Resolution to Amend the Bylaws of Penn Medicine

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 Sections 1, 3.2, 3.3, 4.1, 4.2, and 5.2 of the Bylaws of Penn Medicine to eliminate reference to Phoenixville Hospital of the University of Pennsylvania Health System (“PHX”) and its Chair of the Board of Trustees, to stagger the terms of office of Penn Medicine Board members, to modify the title of the Executive Vice President of the University of Pennsylvania for the Health System/Dean of the School of Medicine, and to reduce the required frequency of Penn Medicine Board meetings.

RESOLVED, that the Bylaws of Penn Medicine be amended to eliminate reference to PHX and its Chair of the Board of Trustees, to stagger the terms of office of Penn Medicine Board members, to modify the title of the Executive Vice President of the University of Pennsylvania for the Health System/Dean of the School of Medicine, and to reduce the required frequency of Penn Medicine Board meetings. Specifically, it is resolved that Sections 1, 3.2, 3.3, 4.1, 4.2, and 5.2 of the Bylaws of Penn Medicine be amended and restated as follows (additions shown as underlined; deletions shown as strikethroughs):

“Section 1...The purpose of Penn Medicine shall be to operate, oversee and coordinate the activities of an integrated system for medical education, research and patient care that consists of the University of Pennsylvania School of Medicine (the “School of Medicine”), the Clinical Practices of the University of Pennsylvania (“CPUP”), the Hospital of the University of Pennsylvania (“HUP”), the Pennsylvania Hospital of the University of Pennsylvania Health System (“PAH”), Phoenixville Hospital of the University of Pennsylvania Health System (“PXH”), Presbyterian Medical Center of the University of Pennsylvania Health System (“PMC”), Clinical Care Associates of the University of Pennsylvania (“CCA”), Wissahickon Hospice (“WH”) and such other clinical health care enterprises, including without limitation networks of physicians, ambulatory care facilities, management services organizations and managed care organizations, that are from time to time under the control of the University, whether through ownership, membership, contract or otherwise. For convenience, HUP, PAH, PXH, PMC, CCA, WH and all such other clinical health care enterprises are referred to individually and collectively as “Clinical Components,” and the School of Medicine, CPUP and Clinical Components are referred to collectively as the “Penn Medicine Constituents,” the “University of Pennsylvania Health System” or such other name or names as the University Trustees may from time to time determine...

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 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.

3.3. **Term of Office.** Other than the initial The members of the Board who may be appointed for one (1), two (2), or three (3) year terms to provide for staggered terms, and thereafter each member of the Board other than ex-officio members shall hold office for a term of three (3) years, or until his or her successor is elected and qualified, unless he or she sooner dies, resigns, is removed or becomes disqualified. The terms of members of the Board, other than ex-officio members and officers, may be renewed no more than two (2) times (a maximum of nine (9) years).

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, 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 of Pennsylvania for Penn Medicine/the Health System/Dean of the Medical School of Medicine (“EVP/Dean”); and

(4) The Executive Vice President of the University; and

(5) 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 shall also 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.

4.2 Authority of Executive Committee. The affairs of the Penn Medicine Constituents shall be managed by the Executive Committee, which shall have primary authority and responsibility for the oversight of Penn Medicine and shall exercise all of the powers of the Board, except for the powers specified in Section 5731 of the Pennsylvania Nonprofit Corporation Law (or any successor provision). Subject to the University Statutes and applicable law, the Executive Committee shall have the authority to take all actions on behalf of the University Trustees that would otherwise be taken by the University in its capacity as the owner of assets or shares of a Penn Medicine Constituent, member of a nonprofit Penn Medicine Constituent, operator of a Penn Medicine Constituent that is a subdivision of the University or party to a contract with a Penn Medicine Constituent, except that any authority of the Executive Committee with respect to members of the University Faculty shall be subject to the University Statutes and Faculty Handbook and except that the prior approval of the University Trustees shall be required for each of the following:

(a) The annual capital and operating budgets of Penn Medicine;

(b) Capital expenditures for any project or program in excess of five million dollars ($5,000,000);

(c) The acquisition or sale of any real estate within the University campus or immediately surrounding area;

(d) Any increase of indebtedness, secured or unsecured, of the University in excess of the amount approved in the annual budget; any restructuring of indebtedness, or modifications of agreements or arrangements by which the University guaranties or provides surety for the obligations of any Clinical Component, shall be subject to the approval of the University Trustees through the University Budget and Finance Committee;

(e) The closure, discontinuation, dissolution, sale, or other termination of HUP, PAH, PXH, PMC, CCA or WH;
(f) A merger or consolidation involving any Penn Medicine Constituent or the acquisition, purchase, or creation of a Penn Medicine Constituent resulting in a material change in services;

(g) Any change in the name of HUP, PAH, PXH or PMC;

(h) Termination of any degree-granting program offered, sponsored or provided by a Penn Medicine Constituent;

(i) Any action relating to the School of Medicine which, pursuant to University policies or procedures, must be approved by the University; and

(j) Amendment of the Bylaws of Penn Medicine as provided in Section 13 hereof.

5.2 Frequency of Meetings. The Board shall meet at least twice a year. The Executive Committee shall meet at least eight (8) times a year, unless otherwise determined by the Executive Committee. Other regular meetings of the Executive Committee may be held at such places and at such times as the Executive Committee may determine.”
Resolution on Faculty Appointments, Leaves, and Promotions  
February 18, 2005-April 21, 2005

SCHOOL OF ARTS AND SCIENCES

STANDING FACULTY

Promotions

Promotion of Dr. Nancy M. Bonini to Professor of Biology in the Standing Faculty of the School of Arts and Sciences effective July 1, 2005 (full salary; has tenure).

Promotion of Dr. John B. Etnyre to Associate Professor of Mathematics in the Standing Faculty of the School of Arts and Sciences effective July 1, 2005 (full salary; with tenure).

Promotion of Dr. Lothar Haselberger to Professor of History of Art in the Standing Faculty of the School of Arts and Sciences effective July 1, 2005 (full salary; has tenure).

Promotion of Dr. Michael W. Cole to Associate Professor of History of Art in the Standing Faculty of the School of Arts and Sciences effective July 1, 2005 (full salary; with tenure).

Promotion of Dr. Emily R. Steiner to Associate Professor of English in the Standing Faculty of the School of Arts and Sciences effective July 1, 2005 (full salary; with tenure).

Promotion of Dr. Peter T. Struck to Associate Professor of Classical Studies in the Standing Faculty of the School of Arts and Sciences effective July 1, 2005 (full salary; with tenure).

SCHOOL OF DESIGN

STANDING FACULTY

Authorization to Offer Appointment

Authorization to Offer Appointment of Dr. Deborah Linebarger as Assistant Professor of Communication in the Standing Faculty of the Annenberg School for Communication for the period September 1, 2002 through June 30, 2005 (full salary; tenure probationary period commences July 1, 2002). Mandatory tenure review is academic year 2007-08.

Promotions

Promotion and reappointment of Ms. Julie Schneider as Adjunct Professor of Fine Arts in the Associated Faculty of the School of Design for five years effective July 1, 2005 (partial salary dependent on duties assigned; not in tenure probationary status in this appointment).
**Promotion of Dr. Ali M. Malkawi**, Associate Professor of Architecture in the Standing Faculty of the School of Design is converted to tenure effective July 1, 2005 (full salary).

**Reappointments**

**Reappointment of Ms. Laurie Churchman** as Assistant Professor of Fine Arts in the Standing Faculty of the School of Design for three years effective July 1, 2006 (full salary; tenure probationary period commenced July 1, 2002; mandatory tenure review is academic year 2007-8).

**Reappointment of Mr. Hitoshi Nakazato** as Adjunct Professor of Fine Arts in the Associated Faculty of the School of Design for three years effective July 1, 2005 (partial salary dependent on duties assigned; not in tenure probationary status in this appointment).

**Reappointment of Mr. Peter Latz** as Adjunct Professor of Landscape Architecture in the Associated Faculty of the School of Design for five years effective July 1, 2005 (partial salary dependent on duties assigned; not in tenure probationary status in this appointment.)

**Reappointment of Mr. Richard Wesley** as Adjunct Associate Professor of Architecture in the Associated Faculty of the School of Design for five years, effective July 1, 2005 (without salary; not in tenure probationary status in this appointment).

**Leaves of Absence**

**Scholarly leave of absence for Ms. Anita Berrizbeitia**, Associate Professor of Landscape Architecture in the Standing Faculty of the School of Design for the period July 1, 2005-June 30, 2006. Half salary; appropriate benefits continued. *[14 credits accrued; 12 credits will be used.]*

**Scholarly leave of absence for Dr. Eugenie Ladner Birch**, Professor of City and Regional Planning in the Standing Faculty of the School of Design for the period January 1, 2006 to June 30, 2006 with up to full salary; benefits continued. *[16 credits will be accrued; 12 credits will be used.]*

**Scholarly leave of absence for Mr. John Moore**, Professor of Fine Arts in the Standing Faculty of the School of Design for the period July 1, 2005 to December 31, 2005 with up to full salary; benefits continued. *[12 credits will be accrued; 12 credits will be used.]*

**ASSOCIATED FACULTY**

**Authorization to Offer Appointment**

**Authorization to offer Appointment of Dr. Monroe E. Price** as Visiting Professor of Communication in the Associated Faculty of the Annenberg School of Communication for the period July 1, 2004 through December 31, 2005 (full salary and benefits to be reimbursed to Cardozo School of Law; not in tenure probationary status in this appointment).
GRADUATE SCHOOL OF EDUCATION

STANDING FACULTY

Extensions
Extension to the approved appointment and tenure probationary period for Ms. Kathryn Howard as Assistant Professor of Education in the Standing Faculty of the Graduate School of Education for one year effective July 1, 2005 (full salary; tenure probationary period commenced July 1, 2003). Adjusted mandatory tenure review is academic year 2009-10. [This extension is granted pursuant to paragraph A.1. of the policy on extension of tenure probationary period, March 18, 1997 or as amended].

Extension to the approved reappointment and tenure probationary period for Dr. Ritty Lukose as Assistant Professor of Education in the Standing Faculty of the Graduate School Education for one year effective July 1, 2005 (full salary; tenure probationary period commenced July 1, 2001). Adjusted mandatory tenure review is academic year 2007-08. [This extension is granted pursuant to paragraph A.1. of the policy on extension of tenure probationary period, March 18, 1997 or as amended].

Reduction in Duties
Reduction in duties by 50% for child care for Dr. Ruth Curran Neild, Assistant Professor of Education in the Standing Faculty of the Graduate School of Education for two years effective January 1, 2005 with a proportional reduction in salary and those benefits which are salary based. The tenure probationary period which began July 1, 2001 is extended by one year for two years in half-time status for child care. Mandatory tenure review was previously adjusted pursuant to paragraph A.1. of the policy on extension of tenure probationary period, March 18, 1997 or as amended). Adjusted mandatory tenure review is academic year 2008-09. (This extension is pursuant to the policy on reduction in duties, Section II.E.2)

SCHOOL OF ENGINEERING AND APPLIED SCIENCE

STANDING FACULTY

Extension to Approved Reappointment
Extension to the approved reappointment and tenure probationary period for Dr. Keith J. Gooch as Assistant Professor of Bioengineering in the Standing Faculty of the School of Engineering and Applied Science for one year effective July 1, 2006 (full salary; probationary period commenced July 1, 1998). Adjusted mandatory tenure review is academic year 2005-2006. [Extension is pursuant to paragraph A.1. of the Policy on Extension of the Probationary Periods that Apply to Granting of Tenure or Promotion to Associate Professor, March 18, 1997 or as amended].

Leave of Absence
Scholarly leave of absence for Dr. John E. Fischer, Professor of Materials Science and Engineering in the Standing Faculty of the School of Engineering and Applied Science, for the fall semester 2005 with up to full salary; full benefits continued [22 credits will be accrued; 10 credits will be used w/remainder of salary drawn from grants with grantor approval] and for the fall semester 2006 with up to full salary; full benefits continued [13 credits will be accrued; 12 credits will be used].

WHARTON SCHOOL

STANDING FACULTY

Degree Compliance
Degree Compliance -- Appointment of Dr. Deborah A. Small as Assistant Professor of Marketing in the Standing Faculty of the Wharton School for three years effective July 1, 2004 (full salary; tenure probationary period commenced July 1, 2004). Mandatory tenure review is academic year 2009-10. [Refer to PSC Action of June 23, 2004 and Refer to PSC Action of September 17, 2004]

Extension to Approved Appointment Authorization and Tenure Probationary Period
Extension to the approved appointment and tenure probationary period for Dr. Guy David as Assistant Professor of Health Care Systems in the Standing Faculty of the Wharton School for one year effective July 1, 2007 (full salary; tenure probationary period commenced July 1, 2004). 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].

Correction to Previous Minute
Correction to Previous Minute -- Extension to the approved reappointment of Dr. Lisa E. Bolton as Assistant Professor of Marketing in the Standing Faculty of the Wharton School for one year effective July 1, 2006 (full salary; tenure probationary period commenced July 1, 2000). Adjusted mandatory tenure review is academic year 2006-07. [This extension is granted pursuant to paragraph A.1. of the policy on extension of tenure probationary period, March 18, 1997, or as amended]. [Consideration for promotion to tenure is contingent upon United States permanent residency status.]

Leaves of Absence
Scholarly leave of absence for Dr. Lawrence D. Brown, the Miers Busch, W’1885 Professor of Statistics in the Standing Faculty of the Wharton School, for the period July 1,
2005 to June 30, 2006 with partial salary, appropriate benefits continued. [22 credits will be accrued; 22 credits will be used.]

**Scholarly leave of absence for Dr. Joseph E. Gyourko**, the Martin Bucksbaum Professor 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. [23 credits will be accrued; 23 credits will be used. The borrowing of one credit is approved for this leave.]

**Approved Senior Faculty Resident leave of absence for Dr. Kenneth L. Shropshire**, the David W. Hauck Professor at the Wharton School, for the period July 1, 2005 to December 31, 2006 with up to full salary; full benefits continued. [24 credits will be accrued; 0 credits will be used] is changed to the period July 1, 2005 to December 31, 2005 with up to full salary; full benefits continued. [24 credits will be accrued; 0 credits will be used] Refer to PSC February 16, 2001 and PSC May 9, 2003

**Scholarly leave of absence for Dr. Kenneth L. Shropshire**, the David W. Hauck Professor at the Wharton School, for the period January 1, 2006 to June 30, 2006 with up to full salary, appropriate benefits continued. [24 credits will be accrued; 12 credits will be used.]

**Scholarly leave of absence for Dr. Linda H. Zhao**, Associate Professor of Statistics in the Standing Faculty of the Wharton School, for the period July 1, 2005 to June 30, 2006 with up to one-half salary, appropriate benefits continued. [22 credits will be accrued; 12 credits will be used.]

**Promotions**

Promotion of Dr. Dean P. Foster to Professor of Statistics in the Standing Faculty of the Wharton School effective July 1, 2005 (full salary; has tenure).

Promotion of Dr. Witold J. Henisz to Associate Professor of Management in the Standing Faculty of the Wharton School effective July 1, 2005 (full salary; with tenure).

Promotion of Dr. Maurice E. Schweitzer to Associate Professor of Operations and Information Management in the Standing Faculty of the Wharton School effective July 1, 2005 (full salary; with tenure).

Promotion of Dr. Todd M. Sinai as Associate Professor of Real Estate in the Standing Faculty of the Wharton School effective July 1, 2005 (full salary; with tenure).

**Resignations**

Resignation of Dr. Jianhua Huang, Assistant Professor of Statistics in the Standing Faculty of the Wharton School effective December 31, 2004.

**ASSOCIATED FACULTY**

**Correction to Previous Minute**
Correction to Previous Minute -- Appointment of Dr. Richard P. Waterman as Adjunct Associate Professor of Statistics in the Associated Faculty of the Wharton School for the period July 1, 2005 to June 30, 2008 (partial salary dependent upon duties assigned; not in tenure probationary status in this appointment). **SHOULD READ: Authorization to offer appointment to Dr. Richard P. Waterman** as Adjunct Associate Professor of Statistics in the Associated Faculty of the Wharton School for the period July 1, 2005 to June 30, 2008 (partial salary dependent upon duties assigned; not in tenure probationary status in this appointment). [Refer to PSC of February 18, 2005]

Reappointment
Reappointment of Dr. Danielle E. Warren as Visiting Assistant Professor of Legal Studies in the Associated Faculty of the Wharton School for the period July 1, 2005 to June 30, 2006 (full salary with health and life insurance benefits; not in tenure probationary status in this appointment).

**SCHOOL OF DENTAL MEDICINE**

**STANDING FACULTY**

**Authorization to Offer Appointment**

Appointment of Dr. Lee Carrasco as Assistant Professor of Oral Surgery/Pharmacology in the Standing Faculty - Clinician Educator of the School of Dental Medicine for a period of three years effective January 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 commences July 1, 2003. The clinician-educator review is academic year 2011-2012.

Appointment of Dr. Helen Giannakopoulos as Assistant Professor of Oral Surgery/Pharmacology in the Standing Faculty - Clinician Educator of the School of Dental Medicine for a period of three years effective January 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 commences July 1, 2003. The clinician-educator review is academic year 2011-2012.

Appointment of Dr. Rochelle G. Lindemeyer as Assistant Professor of Pediatric Dentistry in the Standing Faculty - Clinician Educator of the School of Dental Medicine retroactive for the period of July 29, 2002 to June 30, 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 commences July 1, 2002). The clinician-educator review is academic year 2010-2011.

Appointment of Dr. Andres Pinto as Assistant Professor of Oral Medicine in the Standing Faculty - Clinician Educator of the School of Dental Medicine for three years effective July 1, 2002. (Full salary; appointment subject to the stipulations given in Guidelines for Appointment and Promotions, January 8, 1985 or as amended). This appointment carries a
ten-year non-tenure probationary period which commences July 1, 2002. The Clinician Educator review is academic year 2010-2011.

**Scholarly Leaves**

**Scholarly leave of absence for** Dr. Judith T. Buchanan, Associate Professor of Community Oral Health in Preventive and Restorative Sciences in the Standing Faculty of the School of Dental Medicine for the period February 14, 2005 through April 25, 2005 (full salary; appropriate benefits continued). [*15 credits will be accrued; 6 credits will be used*].

**Scholarly leave of absence for Dr. Daniel Malamud**, Professor of Biochemistry in the Standing Faculty of the School of Dental Medicine for the period March 1, 2005 – September 15, 2005 (full salary; appropriate benefits continued). This leave is approved in anticipation of retirement. [*13 credits will be accrued; 13 credits will be used*].

**ASSOCIATED FACULTY**

**Authorization to Offer Appointment**

**Appointment of Dr. Gil Alcoforado** as Adjunct Professor of Community Oral Health in the Associated Faculty of the School of Dental Medicine for three years effective July 1, 2002. (Unsalaried; not in tenure probationary status with this appointment).

**Appointment of Dr. Victor Alos** as Adjunct Assistant Professor of Community Oral Health in the Associated Faculty of the School of Dental Medicine for a period of three years effective July 1, 2002 (unsalaried; not in tenure probationary status with this appointment).

**Appointment of Dr. Jean-Pierre Arnoux** as Clinical Assistant Professor of Periodontics in the Associated Faculty of the School of Dental Medicine for a period of three years effective July 1, 2002 (unsalaried; not in tenure probationary status with this appointment).

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

**Appointment of Dr. Vincent Bissell** as Adjunct Assistant Professor of General Restorative Dentistry in the Associated Faculty of the School of Dental Medicine for three years effective July 1, 2002 (unsalaried; not in tenure probationary status with this appointment).

**Appointment of Dr. David Brown** as Adjunct Professor of General Restorative Dentistry in Community Oral Health in the Associated Faculty of the School of Dental Medicine for three years retroactive to July 1, 2002  (unsalaried; not in tenure probationary status with this appointment).

**Appointment of Dr. Gail G. Childers** as Clinical Assistant Professor of Periodontics in the Associated Faculty of the School of Dental Medicine for a period of three years effective January 1, 2003 (unsalaried; not in tenure probationary status with this appointment).
Appointment of Dr. Albert Chinappi, Jr. as Clinical Associate Professor of Periodontics in the Associated Faculty of the School of Dental Medicine for three years effective January 1, 2002. (Partial salary to be negotiated with the Dean; not in tenure probationary status with this appointment).

Appointment of Dr. Minn Alex Cho as Clinical Assistant Professor of General Restorative Dentistry in the Associated Faculty of the School of Dental Medicine for the period September 1, 2002 to June 30, 2005 (partial salary to be negotiated with the Dean; not in tenure probationary status with this appointment).

Appointment of Dr. Ming-Yung Chou as Adjunct Professor of Community Oral Health in the Associated Faculty of the School of Dental Medicine for a period of three years retroactive to November 1, 2002 (unsalaried; not in tenure probationary status with this appointment.)

Appointment of Dr. Thomas A. Crist as Adjunct Assistant Professor of Pathology in the Associated Faculty of the School of Dental Medicine for three years effective July 1, 2003 (unsalaried; not in tenure probationary status in this appointment).

Appointment of Dr. Ira Eisenstein as Clinical Associate Professor of Periodontics in the Associated Faculty of the School of Dental Medicine for a period of three years effective January 1, 2003 (unsalaried; not in tenure probationary status with this appointment).

Appointment of Dr. Myron Fishbein as Adjunct Assistant Professor of Community Oral Health in the Associated Faculty of the School of Dental Medicine for three years retroactive to July 1, 2002 (unsalaried; not in tenure probationary status with this appointment).

Appointment of Dr. Tomoyasu Fuji as Clinical Assistant Professor of Periodontics in the Associated Faculty of the School of Dental Medicine for a period of three years effective July 1, 2002 (unsalaried; not in tenure probationary status with this appointment).

Appointment of Dr. Jamie S Gartenberg as Clinical Assistant Professor of Endodontics in the Associated Faculty of the School of Dental Medicine for three years effective July 1, 2002 (unsalaried; not in tenure probationary status with this appointment).

Appointment of Dr. Joan Gluch as Adjunct Associate Professor of Community Oral Health in the Associated Faculty of the School of Dental Medicine for three years effective July 1, 2002 or for the duration of her administrative appointment whichever is the shorter period of time (Unsalaried; not in tenure probationary status with this appointment). The nine years 1992-2001 were in Clinician-Educator probation.

Appointment of Dr. Deanna Gray-Miceli as Adjunct Assistant Professor of Nursing in the Associated Faculty of the School of Nursing for the period July 1, 2004 to June 30, 2007 (with partial salary dependent upon duties assigned); not in tenure probationary status in this appointment).
Appointment of Dr. Wojciech Grzesik as Research Assistant Professor of Anatomy/Cell Biology in the Associated Faculty of the School of Dental Medicine for the period January 1, 2003 to June 30, 2006 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; a non-tenure probationary period commences July 1, 2003). Mandatory review is Academic Year 2008-09.

Appointment of Dr. Sam-Pyo Hong as Adjunct Professor of Pathology in the Associated Faculty of the School of Dental Medicine for a period of three years effective July 1, 2002 (unsalaried; not in tenure probationary status with this appointment).

Appointment of Dr. Melissa Hunt as Adjunct Assistant Professor of Community Oral Health in the Associated Faculty of the School of Dental Medicine for three years effective July 1, 2002. (Partial salary to be negotiated with the Dean; not in tenure probationary status with this appointment).

Appointment of Dr. Narihide Kanayama as Clinical Assistant Professor of General Restorative Dentistry in the Associated Faculty of the School of Dental Medicine for the period September 1, 2002 to June 30, 2005 (partial salary to be negotiated with the Dean; not in tenure probationary status with this appointment).

Appointment of Dr. Myoung Kim as Clinical Assistant Professor of Endodontics in the Associated Faculty of the School of Dental Medicine for a period the period September 1, 2002 to June 30, 2005 (unsalaried; not in tenure probationary status with this appointment).

Appointment of Dr. Eiki Koyama as Adjunct Assistant Professor of Anatomy and Cell Biology in the Associated Faculty of the School of Dental Medicine for the period December 1, 2002 to June 30, 2005 (unsalaried; not in tenure probationary status with this appointment).

Appointment of Dr. Donald Tsung-I Liu as Clinical Assistant Professor of Endodontics in the Associated Faculty of the School of Dental Medicine for a period of three years retroactive to September 1, 2002 (unsalaried; not in tenure probationary status with this appointment).

Appointment of Dr. Rachel Maher as Clinical Assistant Professor of Pediatric Dentistry in the Associated Faculty of the School of Dental Medicine for the period January 1, 2002 through June 30, 2005 (partial salary to be negotiated with the Dean; not in tenure probationary status with this appointment).

Appointment of Dr. Thomas A. Marino as Adjunct Professor of Nursing in the Associated Faculty of the School of Nursing for the period July 1, 2004 to June 30, 2007 (with partial salary dependent upon duties assigned; not in tenure probationary status in this appointment).
**Appointment of Dr. Kathryn M. Murphy** as Adjunct Assistant Professor of Nursing in the Associated Faculty of the School of Nursing retroactive to the period December 1, 2002 to June 30 2007 (without salary; not in tenure probationary status in this appointment).

**Appointment of Dr. Karen E. Miller** as Clinical Assistant Professor of General Restorative Dentistry in the Associated Faculty of the School of Dental Medicine for a period of three years effective July 1, 2002 (full salary; not in tenure probationary status with this appointment).

**Appointment of Dr. David Reilly** as Clinical Assistant Professor of General Restorative Dentistry in the Associated Faculty of the School of Dental Medicine for three years effective April 1, 2002. (Partial salary to be negotiated with the Dean; not in tenure probationary status with this appointment).

**Appointment of Dr. Louis Rose** as Clinical Professor of Periodontics in the Associated Faculty of the School of Dental Medicine for three years retroactive to July 1, 2002 (unsalaried; not in tenure probationary status with this appointment).

**Appointment of Dr. Edwin Rosenberg** as Clinical Professor of Periodontics in the Associated Faculty of the School of Dental Medicine for three years effective July 1, 2002 (partial salary to be negotiated with the Dean; not in tenure probationary status with this appointment).

**Appointment of Dr. Stephen Rounds** as Clinical Assistant Professor of General Restorative Dentistry in the Associated Faculty of the School of Dental Medicine for three years effective July 1, 2003 (partial salary dependent on duties assigned; not in tenure probationary status with this appointment).

**Appointment of Dr. John Shelton** as Clinical Assistant Professor of General Restorative Dentistry in the Associated Faculty of the School of Dental Medicine for the period September 1, 2002 to June 30, 2005 (partial salary to be negotiated with the Dean; not in tenure probationary status with this appointment).

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

**Appointment of Dr. William J. Stewart** as Adjunct Assistant Professor of Oral Medicine in the Associated Faculty of the School of Dental Medicine for three years effective January 1, 2002. (Unsalaried; not in tenure probationary status with this appointment).

**Appointment of Dr. Richard John Tananis** as Clinical Assistant Professor of Oral Medicine in the Associated Faculty of the School of Dental Medicine for three years effective July 1, 2002 (partial salary to be negotiated with the Dean; not in tenure probationary status with this appointment).
Appointement of Dr. Samuel J. Thorpe as Adjunct Associate Professor of Community Oral Health in the Associated Faculty of the School of Dental Medicine for three years effective July 1, 2002 (unsalaried; not in tenure probationary status with this appointment).

Appointement of Dr. Otto Tidwell as Adjunct Assistant Professor of Oral Surgery in the department of Oral Surgery and Pharmacology in the Associated Faculty of the School of Dental Medicine for three years effective July 1, 2003 (unsalaried; not in tenure probationary status in this appointment).

Appointement of Dr. James Torosian as Clinical Associate Professor of Periodontics in the Associated Faculty of the School of Dental Medicine for a period of three years retroactive to July 1, 2002 (unsalaried; not in tenure probationary status with this appointment).

Appointement of Dr. Helmut Walsch as Adjunct Assistant Professor of Endodontics in the Associated Faculty of the School of Dental Medicine for a period of three years retroactive to September 1, 2002 (unsalaried; not in tenure probationary status with this appointment).

Promotion and Reappointment

Promotion and reappointment of Dr. Edward A. Marcus to Clinical Associate Professor of Periodontics in the Associated Faculty of the School of Dental Medicine for three years effective July 1, 2005 (unsalaried; not in tenure probationary status with this appointment).

Change in Title, Salary, and Academic Status

Change in title, salary and academic status for Dr. Zahra Afsharzand *FROM Assistant Professor of General Restorative Dentistry in the Standing Faculty-Clinician Educator *TO Clinical Associate Professor of Restorative Dentistry in Preventive and Restorative Sciences“ in the Associated Faculty for the period January 1, 2005 to June 30, 2008 (partial salary dependent on duties assigned; not in tenure probationary status in the appointment). [The period July 1, 1997 to December 31, 2004 was spent in clinician-educator probation.]

Emeritus Faculty

Reemployment beyond Retirement

Reemployment beyond retirement of Dr. Gordon Levenson, Associate Professor Emeritus of Anatomy/Cell Biology for the period April 1 to June 30, 2005 with full salary.

School of Medicine

Standing Faculty

Authorization to Offer Appointment

Appointment of Dr. Frederick D. Bushman as Professor of Microbiology in the Standing Faculty of the School of Medicine effective September 1, 2003 (full salary, with tenure).
Appointment of Dr. Esther H. Chen as Assistant Professor of Emergency Medicine at the Hospital of the University of Pennsylvania in the Standing Faculty -- Clinician-Educator of the School of Medicine for three years effective July 1, 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 commences July 1, 2003. The clinician-educator review date is academic year 2011-12.

Appointment of Dr. Zhen Chen as Assistant 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 for the period of September 1, 2003 to June 30, 2006 contingent on appropriate visa (full salary; appointment subject to the stipulations given in Guidelines for Appointments and Promotions, January 8, 1985 or as amended). This appointment carries a ten-year, non-tenure probationary period which commences July 1, 2003. The clinician-educator review date is academic year 2011-12.

Authorization to offer appointment to Dr. Joan M. Cook as Assistant Professor of Clinical Psychology in Psychiatry at the Hospital of the University of Pennsylvania and the Veteran’s Affairs Medical Center in the Standing Faculty -- Clinician-Educator of the School of Medicine for the period of September 9, 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.

Authorization to offer appointment of Dr. Myles S. Faith as Assistant Professor of Psychology in Psychiatry in the Standing Faculty of the School of Medicine for the period of October 1, 2004 to June 30, 2007 (full salary; tenure probationary period commenced July 1, 2004). The mandatory tenure review is academic year 2009-10.

Authorization to offer appointment of Dr. Thomas G. Gleason 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, 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 commences July 1, 2003. The clinician-educator review date is academic year 2011-12.

Authorization to offer appointment of Dr. K. Sarah Hoehn as Assistant Professor of Anesthesia at the Children's Hospital of Philadelphia and the Hospital of the University of Pennsylvania in the Standing Faculty -- Clinician-Educator of the School of Medicine for three years effective July 1, 2003 (full salary; appointment subject to the stipulations given in Guidelines for Appointments and Promotions, January 8, 1985 or as amended). This appointment carries a ten-year, non-tenure probationary period which commences July 1, 2003. The clinician-educator review date is academic year 2011-12.
Authorization to offer appointment of Dr. Tammy I. Kang 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 February 1, 2005 to June 30, 2008 (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, 2005. The clinician-educator review date is academic year 2013-14.

Authorization to offer appointment of Dr. Bert W. O'Malley, Jr., as Professor of Otorhinolaryngology: Head and Neck Surgery in the Standing Faculty of the School of Medicine effective August 1, 2003 (full salary; with tenure). The designation of Dr. Bert W. O'Malley, Jr., as the Gabriel Tucker endowed chair for ten years effective August 1, 2003.

Authorization to offer appointment of Dr. Kathryn H. Schmitz as Assistant Professor of Epidemiology in Biostatistics and Epidemiology the Standing Faculty of the School of Medicine for three years effective July 1, 2005 (full salary; tenure probationary period commences July 1, 2005). The mandatory tenure review is academic year 2010-11.

Authorization to offer appointment of Dr. Andrea B. Troxel as Assistant 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 for the period of August 1, 2003 to June 30, 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 commences July 1, 2003. The clinician-educator review date is academic year 2011-12.

Authorization to offer appointment of Dr. Rachel M. Werner as Assistant Professor of Medicine 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 with a ten-year clinical probationary period). The mandatory tenure review is academic year 2013-14.

Secondary Appointment
The continuation of a secondary appointment as Professor of Neurology in Pediatrics for Dr. David E. Pleasure, Professor of Neurology in the Standing Faculty of the School of Medicine for three years effective July 1, 2005 with voting rights.

Chair Designations
Designation of Dr. Larry R. Kaiser, Professor of Surgery in the Standing Faculty of the School of Medicine, as the John Rhea Barton Professor of Surgery retroactive to July 1, 2001 coterminous with his appointment as Department Chair.

Designation of Dr. Nicholas J. Volpe, Associate Professor of Ophthalmology at Presbyterian Medical Center of Philadelphia and the Hospital of the University of Pennsylvania in the Standing Faculty - Clinician-Educator of the School of Medicine as the Adele Niessen Chair in Ophthalmology for a term of ten years effective April 1, 2005.
Extensions

Extension to the approved appointment and clinician-educator probationary period for Dr. Christina S. Chu 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, 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, 2002 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 2012-13. [This extension is granted pursuant to paragraph A.1. of the policy on extension of tenure probationary period, March 18, 1997 or as amended].

Extension to the approved appointment and tenure probationary period for Dr. Holly L. Hedrick as Assistant Professor of Surgery in the Standing Faculty of the School of Medicine for one year effective July 1, 2005 (full salary; ten-year clinical tenure probationary period commenced July 1, 2000 and was previously adjusted by one year pursuant to paragraph A.1. of the policy on extension of tenure probationary period, March 18, 1997 or as amended). Adjusted again the mandatory tenure review is academic year 2011-12. [This extension is granted pursuant to paragraph A.1. of the policy on extension of tenure probationary period, March 18, 1997 or as amended].

Extension to the approved reappointment and clinician-educator probationary period for Dr. Cindy M. McGrath as Assistant Professor of Pathology and Laboratory Medicine at the Hospital of the University of Pennsylvania in the Standing Faculty – Clinician-Educator of the School of Medicine for 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.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 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. Susan P. Weinstein as Assistant Professor of Radiology at the Hospital of the University of Pennsylvania in the Standing Faculty—Clinician-Educator of the School of Medicine for one year effective July 1, 2006 (full salary; appointment subject to the stipulations given in Guidelines for Appointments and Promotions, January 8, 1985 or as amended). This appointment carries a ten-year non-tenure probationary period which commenced July 1, 1999 and was previously adjusted by one year pursuant to paragraph A.1. of the policy on extension of tenure probationary period, March 18, 1997 or as amended. Adjusted 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].
Leaves of Absence
Scholarly leave of absence for Dr. Norman B. Hecht, the William Shippin, Jr., Professor of Human Reproduction in Obstetrics and Gynecology in the Standing Faculty of the School of Medicine for the period of November 1, 2005 to March 31, 2006 with up to full salary; full benefits continued. [15 credits will be accrued; 10 credits will be used, 5 credits remaining].

Scholarly leave of absence for Dr. Brian M. Salzberg, Professor of Neuroscience in the Standing Faculty of the School of Medicine for the period of July 1, 2005 to March 31, 2006 with up to full salary; full benefits continued. [18 credits will be accrued; 18 credits will be used, 0 credits remaining].

Promotions
Promotion of Dr. Rita Balice-Gordon to Professor of Neuroscience in the Standing Faculty of the School of Medicine effective July 1, 2005 (full salary; has tenure).

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

Promotion of Dr. Douglas F. Levinson to Professor of Psychiatry in the Standing Faculty of the School of Medicine effective July 1, 2005 (full salary; has tenure).

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

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

Promotion of Dr. Steven L. Reiner to Professor of Medicine in the Standing Faculty of the School of Medicine effective July 1, 2005 (full salary; has tenure).

Promotion of Dr. James L. Riley to Research Associate Professor of Pathology and Laboratory Medicine 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 his work, whichever is the shorter period of time (full salary, without obligation on the part of the University to continue salary and benefits beyond termination of these research funds; not in tenure probationary status in this appointment).
**Promotion of Dr. J. Eric Russell** to Associate Professor of Medicine in the Standing Faculty of the School of Medicine effective July 1, 2005 (full salary; with tenure).

**Promotion of Dr. Marty T. Sellers** to Associate Professor of Surgery at the Hospital of the University of Pennsylvania and the Children’s Hospital of Philadelphia in the Standing Faculty - Clinician-Educator of the School of Medicine effective July 1, 2005 (full salary; non-tenure; continuation of appointment subject to the stipulations given in *Guidelines for Appointments and Promotions*, January 8, 1985 or as amended).

**Promotion of Dr. Xiaolu Yang** to Associate Professor of Cancer Biology in the Standing Faculty of the School of Medicine effective July 1, 2005 (full salary; with tenure).

**Reappointments**

**Reappointment of Dr. Randall Q. Cron** as Assistant Professor of Pediatrics in the Standing Faculty of the School of Medicine for three years effective July 1, 2005 (full salary; tenure probationary period commenced July 1, 1999 with a ten-year clinical probationary period). The mandatory tenure review is academic year 2007-08.

**Reappointment of Dr. John C. Feudtner** as Assistant Professor of Pediatrics in the Standing Faculty of the School of Medicine for three years effective July 1, 2005 (full salary; tenure probationary period commenced July 1, 2002 with a ten-year clinical probationary period). The mandatory tenure review is academic year 2010-11.

**Terminal reappointment of Dr. Stephan A. Grupp** as Assistant Professor of Pediatrics in the Standing Faculty of the School of Medicine for one year effective July 1, 2005 (full salary; ten-year clinical tenure probationary period commenced July 1, 1996).

**Reappointment of and change in title and tenure status for Dr. Indira Gurubhagavatula** from Assistant Professor (in tenure probation) to **Assistant Professor of Medicine at the Veterans Administration Medical Center in the Standing Faculty -- Clinician-Educator** of the School of Medicine for three years effective July 1, 2005 (full salary; appointment subject to the stipulations given in *Guidelines for Appointments and Promotions*, January 8, 1985 or as amended). This appointment carries a ten-year, non-tenure probationary period which commenced July 1, 2001 and was previously adjusted pursuant to paragraph A.1. of the policy on extension of tenure probationary period, March 18, 1997 or as amended. The clinician-educator review is academic year 2010-11.

**Reappointment of Dr. Janet L. Kwiatkowski** as Assistant Professor of Pediatrics at the Children’s Hospital of Philadelphia in the Standing Faculty -- Clinician-Educator of the School of Medicine for three years effective July 1, 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, 1999. The clinician-educator review date is academic year 2007-08.
Reappointment of Dr. Judith A. Long as Assistant Professor of Medicine in the Standing Faculty of the School of Medicine for three years effective July 1, 2005 (full salary; tenure probationary period commenced July 1, 2002 with a ten-year clinical probationary period). The mandatory tenure review is academic year 2010-11.

Reappointment of Dr. Kevin E.C. Meyers as Assistant Professor of Pediatrics at The Children’s Hospital of Philadelphia in the Standing Faculty -- Clinician-Educator of the School of Medicine for three years effective July 1, 2005 contingent on appropriate visa status (full salary; appointment subject to the stipulations given in Guidelines for Appointments and Promotions, January 8, 1985 or as amended). This appointment carries a ten-year, non-tenure probationary period, which commenced July 1, 1999. The clinician-educator review date is academic year 2007-08.

Reappointment of Dr. Michael E. Ming as Assistant Professor of Dermatology in the Standing Faculty of the School of Medicine for three years effective July 1, 2005 (full salary; tenure probationary period commenced July 1, 2002 with a ten-year clinical probationary period). The mandatory tenure review is academic year 2010-11.

Reappointment of Dr. Susmita Pati as Assistant Professor of Pediatrics at the Children’s Hospital of Philadelphia in the Standing Faculty -- Clinician-Educator of the School of Medicine for three years effective July 1, 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, 2002. The clinician-educator review date is academic year 2010-11.

Reappointment of Dr. Sarah J. Ratcliffe as Assistant 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 for three years effective July 1, 2005 contingent on appropriate visa (full salary; appointment subject to the stipulations given in Guidelines for Appointments and Promotions, January 8, 1985 or as amended). This appointment carries a ten-year, non-tenure probationary period which commenced July 1, 2002. The clinician-educator review date is academic year 2010-11.

Reappointment of Dr. Justine Shults as Assistant Professor of Biostatistics and Epidemiology 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, 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, 1999. The clinician-educator review date is academic year 2007-08.

Reappointment of Dr. Mariko Suchi as Assistant Professor of Pathology and Laboratory Medicine at the Children’s Hospital of Philadelphia in the Standing Faculty -- Clinician-Educator of the School of Medicine for three years effective July 1, 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-
Reappointment of Dr. Y. Joseph Woo as Assistant Professor of Surgery in the Standing Faculty of the School of Medicine for three years effective July 1, 2005 (full salary; tenure probationary period commenced July 1, 2002 with a ten-year clinical probationary period). The mandatory tenure review is academic year 2010-11.

Leave of Absence
Leave of absence for employment elsewhere for Dr. Fuad N. Ziyadeh, Professor of Medicine in the Standing Faculty of the School of Medicine for one year effective October 1, 2005 without salary; any benefits continued are without University contribution. [6 credits will be accrued; 0 credits will be used].

Resignations
Resignation of Dr. Xin M. Tu, Associate Professor of Biostatistics in Biostatistics and Epidemiology in the Standing Faculty of the School of Medicine effective June 30, 2003.

Resignation of Dr. Peter G. Traber, Professor of Medicine in the Standing Faculty of the School of Medicine effective August 31, 2002.

ASSOCIATED FACULTY

Authorization to offer Appointment
Appointment of Dr. Kelly C. Allison as Research Assistant Professor of Psychology in Psychiatry 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 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. Mirna M. Farah as Assistant Professor of Clinical Pediatrics in the Associated Faculty of the School of Medicine for the period of February 1, 2005 to June 30, 2008 (full salary; not in tenure probationary status in this appointment).

Appointment of Dr. F. Lamar Foley as Clinical Assistant Professor of Family Practice and Community Medicine in the Associated Faculty of the School of Medicine for three years effective July 1, 2003 (without salary; not in tenure probationary status in this appointment).

Appointment of Dr. Leonard P. Freedman as Adjunct Professor of Medicine in the Associated Faculty of the School of Medicine for three years effective July 1, 2003 (without salary; not in tenure probationary status in this appointment).

Appointment of Dr. Edward B. Gaynor as Clinical Associate Professor of Otorhinolaryngology: Head and Neck Surgery in the Associated Faculty of the School of
Appointment of Dr. Erica A. Golemis as Adjunct Assistant Professor of Cell and Developmental Biology in the Associated Faculty of the School of Medicine for the period of December 1, 2004 to June 30, 2007 (without salary; not in tenure probationary status in this appointment).

Appointment of Dr. Weijun Jin as Research Assistant Professor of Pharmacology in the Associated Faculty of the School of Medicine for the period of January 1, 2005 to June 30, 2008 contingent on appropriate visa or for the duration of the grant or contract which supports his work, whichever is the shorter period of time (full salary; without obligation on the part of the University to continue salary and benefits beyond termination of these research funds; with a non-tenure probationary period which commences July 1, 2005). The mandatory review year is academic year 2010-11.

Appointment of Dr. Gail Kase as Clinical Assistant Professor of Psychiatry in the Associated Faculty of the School of Medicine for three years effective July 1, 2003 (without salary; not in tenure probationary status in this appointment).

Appointment of Dr. Kristin L. Kucharczuk as Clinical Assistant Professor of Pediatrics in the Associated Faculty of the School of Medicine for three years effective July 1, 2003 (without salary; not in tenure probationary status in this appointment).

Appointment of Dr. Robert H. Lenox as Adjunct Professor of Psychiatry in the Associated Faculty of the School of Medicine for three years retroactive to July 1, 2002 (without salary; not in tenure probationary status in this appointment).

Appointment of Dr. Ronald Liebman as Clinical Professor of Psychiatry 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. Laura F. McNicholas as Clinical Associate 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. Frances M. Nadel as Assistant Professor of Clinical Pediatrics in the Associated Faculty of the School of Medicine for the period of January 1, 2005 to June 30, 2008 (full salary; not in tenure probationary status in this appointment).

Appointment of Dr. Dorothy R. Novick as Clinical Assistant Professor of Pediatrics in the Associated Faculty of the School of Medicine for three years effective July 1, 2003 (without salary; not in tenure probationary status in this appointment).
Appointment of Dr. Nadja G. Peter as Assistant Professor of Clinical Pediatrics in the Associated Faculty of the School of Medicine for the period of January 1, 2005 to June 30, 2008 (full salary; not in tenure probationary status in this appointment).

Appointment of Dr. Emily Smith Pollack as Clinical Associate Professor of Pediatrics in the Associated Faculty of the School of Medicine for three years effective July 1, 2004 (without salary; not in tenure probationary status in this appointment).

Appointment of Dr. Michael H. Posner as Clinical Assistant Professor of Obstetrics and Gynecology in the Associated Faculty of the School of Medicine for three years effective July 1, 2003 (without salary; not in tenure probationary status in this appointment).

Appointment of Dr. Bruce R. Rosengard as Adjunct Associate Professor of Surgery in the Associated Faculty of the School of Medicine for the period of July 1, 2003 to June 30, 2006 (without salary; not in tenure probationary status in this appointment).

Appointment of Dr. Frank Schneider as Adjunct Professor of Psychiatry in the Associated Faculty of the School of Medicine for the period of December 1, 2004 to June 30, 2007 (without salary; not in tenure probationary status in this appointment).

Appointment of Dr. Barbara A. Vance as Adjunct Assistant Professor of Cancer Biology in the Associated Faculty of the School of Medicine for three years effective July 1, 2003 or for the duration of her administrative appointment, whichever is the shorter period of time (without salary; not in tenure probationary status in this appointment).

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

Appointment of 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.

Extension Extension to the approved authorization to offer appointment for Dr. David A. Horowitz as Clinical Associate Professor of Medicine in the Associated Faculty of the School of Medicine for the period of April 1, 2005 to September 1, 2005 (with salary; not in tenure probationary status in this appointment).
Reappointments

Reappointment of Dr. Diane L. Barsky as Clinical Assistant Professor of Pediatrics in the Associated Faculty of the School of Medicine for three years effective July 1, 2005 (with salary, not in tenure probationary status in this appointment).

Reappointment of Dr. Bruce A. Brod as Clinical Associate Professor of Dermatology in the Associated Faculty of the School of Medicine for three years effective July 1, 2005 (partial salary dependent on duties assigned; not in tenure probationary status in this appointment).

Reappointment of Dr. Judith Coche as Clinical Associate Professor of Psychology in Psychiatry in the Associated Faculty of the School of Medicine for three years retroactive to July 1, 2004 (without salary, not in tenure probationary status in this appointment).

Reappointment of Dr. Paul M. Coplan as Adjunct Assistant Professor of Epidemiology in Biostatistics and Epidemiology in the Associated Faculty of the School of Medicine for three years effective July 1, 2005 (without salary, not in tenure probationary status in this appointment).

Reappointment of Dr. Brian M. Drachman as Clinical Assistant Professor of Medicine in the Associated Faculty of the School of Medicine for three years effective July 1, 2005 (with salary; not in tenure probationary status in this appointment).

Reappointment of Dr. Stanford G. Ewing as Clinical Assistant Professor of Pediatrics in the Associated Faculty of the School of Medicine for three years effective July 1, 2005 (with salary, not in tenure probationary status in this appointment).

Reappointment of Dr. Terry D. Friedman as Clinical Assistant Professor of Medicine in the Associated Faculty of the School of Medicine for three years retroactive to July 1, 2004 (without salary; not in tenure probationary status in this appointment).

Reappointment of Dr. Reed D. Goldstein as Clinical Assistant Professor of Psychology in Psychiatry in the Associated Faculty of the School of Medicine for three years retroactive to July 1, 2004 (without salary, not in tenure probationary status in this appointment).

Reappointment of Dr. William C. Groh as Clinical Associate Professor of Medicine in the Associated Faculty of the School of Medicine for three years retroactive to July 1, 2004 (without salary; not in tenure probationary status in this appointment).

Reappointment of Dr. Hakon Hakonarson as Adjunct Assistant Professor of Pediatrics in the Associated Faculty of the School of Medicine for three years effective July 1, 2005 (without salary, not in tenure probationary status in this appointment).

Reappointment of and change in salary status from partial salary dependent on duties assigned; for Dr. William A. Horn as Clinical Associate Professor of Dermatology in the
Associated Faculty of the School of Medicine for three years effective July 1, 2005 (without salary; not in tenure probationary status in this appointment).

**Reappointment of Dr. Alan E. Kohrt** as Clinical Associate Professor of Pediatrics in the Associated Faculty of the School of Medicine for one year due to budgetary constraints effective to July 1, 2005 (with salary; not in tenure probationary status in this appointment).

**Reappointment of Dr. Mei-Ping Kung** as Research Associate Professor of Biomedical Pharmacology in Radiology in the Associated Faculty of the School of Medicine for five years retroactive to July 1, 2004 or for the duration of the grant or contract which supports her work, whichever is the shorter period of time (full salary, without obligation on the part of the University to continue salary and benefits beyond termination of these research funds; not in tenure probationary status in this appointment).

**Reappointment of Dr. Neil Levin** as Clinical Assistant Professor of Medicine in the Associated Faculty of the School of Medicine for three years effective July 1, 2005 (with salary; not in tenure probationary status in this appointment).

**Reappointment of Dr. Amara A. Lieberman** as Clinical Assistant Professor of Dermatology in the Associated Faculty of the School of Medicine for three years effective July 1, 2005 (without salary, not in tenure probationary status in this appointment).

**Reappointment of Dr. Janet Lioy** as Clinical Assistant Professor of Pediatrics in the Associated Faculty of the School of Medicine for three years effective July 1, 2005 (without salary, not in tenure probationary status in this appointment).

**Reappointment of Dr. Robert M. Lewitt** as Research Professor of Radiology in the Associated Faculty of the School of Medicine for two years retroactive to July 1, 2004 or for the duration of the grant or contract which supports his work, whichever is the shorter period of time (full salary, without obligation on the part of the University to continue salary and benefits beyond termination of these research funds; not in tenure probationary status in this appointment).

**Reappointment of and change in salary status from partial salary dependent on duties assigned; for Dr. Iradj Maany** as Clinical Professor of Psychiatry in the Associated Faculty of the School of Medicine for three years retroactive to July 1, 2004 (without salary; not in tenure probationary status in this appointment).

**Reappointment of Dr. Daniel Polsky** as Research Associate Professor of Medicine 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 his work, whichever is the shorter period of time (full salary, without obligation on the part of the University to continue salary and benefits beyond termination of these research funds; not in tenure probationary status in this appointment).
Reappointment of Dr. Harish Poptani as Research Assistant Professor of Radiology in the Associated Faculty of the School of Medicine for three years retroactive to July 1, 2004 or for the duration of the grant or contract which supports his work, whichever is the shorter period of time (full salary; without obligation on the part of the University to continue salary and benefits beyond termination of these research funds; with a non-tenure probationary period which commenced July 1, 2001). The mandatory review year is academic year 2006-07.

Reappointment of Dr. Michael L. Saruk as Clinical Associate Professor of Dermatology in the Associated Faculty of the School of Medicine for three years effective July 1, 2005 (without salary, not in tenure probationary status in this appointment).

Reappointment of Dr. Edward A. Solow as Clinical Assistant Professor of Medicine in the Associated Faculty of the School of Medicine for three years effective July 1, 2005 (with salary; not in tenure probationary status in this appointment).

Reappointment of Dr. Stephen A. Solotoff as Clinical Associate Professor of Dermatology in the Associated Faculty of the School of Medicine for three years effective July 1, 2005 (without salary, not in tenure probationary status in this appointment).

Reappointment of Dr. Kelly A. Spratt as Clinical Assistant Professor of Medicine in the Associated Faculty of the School of Medicine for three years effective July 1, 2005 (with salary; not in tenure probationary status in this appointment).

Reappointment of Dr. Andrew M. Stone as Clinical Associate Professor of Psychiatry in the Associated Faculty of the School of Medicine for three years retroactive to July 1, 2004 (without salary, not in tenure probationary status in this appointment).

Reappointment of Dr. Susan C. Taylor as Clinical Associate Professor of Dermatology in the Associated Faculty of the School of Medicine for three years effective July 1, 2005 (without salary, not in tenure probationary status in this appointment).

Reappointment of Dr. Marie O. Uberti-Benz as Clinical Professor of Dermatology in the Associated Faculty of the School of Medicine for three years effective July 1, 2005 (without salary, not in tenure probationary status in this appointment).

Reappointment of Dr. William J. Untereker as Clinical Associate Professor of Medicine in the Associated Faculty of the School of Medicine for three years effective July 1, 2005 (without salary; not in tenure probationary status in this appointment).

Reappointment of Dr. Robert Wasserman as Adjunct Associate Professor of Pediatrics in the Associated Faculty of the School of Medicine for three years effective July 1, 2005 (without salary, not in tenure probationary status in this appointment).
Reappointment of Dr. Margo L. Weishar as Clinical Assistant Professor of Dermatology in the Associated Faculty of the School of Medicine for three years effective July 1, 2005 (without salary, not in tenure probationary status in this appointment).

Reappointment of Dr. Joseph A. Witkowski as Clinical Professor of Dermatology in the Associated Faculty of the School of Medicine for three years effective July 1, 2005 (without salary, not in tenure probationary status in this appointment).

Reappointment of Dr. Toby F. Zachian as Clinical Assistant Professor of Dermatology in the Associated Faculty of the School of Medicine for three years effective July 1, 2005 (without salary, not in tenure probationary status in this appointment).

Promotions
Promotion of Dr. David M. Allman to Research Associate Professor of Pathology and Laboratory Medicine 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 his work, whichever is the shorter period of time (full salary, without obligation on the part of the University to continue salary and benefits beyond termination of these research funds; not in tenure probationary status in this appointment).

Promotion of Dr. Bruce L. Levine to Research Associate Professor of Pathology and Laboratory Medicine 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 his work, whichever is the shorter period of time (full salary, without obligation on the part of the University to continue salary and benefits beyond termination of these research funds; not in tenure probationary status in this appointment).

Promotion of Dr. Tullia Lindsten to Research Associate Professor of Pathology and Laboratory Medicine 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).

ACADEMIC SUPPORT STAFF

Reappointment
Reappointment of Dr. John D. Alvarez as Research Associate in Pathology and Laboratory Medicine in the Academic Support Staff of the School of Medicine for period of August 1, 2004 to July 31, 2005 (full salary; not in tenure probationary status in this appointment). Dr. Alvarez’s appointment as Research Associate (full salary) began August 1, 2001.

SCHOOL OF NURSING

ASSOCIATED FACULTY

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

Correction to Previously Approved Minute
Correction to previously approved minute: Authorization to offer appointment to Dr. Deanna Gray-Miceli as Adjunct Assistant Professor of Nursing in the Associated Faculty of the School of Nursing for the period July 1, 2004 to June 30, 2007 (without salary) SHOULD READ: (with partial salary dependent upon duties assigned); not in tenure probationary status in this appointment).

SCHOOL OF VETERINARY MEDICINE

STANDING FACULTY

Appointment Authorizations
Appointment of Dr. Abigail L. Smith as Professor of Microbiology in Pathobiology in the Standing Faculty - Clinician-Educator of the School of Veterinary Medicine effective July 1, 2004 (full salary; non-tenure; appointment subject to the stipulations given in the Guidelines for Appointments and Promotions, January 8, 1985 or as amended).

Correction to Previously Approved Minute
Correction to Previously Approved Minute - Authorization to offer appointment to Dr. Theresea M. Boulineau as Assistant Professor of Pathology in Pathobiology in the Standing Faculty--Clinician-Educator of the School of Veterinary Medicine effective July 1, 2005 (full salary; non-tenure, appointment subject to the stipulations given in Guidelines for Appointments and Promotions, January 8, 1985 or as amended). SHOULD READ: Authorization to offer appointment to Dr. Theresea M. Boulineau as Assistant Professor of Pathology in Pathobiology in the Standing Faculty--Clinician-Educator of the School of Veterinary Medicine for three years effective July 1, 2005 (full salary; non-tenure, appointment subject to the stipulations given in Guidelines for Appointments and Promotions, January 8, 1985 or as amended). This appointment carries a ten-year, non-tenure probationary period which commences July 1, 2005. The clinician-educator review date is academic year 2013-14.

Correction to Previously Approved Minute - Authorization to offer appointment to Dr. Lisa A. Murphy as Assistant Professor of Toxicology in Pathobiology in the Standing Faculty--Clinician-Educator of the School of Veterinary Medicine effective July 1, 2005 (full salary; non-tenure, appointment subject to the stipulations given in Guidelines for Appointments and Promotions, January 8, 1985 or as amended). SHOULD READ: Authorization to offer appointment to Dr. Lisa A. Murphy as Assistant Professor of Toxicology in Pathobiology in the Standing Faculty--Clinician-Educator of the School of Veterinary Medicine for three years effective July 1, 2005 (full salary; non-tenure, appointment subject to the stipulations given in Guidelines for Appointments and
Promotions, January 8, 1985 or as amended). This appointment carries a ten-year, non-tenure probationary period which commences July 1, 2005. The clinician-educator review date is academic year 2013-14.

Promotion
Promotion of Dr. Karen L. Rosenthal to Associate Professor of Special Species Medicine and Surgery in Clinical Studies-Philadelphia in the Standing Faculty - Clinician-Educator of the School of Veterinary Medicine effective July 1, 2005 (full salary; non-tenure; appointment subject to the stipulations given in Guidelines for Appointments and Promotions, January 8, 1985 or as amended).

Leave of Absence
Scholarly leave for Dr. James Ferguson, Professor of Nutrition in the Standing Faculty of the School of Veterinary Medicine, for the period of July 1, 2005 to September 30, 2005 with up to full salary; full benefits continued. (16 credits will be accrued; 6 credits will be used).

Resignations
Resignation of Dr. Jennifer L. Baez, Assistant Professor of Oncology at the Veterinary Hospital of the University of Pennsylvania, Department of Clinical Studies-Philadelphia in the Standing Faculty--Clinician-Educator of the School of Veterinary Medicine effective June 30, 2005.

Resignation of Dr. Christianne Massicotte, Assistant Professor of Neurology at the Veterinary Hospital of the University of Pennsylvania, Department of Clinical Studies-Philadelphia in the Standing Faculty--Clinician-Educator of the School of Veterinary Medicine effective April 1, 2005.

ASSOCIATED FACULTY

Authorization to Offer Appointment
Appointment of Dr. David K. Johnson as Adjunct 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 (no salary; not in tenure probationary status in this appointment).

ROTC

ACADEMIC SUPPORT STAFF

Authorization to Offer Appointment
Authorization to offer appointment to Colonel Glenn L. Wagner, USMC as Commanding Officer and Director of Naval Science in the Academic Support Staff of the University of Pennsylvania for three years effective July 1, 2005 (without salary; not in tenure probationary status in this appointment).
Resolution to Authorize the Design and Construction of the Stouffer Fit-Out for Student Performing Arts House in the Amount of $2.72 Million

Intention:

The Vice Provost for University Life wishes to proceed with the fit-out of the lower level of Stouffer College House, which is currently vacant, to create a Student Performing Arts House. The University currently does not have sufficient and suitable space to accommodate rehearsals for student performing arts. The new space, which totals approximately 11,000 square feet, will include offices, a performing stage and lounge, and rehearsal rooms for music, dance, theater and band. The project provides for new HVAC, new electrical distribution and lighting, new finishes, furniture and equipment, including sound, video, computer and AV equipment and a moving allowance. It is estimated to cost $2.72 million and will be funded by capital gift funds and an internal capital project loan.

RESOLVED, that the design and construction of the Stouffer Fit-Out for the Student Performing Arts House project, estimated to cost $2.72 Million, be and the same hereby are approved and that the Executive Vice President or the Senior Vice President for Facilities and Real Estate Services or 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% 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 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.
Herbert Kean, M.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.
Samuel Vail Rhoads**
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.