Campbell as Assistant Professor of Management in the Standing Faculty of the Wharton School for three years effective July 1, 2004 (full salary; tenure probationary period commences July 1, 2004). Mandatory tenure review is academic year 2009-10.

Authorization to offer appointment to Dr. Saikat Chaudhuri as Assistant Professor of Management in the Standing Faculty of the Wharton School for three years effective July 1, 2004 contingent on appropriate visa permitting employment at the University and remaining in effect for the duration of the appointment (full salary; tenure probationary period commences July 1, 2004). Mandatory tenure review is academic year 2009-10.

Authorization to offer appointment to Mr. Guy David as Assistant Professor of Health Care Systems in the Standing Faculty of the Wharton School for three years effective July 1, 2004 contingent on appropriate visa permitting employment at the University and remaining in effect for the duration of the appointment and contingent upon the completion of all the requirements for the Ph.D. degree by the date, otherwise appointment as Lecturer C in the Academic Support Staff for one year (full salary; tenure probationary period commences with appointment as Assistant Professor).

Authorization to offer appointment to Dr. Gerson (Gary) Dushnitsky as Assistant Professor of Management in the Standing Faculty of the Wharton School for three years effective July 1, 2004 contingent on appropriate visa permitting employment at the University and remaining in effect for the duration of the appointment (full salary; tenure probationary period commences July 1, 2004). Mandatory tenure review is academic year 2009-10.

Authorization to offer appointment to Dr. Itay Goldstein as Assistant Professor of Finance in the Standing Faculty of the Wharton School for three years effective July 1, 2004 contingent on appropriate visa permitting employment at the University and remaining in effect for the duration of the appointment (full salary; tenure probationary period commences July 1, 2004). Mandatory tenure review is academic year 2009-10.

Authorization to offer appointment to Mr. Fernando V. Ferreira as Assistant Professor of Real Estate in the Standing Faculty of the Wharton School for three years effective July 1, 2004 contingent on appropriate visa permitting employment at the University and remaining in effect for the duration of the appointment and contingent upon the completion of all the requirements for the Ph.D. degree by the date, otherwise appointment as Lecturer C in the Academic Support Staff for one year (full salary; tenure probationary period commences with appointment as Assistant Professor).
Authorization to offer appointment to Dr. Scott E. Harrington as Professor of Health Care Systems in the Standing Faculty of the Wharton School effective July 1, 2004 (full salary; with tenure).

Authorization to offer appointment to Dr. Thomas N. Hubbard as Associate Professor of Business and Public Policy in the Standing Faculty of the Wharton School effective July 1, 2004 (full salary; with tenure).

Authorization to offer appointment to Mr. Waheed Hussain as Assistant Professor of Legal Studies in the Standing Faculty of the Wharton School for three years effective July 1, 2004 contingent on appropriate visa permitting employment at the University and remaining in effect for the duration of the appointment and contingent upon the completion of all the requirements for the Ph.D. degree by the date, otherwise appointment as Lecturer C in the Academic Support Staff for one year (full salary; tenure probationary period commences with appointment as Assistant Professor).

Authorization to offer appointment to Dr. Dawn Iacobucci as Professor of Marketing in the Standing Faculty of the Wharton School effective July 1, 2004 (full salary; with tenure).

Authorization to offer appointment to Ms. Sarah Kaplan as Assistant Professor of Management in the Standing Faculty of the Wharton School for three years effective July 1, 2004 contingent upon the completion of all the requirements for the Ph.D. degree by the date, otherwise appointment as Lecturer C in the Academic Support Staff for one year (full salary; tenure probationary period commences with appointment as Assistant Professor). Mandatory tenure review is academic year 2009-10.

Authorization to offer appointment to Dr. Leonid Kogan as Associate Professor of Finance in the Standing Faculty of the Wharton School effective July 1, 2004 (full salary; with tenure).

Authorization to offer appointment to Mr. Vinay B. Nair as Assistant Professor of Finance in the Standing Faculty of the Wharton School for three years effective July 1, 2004 contingent on appropriate visa permitting employment at the University and remaining in effect for the duration of the appointment and contingent upon the completion of all the requirements for the Ph.D. degree by that date, otherwise appointment as Lecturer C in the Academic Support Staff for one year (full salary; tenure probationary period commences with appointment as Assistant Professor).

Authorization to offer appointment to Mr. Stavros Panageas as Assistant Professor of Finance in the Standing Faculty of the Wharton School for three years effective July 1, 2004 contingent on appropriate visa permitting employment at the University and remaining in effect for the duration of the appointment and contingent upon the completion of all the requirements for the Ph.D. degree by that date, otherwise appointment as Lecturer C in the Academic Support Staff for one year (full salary; tenure probationary period commences with appointment as Assistant Professor).
Authorization to offer appointment to Dr. Michael R. Roberts as Assistant Professor of Finance in the Standing Faculty of the Wharton School for three years effective July 1, 2004 (full salary; tenure probationary period commences July 1, 2004). Mandatory tenure review is academic year 2009-10.

Authorization to offer appointment to Ms. Deborah A. Small as Assistant Professor of Marketing in the Standing Faculty of the Wharton School for three years effective July 1, 2004 contingent upon the completion of all the requirements for the Ph.D. degree by that date, otherwise appointment as Lecturer C in the Academic Support Staff for one year (full salary; tenure probationary period commences with appointment as Assistant Professor).

Authorization to offer appointment to Dr. Betsey Stevenson as Assistant Professor of Business and Public Policy in the Standing Faculty of the Wharton School for three years effective July 1, 2004 (full salary; tenure probationary period commences July 1, 2004).

Authorization to offer appointment to Dr. Jessica A. Wachter as Assistant Professor of Finance in the Standing Faculty of the Wharton School for three years effective July 1, 2004 (full salary; tenure probationary period commences July 1, 2004). Mandatory tenure review is academic year 2009-10.

Authorization to offer appointment to Mr. Kevin Werbach as Assistant Professor of Legal Studies in the Standing Faculty of the Wharton School for three years effective July 1, 2004 (full salary; tenure probationary period commences July 1, 2004). Mandatory tenure review is academic year 2009-10.

Authorization to offer appointment to Mr. Senthil Veeraraghavan as Assistant Professor of Operations and Information Management in the Standing Faculty of the Wharton School for three years effective July 1, 2004 contingent on appropriate visa permitting employment at the University and remaining in effect for the duration of the appointment and contingent upon the completion of all the requirements for the Ph.D. degree by the date, otherwise appointment as Lecturer C in the Academic Support Staff for one year (full salary; tenure probationary period commences with appointment as Assistant Professor).

Authorization to offer appointment to Dr. Justin Wolfers as Assistant Professor of Business and Public Policy in the Standing Faculty of the Wharton School for three years effective July 1, 2004 contingent on appropriate visa permitting employment at the University and remaining in effect for the duration of the appointment (full salary; tenure probationary period commences July 1, 2004). Mandatory tenure review is academic year 2009-10.

Authorization to offer appointment to Ms. Grace Wong as Assistant Professor of Real Estate in the Standing Faculty of the Wharton School for three years effective July 1, 2004 contingent on appropriate visa permitting employment at the University and remaining in effect for the duration of the appointment and contingent upon the completion of all the requirements for the Ph.D. degree by the date, otherwise appointment as Lecturer C in
the Academic Support Staff for one year (full salary; tenure probationary period commences with appointment as Assistant Professor).

Promotions

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

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

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

Promotion of Dr. Christian Terwiesch to Associate Professor of Operations and Information Management in the Standing Faculty of the Wharton School effective July 1, 2004 (full salary; with tenure). PSC 3/17/2004

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

Extension to Approved Reappointment Authorization and Tenure Probationary Period

Extension to Approved Reappointment Authorization and Tenure Probationary Period for Dr. Elaine Zanutto as Assistant Professor of Statistics in the Standing Faculty of the Wharton School for one year effective July 1, 2005 (full salary; tenure probationary period commenced July 1, 1998 and was previously adjusted by one year pursuant to paragraph A.1 of the policy on extension of tenure probationary period, March 19, 1997, or as amended) Adjusted mandatory tenure review is academic year 2005-06. This extension is granted pursuant to paragraph A.2 of the policy on extension of tenure probationary period, March 18, 1997 or as amended. [Refer to PSC Action of June 20, 2003]

Secondary Reappointments

Continuation of secondary appointment of Dr. Robert Inman, the Richard King Mellon Professor of Finance, as Professor of Business and Public Policy for five years effective July 1, 2004 with voting rights.

Continuation of secondary appointment of Mark V. Pauly, the John M. Bendheim, W’40 and Thomas L. Bendheim WG’90 Professor, as Professor of Business and Public Policy for five years effective July 1, 2004 with voting rights.

Leave of Absence

Leave of Absence for employment elsewhere for Dr. Yu-Sheng Zheng, Professor of Operations and Information Management in the Standing Faculty of the Wharton School, for the period July 1, 2004 to December 31, 2004 without salary; appropriate benefits continued [6 credits will be accrued; 0 credits will be used]
Degree Compliance and Acceptances

Degree Compliance and Acceptance -- Appointment of Dr. Guy David as Assistant Professor of Health Care Systems in the Standing Faculty of the Wharton School for three years effective July 1, 2004 contingent on appropriate visa permitting employment at the University and remaining in effect for the duration of the appointment (full salary; tenure probationary period commenced July 1, 2004). Mandatory tenure review is academic year 2009-10. [This appointment will be as Lecturer C for one year effective July 1, 2004 or until the H-1 visa is appropriately received.] [Refer to PSC Action of June 1, 2004]

Degree Compliance and Acceptance -- Appointment of Dr. Fernando V. Ferreira as Assistant Professor of Real Estate in the Standing Faculty of the Wharton School for three years effective July 1, 2004 contingent on appropriate visa permitting employment at the University and remaining in effect for the duration of the appointment (full salary; tenure probationary period commenced July 1, 2004). Mandatory tenure review is academic year 2009-10. [This appointment will be as Lecturer C for one year effective July 1, 2004 or until the H-1 visa is appropriately received.] [Refer to PSC Action of June 1, 2004]

Degree Compliance and Acceptance -- Appointment of Dr. Shane T. Jensen as Assistant Professor of Statistics in the Standing Faculty of the Wharton School for three years effective July 1, 2004 contingent on appropriate visa permitting employment at the University and remaining in effect for the duration of the appointment (full salary; tenure probationary period commenced July 1, 2004). Mandatory tenure review is academic year 2009-10. [This appointment will be as Lecturer C for one year effective July 1, 2004 or until the H-1 visa is appropriately received.] [Refer to PSC Action of June 23, 2004]

Degree Compliance and Acceptance -- Appointment of Dr. Sarah Kaplan as Assistant Professor of Management in the Standing Faculty of the Wharton School for three years effective July 1, 2004 (full salary; tenure probationary period commenced July 1, 2004). Mandatory tenure review is academic year 2009-10. [Refer to PSC Action of June 1, 2004 and Refer to PSC Action of June 23, 2004]

Degree Compliance and Acceptance -- Dr. Senthil Veeraraghavan as Assistant Professor of Operations and Information Management in the Standing Faculty of the Wharton School for three years effective July 1, 2004 contingent on appropriate visa permitting employment at the University and remaining in effect for the duration of the appointment (full salary; tenure probationary period commenced July 1, 2004). Mandatory tenure review is academic year 2009-10. [Refer to PSC Action of June 1, 2004]

Degree Compliance and Acceptance -- Appointment of Dr. Grace Wong as Assistant Professor of Real Estate in the Standing Faculty of the Wharton School for three years effective July 1, 2004 contingent on appropriate visa permitting employment at the University and remaining in effect for the duration of the appointment (full salary; tenure probationary period commenced July 1, 2004). Mandatory tenure review is academic year 2009-10. [This appointment will be as Lecturer C for one year effective July 1, 2004 or until the H-1 visa is appropriately received.] [Refer to PSC Action of June 1, 2004]
Degree Compliance and Acceptance — Appointment of Dr. Motohiro Yogo as Assistant Professor of Finance in the Standing Faculty of the Wharton School for three years effective July 1, 2004 (full salary; tenure probationary period commenced July 1, 2004). Mandatory tenure review is academic year 2009-10. [Refer to PSC Action of June 23, 2004]

**EMERITUS FACULTY**

Reemployment Beyond Retirement

Reemployment beyond retirement of Dr. William M. Evan, Professor Emeritus of Sociology and Management, for the period July 1, 2004 to June 30, 2005 with partial salary dependent on duties assigned.

Reemployment beyond retirement of Howard V. Perlmutter, Emeritus Professor of Management, for the period July 1, 2004 to June 30, 2005 with partial salary dependent on duties assigned.

Reemployment beyond retirement of Dr. Edward Shils, Emeritus Professor of Management, for the period July 1, 2004 to June 30, 2005 with partial salary dependent on duties assigned.

Reemployment beyond retirement of Dr. Ross A. Webber, Emeritus Professor of Management, for the period July 1, 2004 to June 30, 2005 with partial salary dependent on duties assigned.

Correction to Previously Approved Minute

Correction to previously approved minute — Reemployment beyond retirement of Dr. Jamshed Ghandi, Associate Professor Emeritus of Finance, for the period July 1, 2004 to June 30, 2005 with partial salary dependent on duties assigned. SHOULD READ Reemployment beyond retirement of Dr. Jamshed Ghandhi, Associate Professor Emeritus of Finance, for the period July 1, 2004 to June 30, 2005 with partial salary dependent on duties assigned. [Refer to PSC of June 25, 2004]

**ASSOCIATED FACULTY**

New Appointments

Authorization to offer appointment to Dr. Armeane M. Choksi as Adjunct Professor of Business and Public Policy in the Associated Faculty of the Wharton School for the period July 1, 2004 to December 2004 (partial salary dependent upon duties assigned; not in tenure probationary status in this appointment.

Authorization to offer appointment to Dr. Luann J. Lynch as Visiting Assistant Professor of Accounting in the Associated Faculty of the Wharton School for the period July 1, 2004 to June 30, 2005 (full salary with health and life insurance benefits; not in tenure probationary status in this appointment.
Authorization to offer appointment to Dr. Atul A. Nerkar as Visiting Assistant Professor of Management in the Associated Faculty of the Wharton School for the period July 1, 2004 to June 30, 2005 (full salary with health and life insurance benefits; not in tenure probationary status in this appointment).

Appointment of Dr. Keith E. Niedermeier as Visiting Assistant Professor of Marketing in the Associated Faculty of the Wharton School for the period July 1, 2004 to June 30, 2005 (full salary with health and life insurance benefits; not in tenure probationary status in this appointment).

Authorization to offer appointment to Dr. Mary A. O'Sullivan as Visiting Associate Professor of Management in the Associated Faculty of the Wharton School for the period July 1, 2004 to June 30, 2005 (full salary with health and life insurance benefits; not in tenure probationary status in this appointment).

Authorization to offer appointment to Dr. Amy A. Shuen as Adjunct Associate Professor of Management in the Associated Faculty of the Wharton School for the period July 1, 2004 to June 30, 2005 (partial salary dependent upon duties assigned; not in tenure probationary status in this appointment).

Authorization to offer appointment to Dr. Jack B. Soll as Visiting Associate Professor of Operations and Information Management in the Associated Faculty of the Wharton School for the period July 1, 2004 to June 30, 2005 (full salary with health and life insurance benefits; not in tenure probationary status in this appointment).

Authorization to offer appointment to Dr. Danielle E. Warren as Visiting Assistant Professor of Legal Studies in the Associated Faculty of the Wharton School for the period July 1, 2004 to June 30, 2005 (full salary with health and life insurance benefits; not in tenure probationary status in this appointment).

Reappointment
Reappointment of Dr. Larry M. Robbins as Adjunct Professor of Management in the Associated Faculty of the Wharton School for the period July 1, 2004 to June 30, 2007 or for the duration of his administrative appointment, whichever is the shorter period of time (partial salary dependent on duties assigned; not in tenure probationary status in this appointment).

Promotion and Reappointments
Promotion and reappointment of Dr. Helene Elting to Adjunct Associate Professor of Management in the Associated Faculty of the Wharton School for three years effective July 1, 2004 (partial salary dependent upon duties assigned; not in tenure probationary status in this appointment).

Promotion and reappointment of Dr. Maria Rieders as Adjunct Professor of Operations and Information Management in the Associated Faculty of the Wharton School for three
years July 1, 2004 (partial salary dependent on duties assigned; not in tenure probationary status in this appointment).
Resolution to Authorize the Renovation of Law School Classrooms 1, 2, 213, and 214, and Infrastructure-Related Improvements in Roberts Hall in the Amount of $5.0 Million

Intention:

The Law School wishes to proceed with the design, construction, and renovations of the four main lecture classrooms, 1, 2, 213, and 214, in Roberts Hall. These classrooms have not been renovated since their construction in the 1960s. The classrooms today are in poor physical condition and provide inadequate accessibility for disabled students and faculty. In addition, the configuration of these classrooms does not sufficiently meet the academic needs of students according to modern law classroom standards. The configuration and technical capability of the newly renovated classrooms will conform to the standards of high-caliber law schools. The technical and aesthetic modifications will promote academic interaction between faculty and students. Work will include new seating configurations, advanced internet and network connections, handicap accessibility, HVAC upgrades, sprinkler and fire protection, enhanced sound system, and improved lighting. Renovations will also include the addition of windows and façade improvements to the second floor classrooms thus opening the space to Chestnut Street. The project is estimated to cost $5.0 million and will be funded by a combination of the Law School’s general operating funds and gifts.

RESOLVED, that the design, construction and renovation of Roberts Hall classrooms 1, 2, 213, and 214, and related infrastructure improvements, estimated to cost $5.0 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 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 Design and Construction of Co-Located Services in the Van Pelt-Dietrich Library in the Amount of $2.0 Million

Intention:

The School of Arts and Sciences and the University Library wish to proceed with the design and construction of co-located services to be housed in the first floor of Van Pelt-Dietrich Library. These renovations will allow both the Library and SAS to integrate three distinct, closely related entities: technology, digital media, and a student learning laboratory. The practical reason for co-locating these services is because they share a common audience, undergraduate students. These services are intended to enhance the teaching of students, increase effectiveness of faculty, and promote collaboration among teachers, students, and support staff while providing a setting that encourages interaction among the individuals involved in this effort. This project will also allow utilization of modern multiple media technology to enhance academic and literacy skills. The work will include the creation of group workstation laboratories, smaller group workstation areas, video/presentation rooms, data analysis area, new faculty and professional staff offices, and an open office environment for support staff. Work will also include new lighting and mechanical, electrical and heating, ventilation and air conditioning upgrades. The project is estimated to cost $2.0 million and will be funded by gifts.

RESOLVED, that the design and construction of co-located services to be housed in the first floor of Van Pelt-Dietrich Library, estimated to cost $2.0 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 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 Five-Year Lease for the Department of Academic Support Programs in Hamilton Mall, 40\textsuperscript{th} Street in the Amount of $1.4 Million (present value)

Intention:

The Department of Academic Support Programs (pre-college programs, main office, and McNair) is currently located in Harnwell College House. Renovations to Harnwell College House include converting administrative office space to residential use. In order to proceed with these renovations, the Department of Academic Support Programs must re-locate. At this time the Department wishes to proceed with a five-year lease of approximately 8,400 rentable square feet in Hamilton Mall, a UCA-owned property located at 40\textsuperscript{th} Street. (UCA is a wholly owned subsidiary of the University.) This location provides space for private consultations, work areas for support staff, and offices accessible to the students served by these programs. Estimated capital costs will be funded by Housing and Conference Services in the amount of $672,000 and the estimated operating costs of the lease will be funded by the Vice Provost for University Life’s Operating Budget in the amount of $723,673 for a total estimated cost of $1.4 million (present value).

RESOLVED, that the five year lease for the Department of Academic Support Programs, estimated to cost $1.4 million, be and the same hereby is 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 Five-Year Lease for the Office of Fraternity and Sorority Affairs at 3933 Walnut Street in the Amount of $1.2 Million (present value)

Intention:

The Office of Fraternity and Sorority Affairs (OFSA) is currently located in Harnwell College House. Renovations to Harnwell College House include converting administrative office space to residential use. In order to proceed with these renovations, OFSA must relocate. At this time OFSA wishes to proceed with a five-year lease of approximately 4,690 rentable square feet at 3933 Walnut Street, a UCA-owned property. (UCA is a wholly owned subsidiary of the University.) This location provides space for private consultations, work areas for support staff, and offices accessible to the students served by OFSA. Estimated capital costs will be funded by Housing and Conference Services in the amount of $731,382 and the estimated operating costs of the lease will be funded by the Vice Provost for University Life’s Operating Budget in the amount of $466,973 for a total estimated cost of $1.2 million (present value).

RESOLVED, that the five year lease for the Office of Fraternity and Sorority Affairs, estimated to cost $1.2 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 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 Pledging of a Reserve in Escrow in Connection with the Release of the University Guarantee of Student Loans

Intention:

In 1992, the Trustees authorized the University to offer a loan program (the Penn Guaranteed Loan Program or PGL) to undergraduate, graduate and professional students under which the University would guaranty the student obligations. This strategy, in part, enabled the University to maintain its need-blind admissions policy. In 1999, the Trustees authorized the expansion of PGL to include a special program for Wharton MBA students. The expansion enabled Wharton to maintain its competitive profile with its elite peer institutions. Under the terms of the program, the loan is non-credit based and the University guarantees the full amount of the loan. The program was initially established with PNC Bank as the lender. The University established reserves to handle possible defaults, and, to date, reserves have been sufficient. (In 2001, in order to manage the growth of its contingent liability, the University restructured the graduate and professional component of the PGL, including Wharton, with Citibank to be a shared risk model). As of June 30, 2004, the total contingent liability of the University was $141 million which includes the following:

<table>
<thead>
<tr>
<th></th>
<th>PNC</th>
<th>Citibank</th>
</tr>
</thead>
<tbody>
<tr>
<td>Undergraduate</td>
<td>$10,155,973</td>
<td>$8,746,744</td>
</tr>
<tr>
<td>Graduate</td>
<td>$34,217,982</td>
<td>$0</td>
</tr>
<tr>
<td>Wharton MBA</td>
<td>$45,608,496</td>
<td>$41,275,209</td>
</tr>
<tr>
<td>Total (1)</td>
<td>$89,982,451</td>
<td>$50,021,953</td>
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(1) Excludes Nellie Mae and Mellon programs

In response to management inquiries, PNC has provided the University with a proposal to release the University from its contingent liability for the graduate student and Wharton component. Under the terms of the proposal, PNC would transfer certain loans to a third party, releasing the University from its guaranty on those loans. The third party would require the University to establish an escrow to handle defaults up to a negotiated dollar amount. It is expected the escrow amount would be consistent with the amount of reserves the University has previously established. Servicing of the loans would not change and there would be no or minimal disruption to our alumni. The University would remain fully liable for undergraduate loans.

Management has analyzed the historical pattern of defaults with the assistance of an external consultant. Management recommends acceptance of the proposal as it will, in effect, set a cap for the amount of potential financial risk under the PGL program for this loan portfolio as well as potentially allowing reserves to be directed to other uses.

RESOLVED, that a reserve is hereby authorized to be established in escrow whereby loan losses incurred by the purchaser of student loans currently guaranteed by the University to
PNC Bank can be offset to the extent of the reserve balance, interest earned thereon, and recoveries deposited thereto; that the amount of the reserve be limited to 110% of the amount of reserves currently securing said loans or be an amount agreed to by the President, Chairman of the Board, and Chairman of the Trustee Committee on Budget and Finance.

**FURTHER RESOLVED**, that the Executive Vice President or other appropriate officer of the University by and is hereby authorized to execute the necessary documents to fulfill the intention of this resolution as presented to the Committee on Budget and Finance.
Resolution to Appoint Dr. Herbert Kean and Mr. Samuel Rhoads to the Board of Managers of the Wistar Institute

RESOLVED, that Dr. Herbert Kean, duly nominated for membership by action of the Board of Managers of the Wistar Institute, be appointed on an interim basis for the period from October 14, 2004, to the 2005 annual election of the Board of Managers.

FURTHER RESOLVED, that Samuel Rhoads, as stipulated in the Wistar Institute Deeds of Trust, appointed by the oldest living Wistar family member, S. Edward Rhoads, be appointed to serve as the Wistar family representative on the Board of Managers.
Resolution to Appoint Congressman Harold Ford, Jr., and Mr. John Timoney to the Advisory Board of the Institute of Urban Research

RESOLVED, that Congressman Harold Ford, Jr., and Mr. John Timoney be appointed to the Advisory Board of the Institute of Urban Research for three-year terms, effective October 14, 2004.

Congressman Harold Ford Jr. was sworn in to represent the Ninth District of Tennessee in 1996 at age 26, and is now serving in his fourth term in the House. Congressman Ford received his Law Degree from the University of Michigan School of Law in 1996. He earned a bachelor's degree in American History from the University of Pennsylvania in 1992. Since he was elected in 1996, Ford's main focus has been improving education, serving on the Education and the Workforce Committee for three terms. Ford is a consistent supporter not only of increased funding for education, but also of stronger accountability in public schools.

John Timoney currently serves as the Chief of Police for the City of Miami, a position he has held since 2003. Mr. Timoney has a distinguished career in law enforcement, an extensive educational background—with both bachelor’s and master’s degrees in Urban Planning from Hunter College and a graduate degree from the Police Management Institute at Columbia University—and expert managerial abilities. He is recognized as a national expert in the area of police-related shootings. Mr. Timoney began his police career as a rookie in July 1969 and rapidly rose through the ranks of the New York Police Department obtaining promotions to the ranks of sergeant, lieutenant, captain, deputy inspector, inspector and deputy chief. In 1994, he was the youngest person in the history of New York City to hold the four-star position of Chief of Department. He was appointed First Deputy Commissioner in 1995, the second highest rank in the New York City Police Department, and helped to reorganize the NYPD. Mr. Timoney is one of three individuals in the nation credited with the creation of an innovative data-tracking system called CompStat that applies new techniques in law enforcement. He is the recipient of over 65 Department Medals, including the prestigious Medal of Valor. He served as Philadelphia’s Police Commissioner from 1998 to 2002.
RESOLVED, that Gloria S. Drosdick be appointed to the Board of Overseers of the School of Nursing for a three-year term, effective October 14, 2004.

Gloria S. Drosdick is a licensed registered nurse on active status with the Pennsylvania Department of State’s Bureau of Professional and Occupational Affairs. Prior to this, Mrs. Drosdick practiced nursing in California for ten years. She is an active civic leader and is on the boards of the Kimmel Center and the Philadelphia Museum of Art. Mrs. Drosdick is also involved with the Pennsylvania Ballet, the Philadelphia Orchestra and the Academy of Music.
Resolution to Appoint Erik D. Gershwind to the Board of Overseers of the University Libraries and to Reappoint Ronald F. E. Weissman

RESOLVED, that Erik D. Gershwind be appointed to the Board of Overseers of the University Libraries for a three-year term, and that Ronald F. E. Weissman be reappointed for a three-year term, both effective October 14, 2004.

Erik D. Gershwind, W'93, is Vice President of the MRO Division of MSC Industrial Direct Company, Inc., a company founded by his grandfather, which markets tools and other industrial supplies. Mr. Gershwind is a member of MSC's Executive Team and co-chairs the Strategic Planning Team. He joined MSC in 1996 as manager of the Acquisition Integration Initiative. Mr. Gershwind also served as District Sales Manager for the metropolitan New York/New Jersey market and built MSC's Internet business as the company's first Director of e-Commerce. He is Director of both the Gershwind Family Foundation and the Jacobson Family Foundation. Mr. Gershwind is also on the board of the Sid Jacobson Jewish Community Center in Roslyn, NY. He graduated summa cum laude from Wharton and magna cum laude from Harvard Law School.

Ronald F. E. Weissman is a partner with Apex Partners. Previously, Mr. Weissman was Vice President of Corporate Marketing for Verity, Inc., a leading provider of search and retrieval applications for the Internet. Before joining Verity in 1997, he was Vice President for Marketing at Filoli Information Systems Company. He spent more than five years at NeXT Computer as Director of Corporate Marketing and Director of European Marketing. Mr. Weissman previously served as a member of the Library Board from 1994 to 2003.
Resolution to Appoint Robbi Toll to the Board of Overseers of the Institute of Contemporary Art

RESOLVED, that Robbi Toll be appointed to the Board of Overseers of the Institute of Contemporary Art for a three-year term, effective October 14, 2004.

Robbi Toll, PAR'91, PAR'97, PAR’03, is former President of RST Designs, Inc., an interior design company. Mrs. Toll has served on Penn’s College House Advisory Board, the Parents Executive Board, and as co-Chair of Penn’s Parents Fund Committee. She is a trustee of the National Museum of American Jewish History. Mrs. Toll is also active with the Please Touch Museum, Abington Memorial Hospital, Children’s Hospital of Philadelphia, the Philadelphia Museum of Art, and the Pennsylvania Academy of Fine Arts.
Resolution to Appoint Lisa M. Aldisert to the Board of Overseers of the Annenberg Center for the Performing Arts

RESOLVED, that Lisa M. Aldisert be appointed to the Board of Overseers of the Annenberg Center for the Performing Arts for a three-year term, effective October 14, 2004.

Lisa M. Aldisert, CW'75, G'75, is President of Pharos Alliance, LLC, a New York-based business advisory firm specializing in strategic business growth and leadership development. Prior to this, Ms. Aldisert founded a customized women’s apparel firm, La Bella Figura, Inc., featuring the Lisa Aldisert Collection. Previously, she served as Vice President of First Interstate Bank, Ltd. Ms. Aldisert is co-author of the *Small Business Money Guide: How to Get It, Use it, Keep It* (Wiley 1999). Her latest book is *Valuing People: How Human Capital Can be Your Strongest Asset* (Dearborn 2002). Ms. Aldisert served as President of the New York Tri-State Chapter of the National Speakers Association from 1996 to 1998. She is also a faculty member at the Off-Campus College of Cornell University’s School of Industrial and Labor Relations. Following her graduation from Penn, Ms. Aldisert received an MBA from Columbia University. At Penn, Ms. Aldisert has served as Vice President of the Penn Club of New York Board since July 2004, where she has also been Chair of the Programming Committee since 1999. Ms. Aldisert is also a member of the Trustees’ Council of Penn Women.
Resolution to Appoint Molly D. Shepard and Ellen Cohen Stein to the Board of Overseers of the Graduate School of Education

RESOLVED, that Molly D. Shepard and Ellen Cohen Stein be appointed to the Board of Overseers of the Graduate School of Education for three-year terms, effective October 14, 2004.

Molly D. Shepard, GED’79, is founder and Chief Executive Officer of the Leader’s Edge, an executive coaching firm serving women in middle-management positions, with offices in Philadelphia and New York. Prior to founding the Leader’s Edge, Ms. Shepard served as President of Manchester, Inc., one of the world’s largest career development consulting firms. Earlier in her career, she was Regional Vice President for Hay Career Consultants, a division of the Hay Group. Ms. Shepard is currently Chair of the Board of WHYY, Inc. She is also Chair Emerita of the United Way of Southeastern Pennsylvania. Ms. Shepard is a former member of the boards of directors of the American Heart Association of Southeastern Pennsylvania, Keystone Bank, and the World Affairs Council of Philadelphia. She received her bachelor’s degree from Wheaton College and a master’s in psychological services and counseling from Penn’s Graduate School of Education.

Ellen Cohen Stein, CW’69, is Head of School at the Dalton School, a K-12 preparatory school in New York. Prior to this promotion, Ms. Stein served as Director and Associate Head of School for Dalton’s elementary school from 1994 to 2000. She is the first alumna of the Dalton School to serve as its head. Ms. Cohen began her teaching career in the lower school of the Brearley School and served as Latin Teacher, Admissions Director, Development Director and Vice Principal of Friends Seminary, prior to joining Dalton. After graduating from Penn, Ms. Stein earned an MBA from Columbia University. She serves on the Education Advisory Council of New York University’s Child Study Center.
Resolution to Appoint Dr. Martin D. Levin as Chair of the Board of Overseers of the School of Dental Medicine

RESOLVED, that Dr. Martin D. Levin be appointed as Chair of the Board of Overseers of the School of Dental Medicine for a three-year term, effective October 14, 2004.

Dr. Martin D. Levin, D’72, GD’74, has a private practice in endodontics in Chevy Chase, MD. Dr. Levin is a Diplomate of the American Board of Endodontics and a member of the College of Diplomates and Omicron Kappa Upsilon Honor Society. He is an Adjunct Assistant Professor of Postgraduate Endodontics at Nova Southeastern University College of Dental Medicine. Dr. Levin is also a consultant at Children’s National Medical Center in Washington, DC. At Penn, he has served on the School of Dental Medicine’s Board of Overseers since 1990. Dr. Levin is a member of the Penn Dental Alumni Society Board and, in 2000, was the recipient of its Alumni Award of Merit. He also co-chairs “The Hat in the Ring Society,” which raises funds to benefit the Penn Dental endodontic residents.