Resolution to Amend the Bylaws of Penn Medicine Regarding Certain Ex Officio Members

Intention:

In accordance with Article 7 of the Statutes of the Trustees of the University of Pennsylvania and Section 13 of the Bylaws of Penn Medicine, the Penn Medicine Executive Committee has recommended the amendment of Section 3.2 of the Bylaws of Penn Medicine to include the Vice President for Finance and Treasurer of the University of Pennsylvania ("University") as a member of the Penn Medicine Board ex officio. The Penn Medicine Executive Committee has further recommended the amendment of Section 4.1 to include the Executive Vice President of the University as a member of the Penn Medicine Executive Committee ex officio, in lieu of the Vice President for Finance and Treasurer of the University.

RESOLVED, that the Bylaws of Penn Medicine be amended to modify the ex officio membership of the Penn Medicine Board and the Penn Medicine Executive Committee to include the Vice President for Finance and Treasurer of the University as an ex officio member of the Penn Medicine Board and the Executive Vice President of the University as an ex officio member of the Penn Medicine Executive Committee. Specifically, it is resolved that Sections 3.2 and Section 4.1 of the Bylaws of Penn Medicine be amended and restated as follows (additions shown as underlined; deletions shown as strikethroughs):

3.2 Number and Election. The Board shall be appointed by the University Trustees upon nomination by the Chairman of the University Trustees, the Chairman of the Penn Medicine Board and the President of the University, acting jointly, and shall consist of a number of persons not greater than forty (40) (not including members ex officio). The members of the Penn Medicine Board shall be persons who, by their experience and expertise, can further the mission of Penn Medicine. The Board shall include all members of the Penn Medicine Executive Committee. The Provost of the University, the Vice President for Finance and Treasurer of the University, the Executive Vice President of the University, the Chairman of the Board of Overseers of the School of Nursing, and the Chairmen of the HUP, PAH, PXH and PMC Boards shall serve as members of the Board ex-officio.

4.1 Establishment of Executive Committee. The Executive Committee shall consist of no more than 16 members. A majority of the Executive Committee members (not including the EVP/Dean, the Executive Vice President of the University, the Vice President for Finance and Treasurer, and the CEO) shall be University Trustees. The Executive Committee shall be nominated by the Chairman of the University Trustees, the Chairman of the Penn Medicine Board and the President of the University, acting jointly, approved by the University Trustees, and shall consist of the following:
(a) The Chairman of the Penn Medicine Board, who is also a University Trustee, and who shall be the Chairman of the Executive Committee.

(b) Five members of the Executive Committee shall serve _ex officio_, with vote:

1. The Chairman of the University Trustees, who is also a University Trustee;
2. The President of the University, who is also a University Trustee;
3. The Executive Vice President of the University for Penn Medicine/Dean of the Medical School ("EVP/Dean"); and
4. The Vice President for Finance and Treasurer of the University; and
5. The Executive Vice President of the University; and
6. The Chief Executive Officer of the Clinical Components ("CEO").

(c) The following persons shall also be appointed to the Executive Committee:

1. One (1) University Trustee who is a member of the University’s Budget and Finance Committee and who also shall serve as a member of the Penn Medicine Finance Committee;
2. One (1) University Trustee who is a member of the University’s Audit and Compliance Committee and who also shall serve as a member of the Penn Medicine Audit and Compliance Committee.

The appointed members of the Executive Committee shall serve at the pleasure of the Chairman of the University Trustees, the Chairman of the Penn Medicine Board, and the President of the University.
Resolution to Appoint Rebecca Bushnell as Dean of the School of Arts and Sciences

RESOLVED, that Rebecca Bushnell be appointed Dean of the School of Arts and Sciences, effective February 11, 2005.

A scholar of early modern English literature, culture and history, as well an expert on the literary genre of tragedy, Dr. Bushnell is a Professor of English who has served on the Penn faculty since 1982 and is also a member of the graduate groups in Comparative Literature and History. Her books include *Prophesying Tragedy: Sign and Voice in Sophocles' Theban Plays*, *Tragedies of Tyrants: Political Thought and Theater in the English Renaissance*, *A Culture of Teaching: Early Modern Humanism in Theory and Practice*, and *Green Desire*. She has recently edited a *Companion to Tragedy*. Dr. Bushnell has received grant support from the National Endowment for the Humanities and the American Council of Learned Societies. She is also a recipient of the University's Lindback Award for Distinguished Teaching.

From 1998 to 2003, Dr. Bushnell served as Associate Dean for Arts and Letters in the School of Arts and Sciences, overseeing faculty affairs, budgets, and strategic planning for humanities departments, centers, and programs. As Dean of the College of Arts and Sciences from 2003 to 2004, she led Penn's undergraduate programs in the liberal arts. She is a former Chair of the Graduate Group in English and from 1993 to 1994 directed the University-wide Presidential Commission on Strengthening the Community.
Resolution to Appoint John H. Zeller as Vice President for Development and Alumni Relations

RESOLVED, that John H. Zeller be appointed Vice President for Development and Alumni Relations, effective February 11, 2005.

Mr. Zeller became executive director for the Fund for Johns Hopkins Medicine in 1995 and was named Associate Vice President in 2000. During his tenure at Johns Hopkins, Mr. Zeller led the effort that raised more than $850 million for the Fund for Johns Hopkins Medicine. Mr. Zeller also developed and implemented a highly successful "grateful patient" giving program and increased donor support for capital projects.

Previously, he served as associate vice president for medical center development at the University of Rochester Medical Center, where he was responsible for achieving the medical center's $103 million portion of Rochester's $376 million Campaign for the '90s.

Mr. Zeller received a BA and MA in education from Elmira College in New York, where he served as director of admissions from 1979 to 1983. He joined Guthrie Medical Center in 1983 as director of development, and in 1987 became vice president for college relations and resource development at Ithaca College.

Mr. Zeller is a member of the Association of American Medical Colleges and the Council for Advancement and Support to Education.
Resolution to Appoint Scott R. Douglass as Vice President for
Finance and Treasurer

RESOLVED, that Scott R. Douglass be appointed Vice President for Finance and Treasurer, effective February 11, 2005.

Mr. Douglass joined the University in 1992, serving as Associate Dean at Wharton until his promotion to Senior Associate Dean in 1997. Prior to joining Penn, he served as the Secretary of Finance for the State of Delaware.

As the Senior Associate Dean at Wharton, Mr. Douglass served as Chief Financial and Operating Officer for one of the premier business schools managing a $250 million operating budget for 212 faculty, 500 staff, and 5,000 students. His oversight included directing management of a 150-person team in the areas of finance, budgeting, information technology, technology transfer, facilities and human resources.

Mr. Douglass’s responsibilities at Wharton included leading a team responsible for programming, design and construction of Jon M. Huntsman Hall; eliminating a structural budget deficit through business process re-engineering; redesign of the Executive Education finance system; and leading a team that developed the business plan for Wharton’s San Francisco campus.

While at the State of Delaware, Mr. Douglass served as the State’s Chief Financial Officer overseeing execution of a $1.7 billion operating budget, directing management of a 260-person team and serving as the Governor’s principal liaison to legislators and business leaders for developing and implementing fiscal and public policies. His operational oversight included revenue forecasting, tax collection, payroll, and accounting and annual debt issuance exceeding $250 million. He lead the effort to retain the State’s AA-plus bond rating during and after a prolonged recession, which made it the nation’s fifth highest-rated state—an improvement from twelfth at the start of the recession.

Mr. Douglass holds both a bachelor’s (1973) and a master’s degree (1976) in political science from the University of Delaware.
ANNENBERG SCHOOL FOR COMMUNICATION

STANDING FACULTY

Chair Designation
Designation of Dr. Michael X. Delli Carpini, Professor of Communication in the Standing Faculty of the Annenberg School for Communication, as the Walter H. Annenberg Dean retroactive to July 1, 2003 and coterminous with his appointment as Dean of the Annenberg School for Communication.

GRADUATE SCHOOL OF EDUCATION

STANDING FACULTY

Authorization to Offer Appointment
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 contingent upon completion of all the requirements for the Ph.D. degree by that date, otherwise appointment as Lecturer in the Academic Support Staff for one year (full salary; tenure probationary period commences with the appointment as Assistant Professor).

ASSOCIATED FACULTY

Authorization to Offer Appointment
Authorization to offer appointment to Dr. Mary Linda Armacost as Adjunct Professor of Education in the Associated Faculty of the Graduate School of Education for three years effective July 1, 2002 (partial salary dependent on duties assigned; not in tenure probationary status in this appointment).

Authorization to offer appointment to Dr. Jeanne L. Stanley 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 on duties assigned; not in tenure probationary status in this appointment).

Authorization to offer appointment to Dr. Lawrence M. Schall as Adjunct Associate Professor of Education in the Associated Faculty of the Graduate School of Education for three years retroactive to July 1, 2003 (partial salary dependent on duties assigned; not in tenure probationary status in this appointment).
Authorization to offer appointment to Dr. Kenneth Tobin as Adjunct Professor of Education in the Associated Faculty of the Graduate School of Education for three years effective July 1, 2003 (not in a tenure probationary status in this appointment).

Authorization to offer appointment to Dr. J. Douglas Toma as Adjunct Associate Professor of Education in the Associated Faculty of the Graduate School of Education retroactive to July 1, 2003 (partial salary dependent on duties assigned; not in tenure probationary status in this appointment).

Resignation

Resignation of Dr. Catherine Lacey as Practice Professor of Education in the Associated Faculty of the Graduate School of Education effective June 30, 2004.

SCHOOL OF DESIGN

STANDING FACULTY

Authorization to Offer Appointment

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

Appointment to Dr. Detlef Mertins as Professor of Architecture in the Standing Faculty of the Graduate School of Fine Arts effective July 1, 2003 (full salary; with tenure). [This appointment will be as Lecturer C for the period July 1, 2003 to June 30, 2005, or until a green card is appropriately received. This appointment is contingent upon U.S. permanent residency status.]

Appointment of Dr. Rachel R. Weinberger as Assistant Professor of City and Regional Planning in the Standing Faculty of the School of Design for four years effective July 1, 2004 (full salary; tenure probationary period commences July 1, 2004). Mandatory tenure review is academic year 2009-10.

ASSOCIATED FACULTY

Authorization to Offer Appointment

Appointment of Mr. Cecil Balmond as Practice Professor of Architecture in the Associated Faculty of the School of Design for five years effective July 1, 2004 (partial salary dependent on duties assigned; not in tenure probationary status in this appointment.

Appointment to Mr. Harris Steinberg as Adjunct Assistant Professor of Architecture in the Associated Faculty of the Graduate School of Fine Arts for three years, effective January 1, 2003 (partial salary dependent on duties assigned; not in tenure probationary status in this appointment).
SCHOOL OF ARTS AND SCIENCES

STANDING FACULTY

Appointment Authorization
Authorization to offer appointment to Dr. Karen Beckman as Assistant Professor of History of Art in the Standing Faculty of the School of Arts and Sciences for four years effective July 1, 2004 (full salary; tenure probationary period commences July 1, 2004). Mandatory tenure review is academic year 2009-10. Designation as the Elliot and Roslyn Jaffe Endowed Assistant Professor in Film Studies for four years effective July 1, 2004.

Authorization to offer appointment to Dr. William T. Bielby as Professor of Sociology in the Standing Faculty in the School of Arts and Sciences effective January 1, 2005 (full salary; with tenure).

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

Authorization to offer appointment to Dr. 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. Si-yen Fei as Assistant Professor of History in the Standing Faculty of the School of Arts and Sciences 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 2009-10.

Appointment of Dr. Kristen Harknett as Assistant Professor of Sociology in the Standing Faculty of the School of Arts and Sciences for four years effective July 1, 2004 (full salary; tenure probationary period commences July 1, 2004). Mandatory tenure review is academic year 2009-10.

Appointment of Dr. Benjamin P. Horton as Assistant Professor of Earth and Environmental Science in the Standing Faculty of the School of Arts and Sciences 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 2009-10.

Appointment of Dr. James Ker as Assistant Professor of Classical Studies in the Standing Faculty of the School of Arts and Sciences 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 2009-10.
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).

Appointment of Dr. Evelyn Jean Thomson as Assistant Professor of Physics and Astronomy in the Standing Faculty of the School of Arts and Sciences 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 2009-10.

Extension to Appointment and Tenure Probationary Period
Extension to the approved appointment and tenure probationary period for Dr. Christian Lee Novetzke as Assistant Professor of South Asia Studies in the Standing Faculty of the School of Arts and Sciences for one year effective July 1, 2006 (full salary; tenure probationary period commenced July 1, 2002). Adjusted mandatory 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.]

Leave of Absence
Scholarly leave of absence for Dr. Warren J. Ewens, Christopher H. Browne Distinguished Professor of Biology in the Standing Faculty of the School of Arts and Sciences, for the spring semester 2005 with up to full salary (66.7% from the leave budget, 33.3% from the department); full benefits continued. [The borrowing of 1 credit is approved for this leave]. [7 credits will be accrued; 7 credits will be used plus 1 borrowed credit]

Scholarly leave of absence for Dr. Samuel H. Preston, Frederick J. Warren Professor of Sociology in the Standing Faculty of the School of Arts and Sciences, for the spring semester 2005 with up to full salary (66.7% from the leave budget, 33.3% from the department); full benefits continued. [24 credits will be accrued; 8 credits will be used]

Scholarly leave of absence for Dr. Ellen F. Prince, Professor of Linguistics in the Standing Faculty of the School of Arts and Sciences, for the academic year 2004-05 with up to 66.7% salary (of which 93.8% is from the leave budget; 6.2% is from the department); appropriate benefits continued. [15 credits will be accrued; 15 credits will be used].

Scholarly leave of absence for Dr. Guy R. Welbon, Associate Professor of Religious Studies in the Standing Faculty of the School of Arts and Sciences, for the spring semester 2005 with up to full salary (50% from the leave budget, 50% from the department); full benefits continued. [6 credits will be accrued; 6 credits will be used].

Correction to Previously Approved Minute
Correction to previously approved minute - Leave of absence for employment elsewhere for Dr. Paul Guyer, Florence R.C. Murray Professor in the Standing Faculty of the School of Arts and Sciences, for the spring semester 2002 with up to full salary and benefits to be paid directly to Penn by Harvard University; full benefits continued. [8 credits SHOULD READ 9 credits will be accrued; 0 credits will be used]. [Refer to PSC of September 14, 2001]
EMERITUS FACULTY

Reemployment Beyond Retirement
Reemployment beyond retirement for Dr. Harold Bershady, Professor Emeritus of Sociology in the School of Arts and Sciences for the spring semester 2005 with partial salary dependent on duties assigned.

ASSOCIATED FACULTY

Reappointment
Reappointment of Dr. Ann Blair Brownlee 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 or for the duration of her administrative appointment, whichever is the shorter period of time (partial salary dependent on duties assigned, to supplement her administrative appointment salary; not in tenure probationary status in this appointment).

ACADEMIC SUPPORT STAFF

Reappointment
Reappointment of Dr. Clelia W. Mallory as Senior Lecturer in Chemistry 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).

Terminal reappointment Dr. Ayse Gursan-Salzmann as Research Associate of Near Eastern Studies at the University of Pennsylvania Museum in the Academic Support Staff for the period October 1, 2004 to March 31, 2005 (full salary; not in tenure probationary status in this appointment). Dr. Gursan-Salzmann has spent three years 10 months as Research Associate (full salary). PSCS 10/8/2004

SCHOOL OF ENGINEERING AND APPLIED SCIENCE

STANDING FACULTY

Authorization to Offer Appointment
Authorization to offer appointment to Dr. George Biros as Assistant Professor of Mechanical Engineering and Applied Mechanics in the Standing Faculty of the School of Engineering and Applied Science for four years effective July 1, 2003 contingent upon appropriate visa (full salary; tenure probationary period commences July 1, 2003). Mandatory tenure review is academic year 2008-2009.

Authorization to offer appointment to Dr. Shu Yang as Assistant Professor of Materials Science and Engineering in the Standing Faculty of the School of Engineering and Applied Science for four years effective January 1, 2004 contingent upon appropriate visa (full salary; tenure probationary period commences 2004), with designation as the Skirkanich
Term Assistant Professor for five years or promotion to tenure, whichever occurs first. Mandatory tenure review is academic year 2009-2010.

Authorization to offer appointment to Dr. Mark Yim as Associate Professor of Mechanical Engineering and Applied Mechanics in the Standing Faculty of the School of Engineering and Applied Science effective July 1, 2004 (full salary; with tenure).

Promotion
Promotion of Dr. Dennis E. Discher to Professor of Chemical and Biomolecular Engineering in the Standing Faculty of the School of Engineering and Applied Science effective July 1, 2005 (full salary; has tenure).

Promotion of Dr. Sanjeev Khanna to Professor of Computer and Information Science in the Standing Faculty of the School of Engineering and Applied Science effective July 1, 2005 (full salary; has tenure).

Secondary Reappointment
Continuation of secondary appointment of Dr. Scott L. Diamond, Arthur E. Humphrey Professor of Biomolecular Engineering and Professor of Chemical and Biomolecular Engineering in the Standing Faculty of the School of Engineering and Applied Science, as Professor of Bioengineering for three years retroactive to July 1, 2003, with voting rights.

Leave of Absence
Scholarly leave of absence for Dr. Ira M. Cohen, Professor of Mechanical Engineering and Applied Mechanics in the Standing Faculty of the School of Engineering and Applied Science for the academic year 2005-2006 with full salary and benefits continued. This leave is approved in anticipation of retirement. [24 credits have been accrued; 24 credits will be used].

Scholarly leave of absence for Dr. Peter W. Scherer, Professor of Bioengineering in the Standing Faculty of the School of Engineering and Applied Science, for the fall semester 2005 with up to full salary and benefits continued. This leave is approved in anticipation of retirement. [18 credits will be accrued; 12 credits will be used].

ASSOCIATED FACULTY

Authorization to Offer Appointment
Authorization to offer appointment to Dr. Douglas W. Clark as Visiting Professor of Computer and Information Science in the Associated Faculty of the School of Engineering and Applied Science for the spring semester 2003 (without salary; not in tenure probationary status in this appointment).

Authorization to offer appointment to Dr. O. Peter Buneman as Adjunct Professor of Computer and Information Science in the Associated Faculty of the School of Engineering and Applied Science for the period September 1, 2002 to June 30, 2005 (partial salary dependent on duties assigned; not in tenure probationary status in this appointment).
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).

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

Reappointment
Reappointment of Dr. Leon Axel as Adjunct Professor of Computer and Information Science in the Associated Faculty of the School of Engineering and Applied Science for three years retroactive to July 1, 2004 (without salary; not in tenure probationary status in this appointment).

Reappointment of Dr. Steven Bird as Adjunct Associate Professor of Computer and Information Science in the Associated Faculty of the School of Engineering and Applied Science for three years retroactive to July 1, 2004 (without salary; not in tenure probationary status in this appointment).

Reappointment of Dr. Dimitris N. Metaxas as Adjunct Professor of Computer and Information Science 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).

Reappointment of Dr. Mark J. Steedman as Adjunct Professor of Computer and Information Science 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).

Reappointment of Dr. Bonnie L. Webber as Adjunct Professor of Computer and Information Science 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).
LAW SCHOOL

STANDING FACULTY

Chair Designation
Designation of Mr. Leo Katz, Professor of Law in the Standing Faculty of the Law School, as the Frank Carano Professor of Law effective December 1, 2004.

Designation of Dr. Michael S. Knoll, Professor of Law in the Standing Faculty of the Law School, as the Earle Hepburn Professor of Law effective December 1, 2004.

SCHOOL OF SOCIAL WORK

ASSOCIATED FACULTY

Authorization to Offer Appointment
Appointment of Dr. Hans-Uwe Otto as Adjunct Professor of Social Work in the Associated Faculty of the School of Social Work for three years effective July 1, 2004 (without salary; not in tenure probationary status in this appointment).

WHARTON SCHOOL

STANDING FACULTY

Authorization to Offer Appointment
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).

Promotions
Promotion of Dr. Eric Bradlow to Professor of Marketing in the Standing Faculty of the Wharton School effective July 1, 2005 (full salary; has tenure).

Promotion of Dr. Christophe Van den Bulte to Associate Professor of Marketing in the Standing Faculty of the Wharton School effective July 1, 2005 (full salary; with tenure).

Promotion of Dr. Gérard P. Cachon to Professor of Operations and Information Management in the Standing Faculty of the Wharton School effective July 1, 2005 (full salary; has tenure).

Leave of Absence
Scholarly leave of absence for Dr. J. David Cummins, the Harry J. Loman Professor of Insurance and Risk Management in the Standing Faculty of the Wharton School, for the period July 1, 2005 to June 30, 2006 with up to full salary, appropriate benefits continued. [24 credits will be accrued; 24 credits will be used.]
Scholarly leave of absence for Dr. Susan M. Wachter, Richard B. Worley Professor of Financial Management, in the Standing Faculty of the Wharton School, for the period January 1, 2005 to June 30, 2005 with up to full salary (66.6% to be paid from the leave budget and 33.4% to be paid by the department), full benefits continued. [24 credits will be accrued; 8 credits will be used]

Reappointment
Reappointment of Dr. Skander J. Van Den Heuvel as Assistant Professor of Finance in the Standing Faculty of the Wharton School for three years effective July 1, 2005 (full salary; tenure probationary period commenced July 1, 2001). Adjusted mandatory tenure review is academic year 2007-08. [Consideration for promotion to tenure is contingent upon United States permanent residency status.]

Terminal Reappointment
Terminal reappointment of Dr. Mark J. Zbaracki as Assistant Professor of Management in the Standing Faculty of the Wharton School for one year effective July 1, 2005 (full salary; tenure probationary period commenced July 1, 1999).

Degree Compliance
Degree Compliance -- Appointment of Dr. 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 (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]

ASSOCIATED FACULTY

Authorization to Offer Appointment
Appointment of Mr. Jose F. Anderson as Adjunct Professor of Legal Studies in the Associated Faculty of the Wharton School for the period January 1, 2003 to June 30, 2003 (partial salary dependent upon duties assigned; not in tenure probationary status in this appointment).

Appointment of Dr. Michel Fleuriet as Adjunct Professor of Finance in the Associated Faculty of the Wharton School for the period March 1, 2004 to June 30, 2007 (partial salary dependent upon duties assigned; not in tenure probationary status in this appointment).

Appointment of Dr. Eric K. Foster as Adjunct Assistant Professor of Marketing in the Associated Faculty of the Wharton School for the period July 1, 2003 to June 30, 2004 (partial salary dependent upon duties assigned; not in tenure probationary status in this appointment).
Appointment of Dr. Hubert Gatignon as Visiting Professor of Marketing in the Associated Faculty of the Wharton School for the period July 1, 2004 to June 30, 2007 (without salary; not in tenure probationary status in this appointment).

Appointment of Mr. Barry G. Grove as Adjunct Assistant Professor of Statistics in the Associated Faculty of the Wharton School for the period July 1, 2004 to June 30, 2006 (partial salary dependent upon duties assigned; not in tenure probationary status in this appointment)

Appointment of 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.

Appointment of Dr. Jack G. Siler as Adjunct Associate Professor of Statistics in the Associated Faculty of the Wharton School for the period January 1, 2004 to June 30, 2006 (partial salary dependent upon duties assigned; not in tenure probationary status in this appointment.

Appointment of Dr. Elizabeth A. Tuleja as Adjunct Assistant Professor of Management in the Associated Faculty of the Wharton School for the period July 1, 2003 to June 30, 2006 or for the duration of her administrative appointment, whichever is the shorter period of time (partial salary dependent upon duties assigned; not in tenure probationary status in this appointment).

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

**EMERITUS FACULTY**

**Reemployment Beyond Retirement**
Reemployment beyond retirement of Dr. Scott Ward, Emeritus Professor of Marketing, for the period July 1, 2005 to June 30, 2006 with partial salary dependent on duties assigned.

**SCHOOL OF DENTAL MEDICINE**

**STANDING FACULTY**

**Leave of Absence**
Scholarly leave of absence for Dr. Martin S. Greenberg, Professor of Oral Medicine in the Standing Faculty of the School of Dental Medicine, for the period September 1, 2005 - February 28, 2006 (full salary; appropriate benefits continued). [24 credits will be accrued; 12 credits will be used].
Cancellation of Previously Approved Leave
Cancellation of previously approved leave - Scholarly leave of absence for Dr. Martin S. Greenberg, Associate Professor of Oral Medicine in the Standing Faculty of the School of Dental Medicine, for the period January 1, 1981 to June 30, 1981 with up to full salary; full benefits continued **is cancelled at his request**. (Refer to PSC of 5/29/80)

Leave of Absence
Scholarly leave of absence for Dr. Pamela Howard, Research Associate Professor of anatomy/Cell Biology in the Associated Faculty of the School of Dental Medicine for the period of January 1, 2005-September 30, 2005 (full salary; appropriate benefits continued) [19 credits accrued; 18 credits will be used]

ACADEMIC SUPPORT STAFF

Terminal Reappointment
Terminal reappointment of Dr. Eisa Mozaffari as Lecturer of Oral Medicine in the Academic Support Staff of the School of Dental Medicine for the period December 1, 2004 – November 30, 2005 (full salary; not in tenure probationary status in this appointment). Dr. Mozaffari has held one-year appointments as Lecturer [full salary] since December 2001.

SCHOOL OF NURSING

STANDING FACULTY

Authorization to Offer Appointment
Authorization to offer appointment to Dr. Anne M. Teitelman as Assistant Professor of Nursing in the Standing Faculty of the School of Nursing for four years effective January 1, 2005 (full salary; tenure probationary period commences July 1, 2005). Mandatory tenure review is academic year 2010-2011.

Promotion
Promotion of Dr. Jennifer Pinto-Martin to Professor of Nursing in the Standing Faculty of the School of Nursing effective July 1, 2005 (full salary; has tenure).

Leave of Absence
Scholarly leave of absence for Dr. Kathleen McCauley, Associate Professor of Cardiovascular Nursing in the Standing Faculty--Clinician-Educator of the School of Nursing for the period July 1, 2005 to June 30, 2006 with full salary (60% from the Sabbatical budget, 10% from grants, and 30% clinical); full benefits continued. [24 credits will be accrued; 14 credits will be used].

Scholarly leave of absence for Dr. Marilyn Stringer, Associate Professor of Women's Health Nursing in the Standing Faculty--Clinician-Educator of the School of Nursing for the
period July 1, 2005 to June 30, 2006 with full salary (51% from the Sabbatical budget, and 49% clinical); full benefits continued. [16 credits will be accrued; 12 credits will be used].

**Extension of Approved Appointment Authorization and Tenure Probationary Period**

Extension of the approved reappointment and tenure probationary period for Dr. Edith M. Simpson as Assistant Professor of Nursing in the Standing Faculty of the School of Nursing for one-year effective July 1, 2004. This appointment carries a seven-year non-tenure probationary period which commenced July 1, 2002. Adjusted mandatory tenure review is academic year 2008-09. [This extension is granted pursuant to paragraph A.2. of the policy on extension of the probationary period, March 18, 1997 or as amended.]

**ASSOCIATED FACULTY**

**Change in Title**

Change in title for Dr. Sophia Siu-Chee Chan from Adjunct Assistant Professor of Nursing to Adjunct Associate Professor of Nursing in the Associated Faculty of the School of Nursing for the period July 1, 2004 to June 30, 2006 (without salary; not in tenure probationary status in this appointment). [Refer to PSCS of January 5, 2003]

**Correction to Previously Approved Minute**

Correction to previously approved minute - SHOULD READ: Authorization to offer appointment to Dr. Donna Patterson 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]

**SCHOOL OF MEDICINE**

**STANDING FACULTY**

**Authorization to Offer Appointment**

Authorization to offer appointment to Dr. Craig H. Bassing as Assistant Professor of Pathology and Laboratory Medicine in the Standing Faculty of the School of Medicine for the period of November 1, 2004 to June 30, 2007 (full salary; tenure probationary period commenced July 1, 2004). The mandatory tenure review is academic year 2009-10.

Appointment of Dr. Daniela H. Davis as Assistant Professor of Anesthesia at the Children's Hospital of Philadelphia in the Standing Faculty -- Clinician-Educator of the School of Medicine for the period of September 15, 2004 to June 30, 2007 (full salary; appointment subject to the stipulations given in Guidelines for Appointments and Promotions, January 8, 1985 or as amended). This appointment carries a ten-year, non-tenure probationary period which commenced July 1, 2004. The clinician-educator review date is academic year 2012-13.
Appointment of Dr. Daniel L. Dries 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 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.

Appointment of Dr. Jonas H. Ellenberg as Professor of Biostatistics in Biostatistics and Epidemiology at the Hospital of the University of Pennsylvania in the Standing Faculty -- Clinician-Educator of the School of Medicine effective November 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).

Appointment of Dr. Susan S. Ellenberg as Professor of Biostatistics in Biostatistics and Epidemiology at the Hospital of the University of Pennsylvania in the Standing Faculty -- Clinician-Educator of the School of Medicine effective November 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).

Appointment of Dr. Charles L. Getz 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 October 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.

Appointment of Dr. Ruchira Glaser as Assistant Professor of Medicine at the Hospital of the University of Pennsylvania and Veterans Administration Medical Center in the Standing Faculty -- Clinician-Educator of the School of Medicine for 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.

Appointment of Dr. Kenneth B. Margulies as Associate Professor of Medicine at the Hospital of the University of Pennsylvania in the Standing Faculty -- Clinician-Educator of the School of Medicine effective October 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).

Appointment of Dr. Gary D. Webb as 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 September 1, 2004 contingent on appropriate visa (full salary; non-tenure; continuation of appointment subject
to the stipulations given in Guidelines for Appointments and Promotions, January 8, 1985 or as amended).

Appointment of Dr. Jun Zhu as Assistant Professor of Microbiology in the Standing Faculty of the School of Medicine for the period of January 1, 2005 to June 30, 2008 (full salary; tenure probationary period commences July 1, 2005). The mandatory tenure review is academic year 2010-11.

Chair Designation
Designation of Dr. Alan M. Gewirtz, Professor of Medicine in the Standing Faculty of the School of Medicine, as the C. Willard Robinson Professorship of Hematology-Oncology for a term of ten years effective December 1, 2004.

Designation of Dr. Arthur H. Rubenstein, Professor of Medicine in the Standing Faculty of the School of Medicine, as the Robert G. Dunlop Professor effective September 1, 2001 and coterminous with his appointment as Dean of the School of Medicine.

Promotion
Promotion of Dr. Michael L. Nance to Associate Professor of Surgery 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).

Reappointment
Reappointment of Dr. Michael C. Carr as Assistant Professor of Urology in 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, 1998. The clinician-educator review date is the academic year 2006-07.

Reappointment of Dr. Rajan Gupta 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 commenced July 1, 2001. The clinician-educator review date is academic year 2009-10.

Reappointment of Dr. Thomas F. Kolon as Assistant Professor of Urology in 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. John C. Kucharczuk as Assistant 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, 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 that commenced July 1, 2001. The clinician-educator review date is academic year 2009-10.

Reappointment of Dr. Marc E. Mitchell as Assistant Professor of Surgery at the Veterans Administration Medical Center, 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 commenced July 1, 1998. The clinician-educator review date is academic year 2006-07.

Reappointment of Dr. Radhika Srinivasan as Assistant Professor of Medicine at Presbyterian Medical Center 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.

Extension

Extension to the approved appointment and clinician-educator probationary period for 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 one year effective July 1, 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. Adjusted clinician-educator review is academic year 2013-14. [This extension is granted pursuant paragraph A.1. of the policy on extension of tenure probationary period, March 18, 1997 or as amended].

Extension to the approved appointment and non-tenure probationary period for Dr. Brendan Hilliard as Research Assistant Professor of Pathology and Laboratory Medicine in the Associated Faculty of the School of Medicine for one year effective July 1, 2005 or for the duration of the grant or contract which supports his work, whichever is the shorter period of time (full salary, without obligation on the part of the University to continue salary and benefits beyond termination of these research funds; non-tenure probationary period commenced July 1, 2002). Adjusted mandatory non-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 clinician-educator probationary period for Dr. Jeffrey R. Jaeger as Assistant Professor of Medicine at the Hospital of the University of Pennsylvania in the Standing Faculty—Clinician-Educator of the School of Medicine for one year effective July 1, 2005 (full salary; appointment subject to the stipulations given in Guidelines for Appointments and Promotions, January 8, 1985 or as amended). This appointment carries a ten-year non-tenure probationary period which commenced July 1, 1998 and was previously adjusted by one year pursuant to paragraph A.1. of the policy on extension of tenure probationary period, March 18, 1997 or as amended. 

**Adjusted** Clinician-Educator review is academic year 2008-09. [This extension is granted pursuant to paragraph A.1. of the policy on extension of tenure probationary period, March 18, 1997 or as amended].

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Extension to the approved reappointment and clinician-educator probationary period for Dr. Sara B. Kinsman as Assistant Professor of Pediatrics at the Children’s Hospital of Philadelphia in the Standing Faculty—Clinician-Educator of the School of Medicine for one year effective July 1, 2006 (full salary; appointment subject to the stipulations given in Guidelines for Appointments and Promotions, January 8, 1985 or as amended). This appointment carries a ten-year non-tenure probationary period which commenced July 1, 1999 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** Clinician-Educator review is academic year 2009-10. [This extension is granted pursuant to paragraph A.1. of the policy on extension of tenure probationary period, March 18, 1997 or as amended].

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Extension to the approved appointment and clinician-educator probationary period for Dr. Lisa M. Montenegro as Assistant Professor of Anesthesia at the Children’s Hospital of Philadelphia and the Hospital of the University of Pennsylvania in the Standing Faculty—Clinician-Educator of the School of Medicine for one year effective July 1, 2003 (full salary; appointment subject to the stipulations given in Guidelines for Appointments and Promotions, January 8, 1985 or as amended). This appointment carries a ten-year non-tenure probationary period which commenced July 1, 1997 and was previously adjusted by two years pursuant to paragraph A.1. of the policy on extension of tenure probationary period, March 18, 1997 or as amended. 

**Adjusted** Clinician-Educator review is academic year 2009-10. [This extension is granted pursuant to paragraph A.1. of the policy on extension of tenure probationary period, March 18, 1997 or as amended].

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Extension to the approved appointment and clinician-educator probationary period for Dr. Cynthia J. Mollen as Assistant Professor of Pediatrics at the Children’s Hospital of Philadelphia in the Standing Faculty—Clinician-Educator of the School of Medicine for one year effective July 1, 2005 (full salary; appointment subject to the stipulations given in Guidelines for Appointments and Promotions, January 8, 1985 or as amended). This appointment carries a ten-year non-tenure probationary period which commenced July 1, 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** Clinician-Educator 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 reappointment and tenure probationary period for Dr. Una O'Doherty as Assistant Professor of Pathology and Laboratory Medicine in the Standing Faculty of the School of Medicine for one year effective July 1, 2007 (full salary; ten-year clinical tenure probationary period commenced July 1, 2001). Adjusted mandatory tenure review is academic year 2010-11. [This extension is granted pursuant to paragraph A.1. of the policy on extension of tenure probationary period, March 18, 1997 or as amended].

Change to Half-Time Status
A change to half-time status for child care for Dr. Leslie G. Womble, Assistant Professor of Psychology in Psychiatry at the Hospital of the University of Pennsylvania in the Standing Faculty -- Clinician-Educator of the School of Medicine for the period of January 26, 2005 to January 25, 2006 with a proportional reduction in salary and those benefits which are salary-based. The non-tenure probationary period which commenced July 1, 2001 is extended by one year for two years in half-time status for child care. The revised and adjusted clinician-educator review date is the academic year 2011-12.

Reduction in Duties
Reduction in duties by 10% for Dr. Peter H. Berman, Professor of Neurology in the Standing Faculty of the School of Medicine for the period of January 1, 2005 to December 31, 2005 with a proportional reduction in salary and those benefits which are salary-based. This reduction is approved in anticipation of retirement.

Reduction of duties by 20% for medical reasons for Dr. Sara B. Kinsman as Assistant Professor of Pediatrics at the Children's Hospital of Philadelphia in the Standing Faculty -- Clinician-Educator of the School of Medicine, for the period of November 1, 2004 to October 31, 2005 with a proportional reduction in salary and those benefits which are salary-based.

Reduction of duties to 60% for Dr. Craig H. Scott as Assistant Professor of Medicine at the Hospital of the University of Pennsylvania and the Veterans Administration Medical Center in the Standing Faculty -- Clinician-Educator of the School of Medicine for the period of January 17, 2005 to June 30, 2005 with a proportional reduction in salary and those benefits which are salary-based.

Leave of Absence
A scholarly leave of absence for Dr. Richard K. Assoian, Professor of Pharmacology in the Standing Faculty of the School of Medicine for one year effective April 1, 2005 with up to one-half salary; appropriate benefits continued. [14 credits will be accrued; 12 credits will be used, 2 credits remaining]

Scholarly leave of absence for Dr. Reuben E. Kron, Associate Professor of Psychiatry in the Standing Faculty of the School of Medicine for one year effective July 1, 2005 with up to full salary for 8 months and partial salary for 4 months; appropriate benefits continued. The
borrowing of 1 credit is approved for this leave. [19 credits will be accrued; 19 credits will be used plus 1 borrowed credit]

Compressed scholarly leave of absence for Dr. David C. Metz, Professor of Medicine at the Hospital of the University of Pennsylvania in the Standing Faculty – Clinician-Educator of the School of Medicine for the period August 15, 2005 to December 15, 2005 with up to full salary; full benefits continued. [24 credits will be accrued; 24 credits will be used]

Approved scholarly leave of absence for Dr. Allan I. Pack, Professor of Medicine in the Standing Faculty of the School of Medicine for the period of September 1, 2004 to December 31, 2004 should be changed to the period of October 19, 2004 to November 24, 2004 with up to full salary; full benefits continued. [18 credits has been accrued; 3 credits will be used, 15 credits remaining]. [Refer to PSC Subcommittee of October 17, 2003]

Compressed scholarly leave of absence for Dr. Joan M. Von Feldt, Associate Professor of Medicine at the Hospital of the University of Pennsylvania in the Standing Faculty – Clinician-Educator of the School of Medicine for the period February 1, 2005 to July 15, 2005 with up to full salary; full benefits continued. [23 credits will be accrued; 11 credits will be used, 12 credits remaining]

ASSOCIATED FACULTY

Authorization to Offer Appointment
Appointment of Dr. David J. Chang as Adjunct Assistant Professor of Medicine in the Associated Faculty of the School of Medicine for the period of October 1, 2004 to June 30, 2007 (without salary; not in tenure probationary status in this appointment).

Appointment of Dr. Gene Chang as Assistant Professor of Clinical 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).

Appointment of Dr. Colin D. Funk as Adjunct Professor of Pharmacology in the Associated Faculty of the School of Medicine for three years effective July 1, 2004 (without salary; not in tenure probationary status in this appointment).

Appointment of Dr. Gordon R. Hodas 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).

Appointment of Dr. Kolin Hoff as Assistant Professor of Clinical Medicine in the Associated Faculty of the School of Medicine for the period of September 1, 2004 to June 30, 2007 (full salary; not in tenure probationary status in this appointment).

Appointment of Dr. Elizabeth C. Hsia as Adjunct Assistant Professor of Medicine in the Associated Faculty of the School of Medicine for the period of October 1, 2004 to June 30, 2007 (without salary; not in tenure probationary status in this appointment).
Appointment of Dr. Gary K. Koski as Research Assistant Professor of Surgery in the Associated Faculty of the School of Medicine for the period of October 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 commenced July 1, 2004). The mandatory review year is academic year 2009-10.

Appointment of Dr. Cheryl C. Kurer as Clinical Associate Professor of Pediatrics in the Associated Faculty of the School of Medicine for the period of September 1, 2004 to June 30, 2007 (with salary; not in tenure probationary status in this appointment).

Appointment of Dr. Seon Hwa Lee as Research Assistant Professor of Pharmacology in the Associated Faculty of the School of Medicine for the period of September 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 commenced July 1, 2004). The mandatory review year is academic year 2009-10.

Appointment of Dr. Louis Littman as Clinical Assistant Professor of Psychiatry in the Associated Faculty of the School of Medicine for the period of October 1, 2004 to June 30, 2007 (without salary; not in tenure probationary status in this appointment).

Appointment of Dr. Gregory M. Lubiniecki as Clinical Assistant Professor of Medicine in the Associated Faculty of the School of Medicine for the period of September 1, 2004 to June 30, 2007 (with salary; not in tenure probationary status in this appointment).

Authorization to offer appointment to Dr. Steven C. Palmer as Research Assistant Professor of Clinical Psychology in Psychiatry in the Associated Faculty of the School of Medicine for the period of November 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 commenced July 1, 2004). The mandatory review year is academic year 2009-10.

Appointment of Dr. Menelas N. Pangalos as Adjunct Professor of Neuroscience in the Associated Faculty of the School of Medicine for the period of September 1, 2004 to June 30, 2007 (without salary; not in tenure probationary status in this appointment).

Appointment of Dr. Wilma C. Rossi as Clinical Associate Professor of Pediatrics in the Associated Faculty of the School of Medicine for the period of November 1, 2004 to June 30, 2007 (with salary; not in tenure probationary status in this appointment).
Appointment of Dr. Matthew H. Rusk as Assistant Professor of Clinical 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).

Appointment of Dr. Joseph E. Salvatore 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).

Appointment of Dr. Seth L. Schulman as Adjunct Associate Professor of Pediatrics 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).

Appointment of Dr. Rebecca A. Taub as Adjunct Professor of Surgery in the Associated Faculty of the School of Medicine for the period of September 1, 2004 to June 30, 2007 (without salary; not in tenure probationary status in this appointment).

Appointment of Dr. Kendal Williams as Clinical Assistant Professor of Medicine 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. Qian Zhang as Research Assistant Professor of Pathology and Laboratory Medicine in the Associated Faculty of the School of Medicine for the period of October 1, 2003 to June 30, 2006 or for the duration of the grant or contract which supports her work, whichever is the shorter period of time (full salary; without obligation on the part of the University to continue salary and benefits beyond termination of these research funds; with a non-tenure probationary period which commenced July 1, 2003). The mandatory review year is academic year 2008-09.

Reappointment
Reappointment of Dr. Alan D. Askenase 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. Jeffrey D. Edelson as Adjunct 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. John R. Garrison as Adjunct 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. Leonore C. Huppert 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. William N. Kavesh 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. Jay R. Kostman 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. Liza C. O'Dowd as Adjunct 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. Suzette Y. Osei as Adjunct 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. Mary E. Sabol 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. Louis M. Sherwood 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. Richard L. Weiss 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. Ross R. Zimmer 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).

Promotion
Promotion of Dr. Babette S. Zemel to Research Associate Professor of Pediatrics in the Associated Faculty of the School of Medicine for five 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; not in tenure probationary status in this appointment).

Secondary Appointment
The promotion in a secondary appointment of Dr. Michael B. Robinson, Research Professor of Pediatrics in the Associated Faculty of the School of Medicine to Research Professor of Pharmacology for five years effective July 1, 2004 with voting rights.
Emeritus Faculty

Reemployment Beyond Retirement
Reemployment beyond retirement of Dr. William J. Bank, Associate Professor Emeritus of Neurology in the School of Medicine, for one year effective July 1, 2004 with partial salary dependent on duties assigned.

Academic Support Staff

Reappointment
Terminal reappointment of Dr. Christos Ballas as Instructor in Psychiatry in the Academic Support Staff of the School of Medicine for one year effective July 1, 2004 (full salary; not in tenure probationary status in this appointment). Dr. Ballas' appointment as Instructor (full salary) began July 1, 2001.

Terminal reappointment of Dr. Rhonda C. Boyd as Instructor in Psychiatry in the Academic Support Staff of the School of Medicine for one year effective July 1, 2004 (full salary; not in tenure probationary status in this appointment). Dr. Boyd's appointment as Instructor (full salary) began September 1, 2001.

Terminal reappointment of Dr. Kathleen Murphy-Eberenz as Instructor of Psychology in Psychiatry in the Academic Support Staff of the School of Medicine for one year effective July 1, 2004 (full salary; not in tenure probationary status in this appointment). Dr. Murphy-Eberenz's appointment as Instructor (full salary) began September 1, 2001.

SCHOOL OF VETERINARY MEDICINE

STANDING FACULTY

Authorization to Offer Appointment
Appointment of Dr. Diane Gaertner as Professor of Microbiology in Pathobiology in the Standing Faculty -- Clinician-Educator of the School of Veterinary Medicine effective July 1, 2003 (full salary; non-tenure, continuation of appointment subject to the stipulations in Guidelines for Appointment and Promotions, January 8, 1985 or as amended).

Appointment of Dr. Andras Komaromy as Assistant Professor of Ophthalmology in Clinical Studies-Philadelphia in the Standing Faculty of the School of Veterinary Medicine for three years effective July 1, 2004 (full salary; appointment subject to the stipulations given in Guidelines for Appointments and Promotions, January 8, 1985 or as amended). This appointment carries a ten-year, non-tenure probationary period which commences July 1, 2004. Mandatory tenure review is academic year 2012-2013.

Appointment of Dr. Wilfried Mai as Assistant Professor of Radiology in Clinical Studies-Philadelphia in the Standing Faculty -- Clinician-Educator of the School of Veterinary Medicine for three years effective July 1, 2004 contingent upon appropriate visa and
contingent on the completion of all the requirements for the Ph.D. degree by that date, otherwise an appointment as Lecturer in the Academic Support Staff for one year (full salary; tenure probationary period commences with appointment as Assistant Professor).

Appointment of Dr. Karen L. Rosenthal as Assistant Professor of Special Species Medicine and Surgery in Clinical Studies-Philadelphia in the Standing Faculty - Clinician-Educator of the School of Veterinary Medicine for three years effective July 1, 2004 (full salary; appointment subject to the stipulations given in Guidelines for Appointments and Promotions, January 8, 1985 or as amended). This appointment carries a ten-year, non-tenure probationary period which commences July 1, 2004. Clinician-Educator review is academic year 2012-2013.

Appointment of Dr. Gabriela S. Seiler as Assistant Professor of Radiology in Clinical Studies-Philadelphia in the Standing Faculty - Clinician-Educator of the School of Veterinary Medicine for three years effective July 1, 2004 contingent upon appropriate visa (full salary; appointment subject to the stipulations given in Guidelines for Appointments and Promotions, January 8, 1985 or as amended). This appointment carries a ten-year, non-tenure probationary period which commences July 1, 2004. Clinician-Educator review is academic year 2012-2013.

Appointment of Dr. Chick Weisse as Assistant Professor of Surgery in Clinical Studies-Philadelphia in the Standing Faculty - Clinician-Educator of the School of Veterinary Medicine for three years effective July 1, 2004 (full salary; appointment subject to the stipulations given in Guidelines for Appointments and Promotions, January 8, 1985 or as amended). This appointment carries a ten-year, non-tenure probationary period which commences July 1, 2004. Clinician-Educator review is academic year 2012-2013.

Reappointment

Reappointment of Dr. Tobias Schwarz as Assistant Professor of Radiology in Clinical Studies-Philadelphia in the Standing Faculty - Clinician-Educator of the School of Veterinary Medicine for three years effective July 1, 2005 (full salary; 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 commenced July 1, 2002. Clinician-Educator review is academic year 2010-2011.

Reappointment of Dr. Rebecca Syring as Assistant Professor of Critical Care in Clinical Studies/Philadelphia in the Standing Faculty--Clinician-Educator of the School of Veterinary Medicine for three years effective July 1, 2005 (full salary; 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 commenced July 1, 2002. Clinician-Educator review is academic year 2010-2011.

ASSOCIATED FACULTY

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

Appointment of Dr. Troy M. Hallman as Adjunct Assistant Professor of Laboratory Animal Medicine in the Department of Clinical Studies, Philadelphia, in the Associated Faculty of the School of Veterinary Medicine for the period January 1, 2003 to June 30, 2008 (partial salary; not in tenure probationary status in this appointment).

Appointment of 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).

Appointment of 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.

Authorization to offer Appointment to Petra Werner as Research Assistant Professor of Medical Genetics in Clinical Studies-Philadelphia in the Associated Faculty of the School of Veterinary Medicine for the period July 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). Mandatory review is academic year 2009-10.

Scholarly leave of absence
Scholarly leave of absence for Dr. James D. Ferguson, Professor of Nutrition in Clinical Studies-New Bolton Center in the Standing Faculty of the School of Veterinary Medicine, for the period September 19, 2004 to December 18, 2004 with up to full salary; full benefits continued. [15 credits will be accrued; 6 credits will be used].

EMERITUS FACULTY

Reemployment Beyond Retirement

Reemployment beyond retirement of Dr. Harold R. Rozmairek, Emeritus Professor of Laboratory Animal Medicine in Clinical Studies-Philadelphia in the School of Veterinary
Reemployment beyond retirement of Dr. Sheldon A. Steinberg, Professor Emeritus of Neurology in the Clinical Studies-Philadelphia in the School of Veterinary Medicine for the period January 1, 2005 to June 30, 2005 with partial salary dependent on duties assigned.
Resolution to Establish a Master of Urban Spatial Analytics Degree in the School of Arts and Sciences

Intention:

The School of Arts and Sciences has approved a proposal to establish a new Master of Urban Spatial Analytics degree program that will be co-administered by the Penn Institute for Urban Research and the College of General Studies. This program combines technical training in geographic information systems (GIS) and relevant spatial analytic techniques with academic and field knowledge in urban content areas.

The implementation of geospatial technology tools is undergoing broad expansion; demand is increasing for professionals skilled in the use of geographic information, digitized spatial data and spatial analytics. Recently, the Department of Labor identified geospatial knowledge as one of the twelve fastest growing professional fields. The Master of Urban Spatial Analytics will provide individuals with technological training in place-based analytical techniques, including GIS, remote sensing, spatial statistics, geo-database management and computer based modeling, as well as the understanding of the urban context for which these techniques can be deployed to improve public and private decision-making.

Although the program’s primary focus is the professional degree, it will also be useful to students pursuing advanced research-oriented degrees. Graduates will be well-equipped to pursue careers in the following professional fields: (1) Federal, state, and local agencies, including urban and regional planning, economic development, homeland security, criminology and law enforcement, transportation systems and infrastructure, community development, and the non-profit sector; (2) Private sector: banking and insurance, real estate, media, utilities, and marketing; and (3) Health and human services: public health and hospital and health systems.

The Standing Faculty of the School of Arts and Sciences, the Dean of the School of Arts and Sciences, the University’s Academic Planning and Budget Committee, and the Interim Provost have endorsed the proposed new program in Urban Spatial Analytics.

RESOLVED, that there shall be established within the School of Arts and Sciences a new degree program, the Master of Urban Spatial Analytics, which will be administered by the Penn Institute for Urban Research and the College of General Studies.
Resolution to Establish a Master of Integrated Science Education Degree in the School of Arts and Sciences

Intention:

The faculty of the School of Arts and Sciences has approved a proposal to establish a new Master of Integrated Science Education degree program that will be administered by the Department of Chemistry. The new degree program has been endorsed by the University’s Academic Planning and Budget Committee and by the Interim Provost.

This program will aim to improve the science content preparation of in-service science teachers at the fifth- to eighth-grade levels. Modeled on the School’s highly successful Master of Chemistry Education degree, the program will be affiliated with the new Penn Science Teacher Institute. The program will require ten courses: eight in science content, to be taught by faculty from the School’s science departments, and two in science education, to be taught by faculty from Penn’s Graduate School of Education. The program will be taught over a 26-month period (two academic years and three summers), with classes held on weekends and during the summer to accommodate the schedules of full-time teachers.

RESOLVED, that there shall be established within the School of Arts and Sciences a new degree program, the Master of Integrated Science Education, that will be administered by the Department of Chemistry.
Resolution to Establish a Master of Applied Positive Psychology Degree in the
School of Arts and Sciences

Intention:

The faculty of the School of Arts and Sciences has approved a proposal to establish a new Master of Applied Psychology degree program that will be administered by the College of General Studies and the Positive Psychology Center. The new degree program has been endorsed by the University's Academic Planning and Budget Committee and by the Interim Provost.

This program will provide the opportunity for graduate-level professional training in positive psychology, a rapidly-growing subfield of psychology that was founded at Penn. The degree is intended for individual practitioners or internal trainers in a wide range of fields; there are tracks aimed at education, applied health fields, disabilities, organizations, life and executive coaching, and clinical psychology. Students may enroll on a full- or part-time basis. The curriculum will consist of nine courses, including six required courses, two electives, and a capstone course.

RESOLVED, that there shall be established within the School of Arts and Sciences a new degree program, the Master of Applied Positive Psychology, that will be administered by the College of General Studies and the Positive Psychology Center.

FURTHER RESOLVED, that the School of Arts and Sciences will undertake a review of the Master of Applied Positive Psychology after a period of five years.
Resolution to Change the Name of the School of Social Work to the
School of Social Policy and Practice

Intention:

The School of Social Work seeks to change its name to the School of Social Policy and Practice.

The faculty and administration of the School of Social Work have engaged in a three-year examination of the school’s future, resulting in the development of a new mission and structure for the school: to become the preeminent institution of higher education devoted to efforts to advance human welfare, promote resiliency among disadvantaged populations, and provide an international model for other schools, centers and programs that share these core values and goals.

This mission is to be realized by 1) educating clinicians who are critical users of scholarly research, policy makers who apply research with knowledge of the strengths and constraints on clinical practice, scholars whose research addresses key policy and practice issues, and leaders whose organizations provide services designed to advanced human welfare; 2) by developing and sustaining scholarly excellence in matters central to social and human well-being, such as mental health, violence, poverty and urban social problems; and 3) by developing and helping to implement social policies that enhance human social welfare.

In order to fulfill this mission, the strategic plan for the school class calls for the expansion in the number of masters’ programs and joint degree programs that it offers. The current MSW professional degree and the current PhD in Social Welfare will be augmented by three new MS programs—in Nonprofit/NGO Leadership, in Social Policy, and in Philanthropy. In addition, the faculty have already approved four new joint degree programs—the MSW and Master of Public Health, the MSW and Master of Bioethics, the MSW and a Master of Government Administration, and the MSW and Master of Science in Criminology.

While the MSW degree will remain at the core of the school’s degree-granting programs, the new mission and the expansion in degree programs has, in effect, created a new entity that the faculty and Board of Overseers believe requires a new name. The standing faculty of the school strongly supports the proposed change in name, believing it better reflects the new vision and mission of the school. The change in name also has the endorsement of the President and the Interim Provost.

RESOLVED, that the name of the School of Social Work be changed to the School of Social Policy and Practice.
Resolution to Adopt the Revised Patent and Tangible Research Property Policies and Procedures of the University of Pennsylvania

Intention:

In March of 2003, the Provost and the Senate Executive Committee (SEC) jointly established an ad hoc committee to review the University’s Patent Policy and to consider possible changes in it. The committee was asked to examine four broad areas: intellectual property rights, disclosure of inventions, management of licensing, and rights to intellectual property arising from faculty consulting.

As a result of their deliberations, the ad hoc committee recommended a number of changes including an increase in the percentage of licensing, equity, and royalty revenues allocated for support of the Center for Technology Transfer (CTT); increased opportunity for faculty to inform the process by which organizations are selected for patent negotiations; changes in the nature of processes for appealing CTT decisions; and ways in which sections of the policy related to faculty consulting could be rendered less restrictive while protecting the University’s legal rights and legitimate financial interests.

The draft revised policy was completed in the spring of 2004 and reviewed by both the Senate Executive Committee and the Council of Deans, with each suggesting changes that were ultimately accepted by the ad hoc committee, SEC and the Deans. Subsequently, the proposed revised document was published for comment in the October 12, 2004 issue of Almanac. A limited number of comments were received, with several of them ultimately being included in the final draft proposal.

RESOLVED, that the revised Patent and Tangible Research Property Policies and Procedures of the University of Pennsylvania be adopted and made effective retroactively to January 1, 2005.
Resolution to Engage the Independent Accountant

Intention:

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

RESOLVED: That PricewaterhouseCoopers be and hereby is appointed as independent accountants to audit the financial statements of the University of Pennsylvania subject to negotiation of reasonable fees for Fiscal Year 2005.
Resolution to Authorize the Expenditure of $8.1 Million for Fit-Out of Space at 126 South 30th Street to be Occupied by the School of Medicine

Intention:

In June 2003 the Trustees authorized redevelopment of the property at 126 South 30th Street under the terms of a ground lease agreement with Forest City Commercial Group providing for a University master lease of the property. These agreements contemplated an expenditure of approximately $5.8 million by the School of Medicine to fit-out approximately 75,000 rentable square feet of space in the building. In May 2004, the Trustees authorized an increased space commitment in the building of 27,000 rentable square feet for the Center for Sleep and Respiratory Neurobiology along with fit-out costs of $3.7 million.

The School of Medicine now wishes to incur fit-out costs of $4.7 million for an additional 15,300 rentable square feet of laboratories and office space at 126 South 30th Street. Also, the School of Medicine is requesting authorization to incur added costs of $3.4 million to complete the Psychiatry/Sleep project and fund associated construction cost increases; construct a new behavioral vivarium; and to accelerate the construction work to expedite project completion. The School of Medicine will fund all fit-out costs with a combination of reserves, special purpose funds and a transfer of funding from the Health System.

RESOLVED, that fit-out costs of $8.1 million in connection with approximately 15,300 additional rentable square feet and completion of the Psychiatry/Sleep project at 126 South 30th Street, be and the same hereby are approved and that the Executive Vice President, the Senior Vice President for Facilities and Real Estate Services, or the Vice President for Finance and Treasurer 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 costs 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 confirmed.
Resolution to Authorize the Revised Scope and Budget for the Design and Construction of the McNeil Center for Early American Studies in the Amount of $1.7 Million for a Total Revised Budget of $5.28 Million

Intention:

In September 2003 the Trustees approved a $3.5 million project to design and construct a new building for the McNeil Center for Early American Studies. The building has been designed to reflect the mission of the center and is to be located at the site bounded by Woodland Walk, 34th Street, and a future Sansom Walk. Preliminary concepts suggested that a 10,000 gross-square-foot (GSF) two-story building with no basement would satisfy program requirements and fit the site. The programming was to consist of offices, shared library space, lecture room, conference room, and associated support space that would improve circulation and accommodate interaction between faculty, fellows, students, and staff.

Subsequent to the aforementioned approval, the design of the building was advanced and the construction bids were obtained, revealing a construction cost variance of $1.78 million from the established budget, and yielding a revised project cost of $5.28 million. The construction cost variance increase is due to the addition of 2,200 GSF to accommodate requirements for necessary common, support and circulation space, as well as overall construction cost escalations partially due to changing market conditions over the past year.

The $5.28 million project cost will be funded primarily by $4 million in capital project gifts along with school/center funding ($0.5 million) and an internal capital project loan.

RESOLVED, that the design and construction of the McNeil Center for Early American Studies, estimated to cost $5.28 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 the Vice President for Finance and Treasurer 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 costs 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 confirmed.
Resolution to Authorize the Installation of Sprinkler and Fire Alarm Systems in Sansom Place West in the Amount of $4.9 Million

Intention:

The University wishes to proceed with design and construction for the installation of sprinkler systems, addressable fire alarms, and local smoke detection in the Sansom Place West student apartments. Installation of sprinklers and upgrade of the fire alarm system is critical to improving safety in the student residences at the University. This project furthers the Trustees' mandate to install fire suppression, detection, and alarm systems in all on-campus housing. The project is estimated to cost $4.9 million and is to be funded through an internal capital loan as part of the Housing/Dining Renewal Program. Funding for the loan will be obtained from the funds previously borrowed through the Pennsylvania Higher Education Facilities Authority. The interest cost of such will be subsidized for any amount above 3% for a 20-year period. This subsidy is subject to an annual appropriation by the Commonwealth.

RESOLVED, that the design and construction for the installation of sprinkler and fire alarm systems in Sansom Place West, estimated to cost $4.9 million, be and the same hereby are approved and that the Executive Vice President, the Senior Vice President for Facilities and Real Estate Services, or the Vice President for Finance and Treasurer 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 confirmed.
Resolution to Authorize the Expenditure of $2.36 Million to Fit-Out Space for the Penn Center for Educational Leadership

Intention:

The Graduate School of Education wishes to proceed with $860,000 in alterations to space held under a master lease agreement and located at 3440 Market Street. The approximately 11,000 rentable square feet will be used to partially house the Penn Center for Educational Leadership (PCEL). The fit-out will include HVAC modifications, new finishes, furniture, audio-visual infrastructure and equipment.

The School also wishes to proceed with a $1.5 million fit-out of shell space located at the former Divinity School site, a University City Associates (UCA) owned property on the 4200 block of Locust Street. This site will house the remainder of the PCEL program. The fit-out will include HVAC modifications, fire protection systems, new electrical service and lighting, new finishes and a new elevator. A Commonwealth of Pennsylvania grant will provide all $1.5 million of funding for the former Divinity School site and $500,000 of funding at 3440 Market Street. Additionally a grant from the Department of Education will fund the remaining $360,000 for 3440 Market.

RESOLVED, that the fit-out of the former Divinity School site and the 3440 Market Street leased space, estimated to cost $2.36 million in total, be and the same hereby are approved and that the Executive Vice President, the Senior Vice President for Facilities and Real Estate Services, or the Vice President for Finance and Treasurer 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 costs 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 confirmed.
Resolution to Authorize the Design and Construction of the Wharton School Vance Hall 3rd Floor External Affairs Renovation Project in the Amount of $1.8 Million

Intention:

The Wharton School wishes to proceed with the Vance Hall 3rd Floor External Affairs renovation project. The purpose of this project is to renovate the existing External Affairs Office to make it more functional for alumni, donors, and staff. The current space is overcrowded due to an increase in development staff. The renovation will include new office space and open workstations for the staff along with new conference space that can be converted into a larger reception area, a new secure filing area, and modified HVAC and electrical systems. The project is estimated to cost $1.8 million and will be funded by Wharton School operating funds.

RESOLVED, that the design and construction of the Vance Hall 3rd Floor External Affairs renovation project, estimated to cost $1.8 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 the Vice President for Finance and Treasurer 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 costs 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 confirmed.
Resolution to Appoint Seth E. Toney II to the Board of Overseers of the Graduate School of Education

RESOLVED, that Seth E. Toney II be appointed to the Board of Overseers of the Graduate School of Education for a three-year term, effective February 11, 2005.

Seth E. Toney II, WG’88, is Managing Director and Head of Foreign Exchange Sales and Trading at Dresdner Kleinwort Wasserstein, which he joined in 2001. Prior to joining Dresdner, Mr. Toney served as a principal at Bankers Trust and then as a director at Deutsche Bank. He was also Fixed Income Portfolio Manager at Prudential Global Advisers. Mr. Toney received a Bachelor of Arts degree from Williams College. At Penn, he has been an active member of the James Brister Society since 1997 and currently serves as Chair of Brister’s Development Committee. Mr. Toney has also been active in the Wharton Graduate Class of 1988, having most recently served on his 15th reunion committee.
Resolution to Appoint Joseph D. Gatto, Esq., and Richard P. Schifter, Esq., to the Board of Overseers of the Law School

RESOLVED, that Joseph D. Gatto, Esq., and Richard P. Schifter, Esq., be appointed to the Board of Overseers of the Law School for three-year terms, effective February 11, 2005.

Joseph D. Gatto, Esq., L’84, WG’84, is Managing Director and Partner at Goldman Sachs & Co. He is a trustee for the Brunswick School for Boys in Greenwich, CT and has been active on the Advisory Council for the Woodrow Wilson School of Public and International Affairs at Princeton, his alma mater. At Penn, Mr. Gatto is a member of the Institute for Law Economics and a former member of the Advisory Board for the Journal of International Economic Law (1996-1999).

Richard P. Schifter, Esq., L’78, is Managing Partner at Texas Pacific Group. Mr. Schifter is also Managing Partner of Newbridge, an investment firm affiliated with the Texas Pacific Group. He is a director of Ryanair Holdings, PLC, Productora de Papel, and of the Bristol Group. In addition, Mr. Schifter is a member of the governing board of the Anti-Defamation League, a director of Youth I.N.C. and of the EcoEnterprises Fund. Prior to joining Texas Pacific, Mr. Schifter was an attorney with the law firm of Arnold and Porter in Washington, D.C., for 15 years. At Penn, Mr. Schifter is a member of the Institute for Law and Economics Advisory Board.
Resolution to Appoint Mark H. Goldstein to the Board of Overseers of the University Libraries

RESOLVED, that Mark H. Goldstein be appointed to the Board of Overseers of the University Library for a three-year term, effective February 11, 2005.

Mark H. Goldstein, C'83, is an advisory trustee for Kmart. He is former Chief Executive Officer of Bluelight.com, Kmart's online shopping site and Internet service, which he founded in 1999. As CEO of Bluelight.com, Mr. Goldstein led the daily operations and business strategy of the online retailer. BlueLight.com is Mr. Goldstein's fourth Internet start-up and was conceived while he was working as Entrepreneur in Residence at Softbank Venture Capital. He began his career as a software marketer at Apple Computer. Mr. Goldstein is a director of Bluefly.com, FreeShop.com, and Rentals.com. He is former Chairman of Interactive Services Association (ISA), and a member of the Kinecta Advisory Board. At Penn, Mr. Goldstein, together with his father, established the Mark & Bernard Goldstein Undergraduate Study Center at Van Pelt Library.
Resolution to Appoint David T. Clancy, Michael E. Feng, Harvey Kimmel, Michael J. Kowalski and Frederick J. Manning to the Board of Overseers of the University Museum of Archaeology and Anthropology

RESOLVED, that David T. Clancy, Michael E. Feng, Harvey Kimmel, Michael J. Kowalski, and Frederick J. Manning be appointed to the Board of Overseers of the University Museum of Archaeology and Anthropology for three-year terms, effective February 11, 2005.

David T. Clancy, W’70, is President and Chief Executive Officer of Clancy & Theys Construction Company in North Carolina. Mr. Clancy’s father and brother-in-law founded the company in 1949. David Clancy joined Clancy & Theys as an appraiser and, in 1986, took over as Chief Executive Officer and President. Mr. Clancy is Chairman of the Raleigh-Durham International Airport Authority Board and of the North Carolina Symphony. He is also a director of the Wake County Specialized Residential Home for Children, Inc. Mr. Clancy is a trustee of the Wake Education Partnership, a member of the City of Raleigh Planning Commission, and serves on the Greater Raleigh Chamber of Commerce Board of Advisors. At Penn, Mr. Clancy established the Deborah Parry Clancy Endowed Scholarship Fund and is a former member of the Agenda for Excellence Council.

Michael E. Feng, C’79, is Director at Credit Suisse First Boston. Mr. Feng is the grandson of T.V. Soong (1894-1971), who was Foreign Minister of China during World War II. A scholar in Chinese art history, Mr. Feng serves on the board of the Freer Gallery of Art and Arthur M. Sackler Gallery (FSG), the Smithsonian Institution’s National Museum of Asian Art. Mr. Feng is also an active volunteer and patron of the Metropolitan Museum of Art. He serves on the Collections Committee of the Harvard University Art Museums. At Penn, Mr. Feng is a member of the University Museum’s Loren Eiseley Society.

Harvey Kimmel, NAF, is former president of Software Shop Systems (formerly known as Value Computing, Inc.), which he acquired in 1984. In 1995, Software Shop was acquired by Geac Computer Corporation, Ltd. Mr. Kimmel also was one of the founders of Execucom Systems Corporation, a Dallas-based firm that created the IFPS financial planning language for IBM mainframes. Mr. Kimmel is currently Vice Chair of the Board of Directors at the Wilma Theater in Philadelphia. He received his undergraduate degree from Penn State University. At Penn, Mr. Kimmel has been a member of the University Museum’s Loren Eiseley Society since 1999.

Michael J. Kowalski, W’74, is Chairman and Chief Executive Officer of Tiffany & Co. Prior to this, Mr. Kowalski held several other positions at Tiffany’s, including President, Executive Vice President of Merchandising and Marketing, and Chairman of Tifco Korea, Ltd. (Seoul, Korea). Mr. Kowalski is a trustee of the Nature Conservancy. He also serves on the Board of Directors of the Fairmount Hotel and Resorts. After graduating from Penn, Mr. Kowalski received an M.B.A. from Harvard University. At Penn, he is a member of the Baker Retailing Initiative Advisory Board and is a former member of the College House Advisory Board.
Frederick J. Manning, Esq., W'69, is Chairman, Chief Executive Officer and primary owner of the Celtic Group, a holding company for Celtic Life Insurance Company, with offices in Chicago and Hartford, CT. Mr. Manning founded Celtic in 1978. Prior to his work at Celtic, he held a variety of positions with the Marmon Group, a diversified manufacturing company in Chicago. Mr. Manning is a member of the Dispute Resolution Center Advisory Committee at the Kellogg School of Management at Northwestern University. His other civic affiliations include service as Trustee of the Children's Memorial Medical Center, Director of the Children's Memorial Foundation, Trustee of Michael Reese Health Trust, and Trustee of the Zohar Education Project, Inc. He is also Vice President, Assistant Secretary, and Director of the Pritzker Philanthropic Fund. At Penn, Mr. Manning has been a member of the Midwest Regional Advisory Board for over ten years.
RESOLVED, that Theodore E. Schlein and Krishna P. Singh be appointed to the Board of Overseers of the School of Engineering and Applied Science for three-year terms, effective February 11, 2005.

Theodore E. Schlein, C’86, is Managing Partner at Kleiner Perkins Caufield & Byers (KPCB), a venture capital firm, which he joined in 1996. From 1986 to 1996, Mr. Schlein served in a variety of executive positions at Symantec Corporation, including the position of Vice President of Networking and Client Server Technology. Prior to that, Mr. Schlein served as Vice President of Symantec’s European business development and as Vice President of the Data Management Group. Mr. Schlein is also Chairman of Fortify Software, Inc. and co-owner of Emilio’s Terrace Vineyard. In addition, he serves as a director of the National Venture Capital Association, ArcSight, Inc., Corio, Inc., eVolution, Inc., Evant, Inc., IronPlanet, Inc., and Ketera Technologies, Inc. At Penn, Mr. Schlein has been active at both Engineering and Athletics.

Krishna P. Singh, GME’69, GR’72, is co-founder, President and Chief Executive Officer of Holtec International in Marlton, NJ. Dr. Singh co-founded Holtec International in 1986. From 1971 to 1986, Dr. Singh served as Vice President of Engineering at Joseph Old Company in Camden, NJ. In addition to being principal author of Mechanical Design of Heat Exchangers and Pressure Vessel Components, Dr. Singh has edited over a dozen monographs, written over 50 technical papers and holds three patents. He is also a Fellow of the American Society of Mechanical Engineering. Dr. Singh received a Bachelor of Science in Mechanical Engineering, with a specialization in thermodynamics and heat-transfer, from B.I.T. Sindri, University of Ranchgi (India). In addition, he received a Bachelor of Science from St. Xavier’s College in India. At Penn, Mr. Singh is a member of the Mechanical Engineering and Applied Mechanics (MEAM) Visiting Committee, and the former chair of the MEAM Advisory Council (1993 to 1995).
Resolution to Appoint Marjorie Gordon Schaye, Patricia Braun Silvers, and Andrew D. Stone to the Board of Overseers of the School of Social Work

RESOLVED, that Marjorie Schaye, Patricia Braun Silvers, and Andrew D. Stone be appointed to the Board of Overseers of the School of Social Work for three-year terms, effective February 11, 2005.

Marjorie Gordon Schaye, CW’75, is a Development Fundraising Consultant. She is the former Director of Development at the Foundation for Human Potential and is a member of the advisory board for the Illinois Board of Education. At Penn, Ms. Schaye has been a member of the Penn Press Board of Trustees since 2003, and a member of the Trustees’ Council of Penn Women Executive Committee and Co-chair of its Student Life Committee since 1998. She also served on Penn’s Undergraduate Financial Aid Committee, as a Vice President of Penn Alumni, and as co-President and founder of the Midwest Regional Advisory Board.

Patricia Braun Silvers, CW’72, is Principal and founder of Patricia Silvers Executive Search in New York City. Ms. Silvers was previously a Vice President and part of a management team for futures, options, and derivative products in Merrill Lynch’s Private Client Group, from 1986 to 1996. She is a Class Representative at the Dalton School and Chair of the Secondary School Committee for the Horace Mann School in New York. After graduating from Penn, Ms. Silvers received an M.B.A. from the Stern School of Business at New York University. At Penn, she has been a member of the Trustees’ Council for Penn Women since 1998, currently serving as Programming Committee co-Chair. Ms. Silvers is a member of the Arts Council at the ICA. She served as Co-Chair of the Penn Fund from 1997 to 2000 and as the Class of 1972’s 25th and 30th Reunion Gift Chair. Ms. Silvers has served on the Penn Alumni Board since 1997.

Andrew D. Stone, W’79, served as Managing Director and head of the Principal Transactions Group (PTG) at Credit Suisse First Boston from 1994 to 1999. Mr. Stone was responsible for the firm’s worldwide real estate effort, which included debt origination, equity investments and securitization. Prior to that, he was Senior Managing Director in charge of the Mortgage, Asset-Backed and Real Estate Securities Group at Daiwa Securities America. Mr. Stone was named one of the top financial people of the 20th century by the Financial Institute of New York. After graduating from Penn, Mr. Stone received an MBA from the University of Chicago.
Resolution to Appoint Stephen G. Smith to the Board of Trustees of the University of Pennsylvania Press

RESOLVED, that Stephen G. Smith be appointed to the Board of Trustees of the University of Pennsylvania Press for a three-year term, effective February 11, 2005.

Stephen G. Smith, C’71, is Washington Bureau Chief for the Houston Chronicle. Prior to this, he was Vice President of Communications at the Brookings Institution in Washington, D.C. He has previously served as Editor of U.S. News & World Report, Executive Editor of Newsweek and Nation Editor of Time magazine. Mr. Smith is the only practicing journalist to have held top positions at all three major newsmagazines. He was also founding editor of Civilization, and a former reporter for both the Philadelphia Inquirer and the Boston Globe. He is a member of the Council on Foreign Affairs. At Penn, Mr. Smith has been a member of the Athletics Advisory Board since 2001 and is a former member of the Pennsylvania Gazette advisory board.
Resolution to Appoint the 2005 Slate of the Board of Managers of the Wistar Institute

RESOLVED, that the following individuals, duly nominated for membership by action of the Board of Managers of the Wistar Institute at their quarterly meeting on Friday, December 10, 2004, be appointed for one-year terms, effective February 11, 2005:

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

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

* Representatives of the Academy of Natural Sciences, elected according to the terms of the Deeds of Trust.

** Wistar family representative, elected according to the terms of the Deeds of Trust.
Resolution to Appoint Scott R. Douglass, Sandra L. Garz, and Scott W. Killinger to the Board of PennPraxis

RESOLVED, that Scott R. Douglass be appointed to the Board of Directors of PennPraxis for a three-year term; that Sandra L. Garz be reappointed for a one-year term; and that Scott W. Killinger be reappointed for a two-year term, all effective February 11, 2005.

Mr. Douglass is Vice President of Finance and Treasurer. He joined the University in 1992, serving as Associate Dean at Wharton until his promotion to Senior Associate Dean in 1997. Prior to joining Penn, he served as the Secretary of Finance for the State of Delaware. Mr. Douglass holds both a bachelor’s and a master’s degree in political science from the University of Delaware.

Ms. Sandra L. Garz, GCP’75, is a graduate of the city planning program, with over 27 years of experience in the private, non-profit and government sectors. From 1994-2001, she served as Executive Director of the Philadelphia Chapter of the American Institute of Architects. Prior positions include Manager of Economic Development Research, PECO Energy; Director of Civic Affairs and Project Development, the Foundation for Architecture; Director of Planning and Marketing, P+A Associates Real Estate Development; and, for twelve years, a professional with the Philadelphia City Planning Commission. Ms. Garz led the effort to create the highly successful Charter School for Architecture and Design, established six years ago. She is currently Vice President of Facilities Business Management, Urban Engineers, Inc, Philadelphia.

Mr. Scott W. Killinger, GFA’66, GAR’66, GCP’66, is Consulting Principal at Kise Straw and Kolodner in Philadelphia. Prior to joining this consulting practice, he was managing principal of the Hillier Group’s Philadelphia office, one of the largest architecture firms in the city. Mr. Killinger has been responsible for many large planning, development, and architectural projects, including the plan for Sadat City, a new town for one million in Egypt; the Camden Waterfront Master Plan; a Master Plan for the Philadelphia Naval Yard; and several sports facilities feasibility studies. He has also taught in the School of Design.