Resolution on the Appointment of Marie D. Witt as Vice President for Business Services

RESOLVED, that Marie D. Witt be appointed Vice President for Business Services, effective March 23, 2006.

Marie D. Witt, C'81, has been promoted to the position of Vice President for the Division of Business Services, having served as interim vice president since Lee Nunery's departure in June 2005. Appointed associate vice president in 1997, she filled in briefly as interim vice president from 1998-99.

As the division vice president, Marie will direct and manage several complicated entities: Housing and Conference Services; Dining Services; Transportation and Parking; the University Square complex, with the Penn Bookstore and Computer Connection; the University-owned hotels, and other ancillary operations.

Marie's background at the University prepares her well for this enormous undertaking. A Penn alumna with a bachelor’s degree in human resource management and organizational psychology, she joined Penn as a personnel specialist in 1981, then moved to Business Services in 1985 as a communications analyst for the Telecommunications Department. In 1991, she became director of support services. She previously participated in the University’s Leadership and Management Development program. She is a candidate for a master’s degree in organizational dynamics at Penn.

Chair of the Penn Professional Staff Assembly from 1996-97, she was recognized with a Models of Excellence Honorable Mention Award in 2002. She is a member of the eastern and national Associations of College and University Business Officers.
Resolution of Appreciation for Omar Blaik

RESOLVED, that the Trustees of the University of Pennsylvania, on behalf of themselves, the administration, faculty, students, staff, and alumni of the University, convey their profound gratitude to Omar Blaik, for using his wit and creativity to enliven the physical spaces on our beloved campus so that they bespeak our boldest aspirations for the future.

Omar Blaik has served the University superbly for the past nine years, most recently as Senior Vice President of Facilities and Real Estate. Under Omar's insightful, talented, and energetic leadership, Penn has taken enormous strides in transforming the campus and the University City community into a more lively and livable environment for faculty, students, staff, visitors, and residents. He has been an integral part of the campus development planning process from the start, and an inspiring source of wisdom.

Omar has made an enduring stamp on our campus and his remarkable legacy includes:

- The renovation of the Quad, the Graduate School of Education Building, the Nursing Education Building, and Fisher-Bennett Hall.
- The construction of Perelman Quad, Levine Hall, Skirkanich Hall and the Penn Alexander School.
- The transformation of Hill Field into Hill Square.
- The rebirth of 40th Street into a vibrant, cosmopolitan center of shopping, dining, and arts and culture, anchored by the Fresh Grocer, the Bridge Cinema de Lux, Marathon Grill, and the Rotunda.
- Conscientiously making energy conservation one of his top priorities and saving Penn millions of dollars in the process.
- Dramatically improved the management of Penn-owned real estate properties.
- The cultivation of warmer town-gown relations.
- The redevelopment of abandoned industrial buildings into the Left Bank, World Cafe Live, and the Translational Research Labs.
- The addition and enhancement of green spaces and gardens that have further beautified the campus and surrounding neighborhood.
- The development of the 2001 Campus Development Plan and excellent stewardship of the ongoing planning process for the eastern development.

Omar Blaik will leave his post as Penn’s Senior Vice President for Facilities and Real Estate Services on April 7, 2006 to launch his own community and urban development firm that will focus on urban universities nationwide. We are grateful that he will continue to call Penn and Philadelphia home.
REPORT ON FACULTY APPOINTMENTS AND PROMOTIONS
FROM MEETINGS HELD BETWEEN JANUARY 20, 2006 – MARCH 13, 2006

GRADUATE SCHOOL OF EDUCATION

STANDING FACULTY

Chair Designation

Designation of Dr. Vivian L. Gadsden, Associate Professor of Education in the Standing Faculty of the Graduate School of Education, as the William T. Carter Professor of Child Development effective July 1, 2006 through her tenure.

LAW SCHOOL

STANDING FACULTY

Authorization to Offer Appointment

Authorization to offer appointment to Dr. Cary Coglianese as Professor of Law in the Standing Faculty of the Law School effective July 1, 2006 (full salary; with tenure).

Authorization to reinstate the appointment of Dr. Stephen R. Perry as Professor of Law in the Standing Faculty of the Law School effective April 1, 2005 (full salary; with tenure).

ASSOCIATED FACULTY

Appointment Authorizations

Authorization to offer appointment to Mr. Lawrence A. Hamermesh as Visiting Professor of Law in the Associated Faculty of the Law School for the period January 1, 2006 to June 30, 2006 (full salary and benefits to be reimbursed by Penn to Widener University School of Law; not in tenure probationary status in this appointment).

Authorization to offer appointment to Mr. Mitchell A. Kane as Visiting Assistant Professor of Law in the Associated Faculty of the Law School for the period January 1, 2006 to June 30, 2006 (full salary and benefits to be reimbursed by Penn to the University of Virginia School of Law; not in tenure probationary status in this appointment).

Authorization to offer appointment to Mr. Christopher S. Yoo as Visiting Associate Professor of Law in the Associated Faculty of the Law School for the period January 1, 2006 to June 30, 2006 (full salary and benefits to be reimbursed by Penn to Vanderbilt University School of Law; not in tenure probationary status in this appointment).
Chair Designation

Designation of Dr. Amy Kaplan, Professor of English in the Standing Faculty of the School of Arts and Sciences, as the Edward G. Kane Professor of English effective January 1, 2006 through her tenure.

Degree Compliance and Acceptance

Degree Compliance and Acceptance - Appointment of Dr. Aureo de Paula as Assistant Professor of Economics in the Standing Faculty of the School of Arts and Sciences for four years effective July 1, 2006 contingent upon appropriate visa (full salary; tenure probationary period commences July 1, 2006). Mandatory tenure review is academic year 2011-12. [Refer to PSCS of June 24, 2005]

Degree Compliance and Acceptance - Appointment of Dr. Guido Menzio as Assistant Professor of Economics in the Standing Faculty of the School of Arts and Sciences for four years effective July 1, 2005 contingent upon appropriate visa (full salary; tenure probationary period commences July 1, 2005). Mandatory tenure review is academic year 2010-11. [Refer to PSCS of June 24, 2005]

Promotion

Promotion of Dr. Rita Barnard to Professor of English in the Standing Faculty of the School of Arts and Sciences effective July 1, 2006 (full salary; has tenure).

Promotion of Dr. Hans-Peter Kohler to Professor of Sociology in the Standing Faculty of the School of Arts and Sciences effective July 1, 2006 (full salary; has tenure).

Leave of Absence

Leave of absence for employment elsewhere for Dr. Antonella Grassi, Associate Professor of Mathematics in the Standing Faculty of the School of Arts and Sciences, for the period January 1, 2006 through December 31, 2006 without salary; any benefits continued are without University contribution. [3 credits will be accrued; 0 credits will be used]
Designation of Ms. Marion Weiss, Professor of Architecture in the Standing Faculty of the School of Design, as the Graham Professor of Architecture for five years effective July 1, 2005.

ASSOCIATED FACULTY

Reappointments

Reappointment to Mr. Harris Steinberg as Adjunct Assistant Professor of Architecture in the Associated Faculty of the School of Design for one year effective July 1, 2006 (partial salary dependent on duties assigned; not in tenure probationary status in this appointment).

Reappointment to Ms. Homa Farjadi as Practice Professor of Architecture in the Associated Faculty of the School of Design for five years effective July 1, 2006 (partial salary dependent on duties assigned; not in tenure probationary status in this appointment).

Promotion

Promotion of Ms. Marion Weiss to Professor of Architecture in the Standing Faculty of the School of Design effective July 1, 2006 (full salary; has tenure).

SCHOOL OF ENGINEERING AND APPLIED SCIENCE

STANDING FACULTY

Scholarly Leave of Absence

Scholarly leave of absence for Dr. Gershon Buchsbaum, Professor of Bioengineering in the Standing Faculty of the School of Engineering and Applied Science, for the fall semester 2006 with up to full salary (92% from the leave budget and 8% from the school); full benefits continued. [11 credits will be accrued; 11 credits will be used].

ASSOCIATED FACULTY

Appointment Authorizations

Authorization to offer appointment to Dr. Martha S. Palmer as Adjunct Associate Professor of Computer and Information Science in the Associated Faculty of the School of Engineering and Applied Science for the period September 1, 2005 to June 30, 2008 (partial salary dependent on duties assigned; not in tenure probationary status in this appointment).

SCHOOL OF SOCIAL POLICY & PRACTICE
STANDING FACULTY

Leave of Absence

Scholarly leave of absence for Dr. Roberta R. Iversen, Associate Professor of Social Work in the Standing Faculty of the School of Social Policy & Practice for the spring semester 2007 with up to full salary; full benefits continued. [19 credits will be accrued; 12 credits will be used]

WHARTON SCHOOL

STANDING FACULTY

Leaves of Absence

Scholarly leave of absence for Dr. Marshall W. Meyer, the Richard A. Sapp Professor in the Standing Faculty of the Wharton School, for the period January 1, 2006 to June 30, 2006 with up to full salary; appropriate benefits continued. [The borrowing of one-half credit is approved for this leave.] [11.5 credits will be accrued; 11.5 credits will be used plus one-half borrowed credit]

Leave of absence for employment elsewhere for Dr. Scott Richardson, Assistant Professor of Accounting in the Standing Faculty of the Wharton School for the period July 1, 2006 to June 30, 2007 without salary or benefits. [6 credits will be accrued; 0 credits will be used]

Faculty Master leave of absence for Dr. Alan Strudler, Associate Professor of Legal Studies and Business Ethics in the Standing Faculty of the Wharton School for the period January 1, 2007 to June 30, 2007 with up to full salary; full benefits continued. [23 credits will be accrued; 0 credits will be used]

SCHOOL OF DENTAL MEDICINE

STANDING FACULTY

Leave of Absence

Scholarly leave of absence for Dr. Solomon H. Katz Professor of Anthropology in Orthodontics and in the Standing Faculty of the School of Dental Medicine for the period July 1, 2006 to June 30, 2007 with up to full salary; full benefits continued. [24 credits will be accrued; 24 will be used]

SCHOOL OF MEDICINE

STANDING FACULTY
Authorization to Offer Appointments

Appointment of Dr. Kathleen Boesze-Battaglia as Associate Professor of Biochemistry in the Standing Faculty of the School of Dental Medicine is converted to tenure effective July 1, 2005 (full salary).

Authorization to offer appointment to Dr. Philip M. Hanno as Professor of Urology in Surgery at the Hospital of the University of Pennsylvania in the Standing Faculty--Clinician-Educator of the School of Medicine effective January 1, 2006 (full salary; non-tenure; continuation of appointment subject to the stipulations given in Guidelines for Appointments and Promotions, January 8, 1985 or as amended)

Authorization to offer appointment to Dr. Jon F. Merz as Associate Professor of Medical Ethics in the Standing Faculty of the School of Medicine effective July 1, 2005 (full salary; with tenure).

Authorization to offer appointment to Dr. Douglas J. Wiebe as Assistant Professor of Epidemiology in Biostatistics and Epidemiology in the Standing Faculty of the School of Medicine for the period of January 1, 2006 to June 30, 2009 (full salary; tenure probationary period commences July 1, 2006). The mandatory tenure review is academic year 2011-12.

Extensions

Extension to the approved reappointment and clinician-educator probationary period for Dr. Claudia F. Baldassano as Assistant Professor of Psychiatry at the Hospital of the University of Pennsylvania in the Standing Faculty – Clinician-Educator of the School of Medicine for one year effective July 1, 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 commenced July 1, 1999. Adjusted Clinician-Educator review is academic year 2008-09. [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 tenure probationary period for Dr. Timothy R. Brazelton as Assistant Professor of Surgery in the Standing Faculty of the School of Medicine for one year effective July 1, 2008 (full salary; tenure probationary period commenced July 1, 2005). Adjusted mandatory tenure review is academic year 2011-12. [This extension is granted pursuant to paragraph A.1. of the policy on extension of tenure probationary period, March 18, 1997 or as amended].

Extension to the approved appointment and tenure probationary period for Dr. John H. Kempen as Assistant Professor of Ophthalmology in the Standing Faculty of the School of Medicine for one year effective July 1, 2008 (full salary; ten-year clinical tenure probationary period commenced July 1, 2005). Adjusted mandatory tenure review is academic year 2014-15. [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. David S. Mandell as Assistant Professor of Mental Health Services Research in Psychiatry in the Standing Faculty of the School of Medicine for one year effective July 1, 2006 (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 clinician-educator probationary period for Dr. Mary Putt 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 one year effective July 1, 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 commenced July 1, 1999. Adjusted Clinician-Educator review is academic year 2008-09. [This extension is granted pursuant paragraph A.2. of the policy on extension of tenure probationary period, March 18, 1997 or as amended].

Reappointments

A terminal reappointment of Dr. Valder R. Arruda as Assistant Professor of Pediatrics in the Standing Faculty of the School of Medicine for one year effective July 1, 2006 contingent on appropriate visa (full salary; tenure probationary period commenced July 1, 2000).

Reappointment of Dr. Charles C. Branas as Assistant Professor of Epidemiology in Biostatistics and Epidemiology in the Standing Faculty of the School of Medicine for three years effective July 1, 2006 (full salary; tenure probationary period commenced July 1, 2002 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 mandatory tenure review is academic year 2008-09.

Reappointment of Dr. Brett L. Cucchiara as Assistant Professor of Neurology at the Hospital of the University of Pennsylvania in the Standing Faculty--Clinician-Educator of the School of Medicine for three years effective July 1, 2006 (full salary; appointment subject to the stipulations given in Guidelines for Appointments and Promotions, January 8, 1985 or as amended). This appointment carries a ten-year, non-tenure probationary period which commenced July 1, 2003. The clinician-educator review date is academic year 2011-12.

Reappointment of Dr. Troy E. Dominguez as Assistant Professor of Anesthesiology and Critical Care at the Hospital of the University of Pennsylvania and the Children’s Hospital of Philadelphia in the Standing Faculty--Clinician-Educator of the School of Medicine for 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. Ellen J. Kim as Assistant Professor of Dermatology at the Hospital of the University of Pennsylvania in the Standing Faculty--Clinician-Educator of the School of Medicine for three years effective July 1, 2006 (full salary; appointment subject to the stipulations given in Guidelines for Appointments and Promotions, January 8, 1985 or as amended). This appointment carries a ten-year, non-tenure probationary period which commenced July 1, 2003. The clinician-educator review date is academic year 2011-12.

Reappointment of 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 three years 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, 2001 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. The 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].

Reappointment of Dr. Jordan S. Orange as Assistant Professor of Pediatrics in the Standing Faculty of the School of Medicine for three years effective July 1, 2006 (full salary; tenure probationary period commenced July 1, 2003 with a ten-year clinical probationary period). The mandatory tenure review is academic year 2011-12.

Reappointment of Dr. Brenda E. Porter as Assistant Professor of Neurology in the Standing Faculty of the School of Medicine for three years effective July 1, 2006 (full salary; tenure probationary period commenced July 1, 2003 with a ten-year clinical probationary period). The mandatory tenure review is academic year 2011-12. Continuation of secondary appointment as Assistant Professor of Neurology in Pediatrics for the same period of time with voting rights.

Secondary Appointment

The continuation of a secondary appointment as Associate Professor of Epidemiology in Biostatistics and Epidemiology in the School of Medicine for Dr. Stephen E. Kimmel, Associate Professor of Medicine in the Standing Faculty for three years effective July 1, 2006 with voting rights.

Promotion

Promotion of Dr. Evaline A. Alessandrini to Associate Professor of Pediatrics at the Children’s Hospital of Philadelphia in the Standing Faculty--Clinician-Educator of the School of Medicine effective July 1, 2006 (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. Scott Cook-Sather to Associate Professor of Anesthesiology and Critical Care 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
Promotion of Dr. Stephan A. Grupp to Associate Professor of Pediatrics in the Standing Faculty of the School of Medicine effective July 1, 2006 (full salary; with tenure).

Promotion of Dr. Jacqueline M. Junkins-Hopkins to Associate Professor of Dermatology at the Hospital of the University of Pennsylvania in the Standing Faculty--Clinician-Educator of the School of Medicine effective July 1, 2006 (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. Amit Maity to Associate Professor of Radiation Oncology at the Hospital of the University of Pennsylvania in the Standing Faculty--Clinician-Educator of the School of Medicine effective July 1, 2006 (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. Pierre A. Russo to Professor of Pathology and Laboratory Medicine at the Children’s Hospital of Philadelphia in the Standing Faculty--Clinician-Educator of the School of Medicine effective July 1, 2006 (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. Mitchell J. Weiss to Associate Professor of Pediatrics in the Standing Faculty of the School of Medicine effective July 1, 2006 (full salary; with tenure).

Promotion of Dr. Richard B. Womer to Professor of Pediatrics at the Children’s Hospital of Philadelphia in the Standing Faculty--Clinician-Educator of the School of Medicine effective July 1, 2006 (full salary; non-tenure; continuation of appointment subject to the stipulations given in Guidelines for Appointments and Promotions, January 8, 1985 or as amended).

Change in Primary Appointment

Change in primary appointment for Dr. James M. Wilson from Medicine to Professor of Pathology and Laboratory Medicine in the Standing Faculty of the School of Medicine effective January 1, 2006 (full salary, has tenure).

Miscellaneous

Change in title and tenure status for Dr. Bruce S. Sachais from Assistant Professor (in tenure probation) to 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 two 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. The clinician-educator review date is academic year 2009-10.
Reduction in Duties

Reduction of duties by 30% for child care for Dr. Claudia F. Baldassano, Assistant Professor of Psychiatry 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 with a proportional reduction in salary and those benefits which are salary-based.

Reduction of duties of 50% for Dr. Stanley Baum, Professor of Radiology in the Standing Faculty of the School of Medicine for one year effective July 1, 2006 with proportional reduction in salary and in those benefits which are salary-based. [This reduction in duties is in anticipation of retirement].

Reduction of duties to 80% for child care for Dr. Nadja G. Peter, Assistant Professor of Clinical Pediatrics in the Associated Faculty of the School of Medicine, for the period of July 1, 2005 to December 31, 2005 with a proportional reduction in salary and those benefits which are salary-based.

ASSOCIATED FACULTY

Appointment Authorizations

Authorization to offer appointment to Dr. Joseph A. Abboud as Clinical Assistant Professor of Orthopaedic Surgery in the Associated Faculty of the School of Medicine for the period of January 1, 2006 to June 30, 2009 (without salary; not in tenure probationary status in this appointment).

Authorization to offer appointment to Dr. Jo Buyske as Associate Professor of Clinical Surgery in the Associated Faculty of the School of Medicine for the period of December 1, 2005 to June 30, 2010 (full salary; not in tenure probationary status in this appointment).

Authorization to offer appointment to Dr. Willie C. Floyd as Adjunct Assistant Professor of Emergency 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).

Authorization to offer appointment to Dr. Frederick C. Garbrecht as Clinical Assistant Professor of Pediatrics in the Associated Faculty of the School of Medicine for the period of January 1, 2006 to June 30, 2008 (without salary; not in tenure probationary status in this appointment). 

Authorization to offer appointment to Dr. Roberta E. Gausas as Associate Professor of Clinical Ophthalmology in the Associated Faculty of the School of Medicine for five years effective July 1, 2006 (full salary; not in tenure probationary status in this appointment).

Authorization to offer appointment to Dr. Marylin C. Huff as Adjunct Associate Professor of Chemical and Biomolecular Engineering in the Associated Faculty of the School of Engineering
and Applied Science for the period January 1, 2006 to June 30, 2008 (partial salary dependent on duties assigned; not in tenure probationary status in this appointment).

Authorization to offer appointment to Dr. Liselotte E. Jensen as Research Assistant Professor of Pharmacology in the Associated Faculty of the School of Medicine for the period of January 1, 2006 to June 30, 2009 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, 2006). The mandatory review year is academic year 2014-15.

Authorization to offer appointment to Dr. Jess H. Lonner as Clinical Assistant Professor of Orthopaedic Surgery in the Associated Faculty of the School of Medicine for the period of January 1, 2006 to June 30, 2009 (without salary; not in tenure probationary status in this appointment).

Authorization to offer appointment to Dr. David G. Nazarian as Clinical Assistant Professor of Orthopaedic Surgery in the Associated Faculty of the School of Medicine for the period of January 1, 2006 to June 30, 2009 (without salary; not in tenure probationary status in this appointment).

Authorization to offer appointment to Dr. Scott A. Rushton as Clinical Assistant Professor of Orthopaedic Surgery in the Associated Faculty of the School of Medicine for the period of January 1, 2006 to June 30, 2009 (without salary; not in tenure probationary status in this appointment).

Authorization to offer appointment to Dr. Sheri Springs-Phillips as Adjunct Assistant Professor of Emergency Medicine in the Associated Faculty of the School of Medicine for the period of December 1, 2005 to June 30, 2008 (without salary; not in tenure probationary status in this appointment).

Reappointments

Reappointment of Dr. Jacquelyn M. Aveta as Clinical Assistant Professor of Pediatrics in the Associated Faculty of the School of Medicine for three years effective July 1, 2006 (without salary; not in tenure probationary status in this appointment).

Reappointment of Dr. Anthony V. Benedetto as Clinical Assistant Professor of Dermatology in the Associated Faculty of the School of Medicine for three years effective July 1, 2006 (without salary; not in tenure probationary status in this appointment).

Reappointment of Dr. Julia A. Birnbaum as Clinical Assistant Professor of Radiology 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. Marcia C. Boraas as Clinical Associate Professor of Surgery in the Associated Faculty of the School of Medicine for three years effective July 1, 2006 (with salary; not in tenure probationary status in this appointment).

Reappointment of Dr. Charles C. Branas as Assistant Professor of Epidemiology in Biostatistics and Epidemiology in the Standing Faculty of the School of Medicine for three years effective July 1, 2006 (full salary; tenure probationary period commenced July 1, 2002 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 mandatory tenure review is academic year 2008-09.

Reappointment of Dr. Francis X. Brennan as Research Assistant Professor of Psychology in Psychiatry in the Associated Faculty of the School of Medicine for three years effective July 1, 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 commenced July 1, 2003). The adjusted mandatory review year is academic year 2011-12. [This change in mandatory non-tenure review is granted pursuant to Trustee Resolution of June 17, 2005].

Reappointment of Dr. Radovan Bubanj as Clinical Assistant Professor of Radiology 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. David Burgess as Clinical Associate Professor of Pediatrics in the Associated Faculty of the School of Medicine for three years effective July 1, 2006 (with salary; not in tenure probationary status in this appointment).

Reappointment of Dr. Joseph H. Carter, Jr., as Clinical Assistant Professor of Obstetrics and Gynecology 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. James Cipolla as Clinical Assistant Professor of Surgery in the Associated Faculty of the School of Medicine for three years effective July 1, 2006 (with salary; not in tenure probationary status in this appointment).

Reappointment of Dr. Andrew J. Cucchiara as Adjunct Assistant Professor of Biostatistics in Biostatistics and Epidemiology in the Associated Faculty of the School of Medicine for three years effective July 1, 2006 or for the duration of his administrative appointment, whichever is the shorter period of time (without salary; not in tenure probationary status in this appointment).

Reappointment of Dr. Brett L. Cucchiara as Assistant Professor of Neurology at the Hospital of the University of Pennsylvania in the Standing Faculty--Clinician-Educator of the School of Medicine for three years effective July 1, 2006 (full salary; appointment subject to the stipulations given in Guidelines for Appointments and Promotions, January 8, 1985 or as
amended). This appointment carries a ten-year, non-tenure probationary period which commenced July 1, 2003. The clinician-educator review date is academic year 2011-12.

**Reappointment of Dr. Margaret E. Daube-Witherspoon** as Adjunct Associate Professor of Radiology 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. Colette R. Desrochers** as Clinical Assistant Professor of Pediatrics in the Associated Faculty of the School of Medicine for three years effective July 1, 2006 (without salary; not in tenure probationary status in this appointment).

**Reappointment of Dr. Michael Devon** 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. Troy E. Dominguez** as Assistant Professor of Anesthesiology and Critical Care at the Hospital of the University of Pennsylvania and the Children’s Hospital of Philadelphia in the Standing Faculty--Clinician-Educator of the School of Medicine for 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. Paul H. Douglass** as Clinical Assistant Professor of Obstetrics and Gynecology 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. Leonard M. Dzubow** as Clinical Professor of Dermatology in the Associated Faculty of the School of Medicine for three years effective July 1, 2006 (without salary; not in tenure probationary status in this appointment).

**Reappointment of Dr. Robert B. Filer** as Clinical Assistant Professor of Obstetrics and Gynecology 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. Jonathan C. Fox** as Adjunct Assistant 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. David W. Fraser** as Adjunct Professor of Epidemiology in Biostatistics and Epidemiology in the Associated Faculty of the School of Medicine for three years effective July 1, 2006 (without salary; not in tenure probationary status in this appointment).

**Reappointment of Dr. Detlef H. Gerlach** as Clinical Assistant Professor of Obstetrics and Gynecology 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. Scott L. Gottlieb as Clinical Assistant Professor of Dermatology in the Associated Faculty of the School of Medicine for three years effective July 1, 2006 (partial salary dependent on duties assigned; not in tenure probationary status in this appointment).

Reappointment of Dr. Thomas D. Griffin as Clinical Assistant Professor of Dermatology in the Associated Faculty of the School of Medicine for three years effective July 1, 2006 (without salary; not in tenure probationary status in this appointment).

Reappointment of Dr. Brian D. Hanna as Clinical Associate Professor of Pediatrics in the Associated Faculty of the School of Medicine for three years effective July 1, 2006 (without salary; not in tenure probationary status in this appointment).

Reappointment of Dr. Natalie P. Hartenbaum as Adjunct Assistant Professor of Emergency Medicine in the Associated Faculty of the School of Medicine for three years effective July 1, 2006 (without salary; not in tenure probationary status in this appointment).

Reappointment of Dr. Kimberly A. Heller as Clinical Assistant Professor of Obstetrics and Gynecology 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. Susan Hilton as Clinical Professor of Radiology 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. Warren R. Heymann as Clinical Associate Professor of Dermatology in the Associated Faculty of the School of Medicine for three years effective July 1, 2006 (without salary; not in tenure probationary status in this appointment).

Reappointment of Dr. Dennis R. Johnson as Clinical Assistant Professor of Obstetrics and Gynecology 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. Thomas O. Kelly as Adjunct Assistant Professor of Education in Biostatistics and Epidemiology in the Associated Faculty of the School of Medicine for three years effective July 1, 2006 or for the duration of his administrative appointment, whichever is the shorter period of time (without salary; not in tenure probationary status in this appointment).

Reappointment of Dr. Wendy P. Klein as Clinical Assistant Professor of Radiology 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. Kristin L. Kucharczuk as Clinical Assistant Professor of Pediatrics in the Associated Faculty of the School of Medicine for three years effective July 1, 2006 (without salary; not in tenure probationary status in this appointment)
Reappointment of **Dr. David W. Levy** as Clinical Assistant Professor of Radiology 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. Wei-Dong Li** as Research Assistant Professor of Genetics in Psychiatry in the Associated Faculty of the School of Medicine for three years effective July 1, 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 commenced July 1, 2003). The adjusted mandatory review year is academic year 2011-12. [This change in mandatory non-tenure review is granted pursuant to Trustee Resolution of June 17, 2005].

Reappointment of **Dr. Andrea McGeary** as Clinical Assistant Professor of Pediatrics in the Associated Faculty of the School of Medicine for three years effective July 1, 2006 (without salary; not in tenure probationary status in this appointment).

Reappointment of **Dr. Nathaniel McQuay, Jr.,** as Clinical Assistant Professor of Surgery in the Associated Faculty of the School of Medicine for three years effective July 1, 2006 (with salary; not in tenure probationary status in this appointment).

Reappointment of **Dr. R. Barrett Noone** as Clinical Professor of Surgery in the Associated Faculty of the School of Medicine for three years effective July 1, 2006 (without salary; not in tenure probationary status in this appointment).

Reappointment 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, 2006 (without salary; not in tenure probationary status in this appointment).

Reappointment of **Dr. Carol E. Ott** as Clinical Assistant Professor of Pediatrics in the Associated Faculty of the School of Medicine for three years effective July 1, 2006 (without salary; not in tenure probationary status in this appointment).

Reappointment of **Dr. George Preti** as Adjunct Professor of Dermatology in the Associated Faculty of the School of Medicine for three years effective July 1, 2006 (without salary; not in tenure probationary status in this appointment).

Reappointment of **Dr. Alice Reich** as Clinical Assistant Professor of Pediatrics in the Associated Faculty of the School of Medicine for three years effective July 1, 2006 (without salary; not in tenure probationary status in this appointment).

Reappointment of **Dr. Leslie E. Robinson** as Clinical Assistant Professor of Obstetrics and Gynecology 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. Noel Benitez Rosales as Clinical Assistant Professor of Pediatrics in the Associated Faculty of the School of Medicine for three years effective July 1, 2006 (without salary; not in tenure probationary status in this appointment).

Reappointment of Dr. Howard D. Rosenman as Clinical Associate Professor of Dermatology in the Associated Faculty of the School of Medicine for three years effective July 1, 2006 (without salary; not in tenure probationary status in this appointment).

Reappointment of Dr. Robert I. Rudolph as Clinical Professor of Dermatology in the Associated Faculty of the School of Medicine for three years effective July 1, 2006 (without salary; not in tenure probationary status in this appointment).

Reappointment of Dr. Norman J. Schatz as Adjunct Professor of Neurology in the Associated Faculty of the School of Medicine for three years effective July 1, 2006 (without salary; not in tenure probationary status in this appointment).

Reappointment of Dr. Louise C. Showe as Wistar Institute Associate Professor of Dermatology in the Associated Faculty of the School of Medicine for three years effective July 1, 2006 (without salary; not in tenure probationary status in this appointment).

Reappointment of Dr. Shobana Sood as Clinical Assistant Professor of Dermatology in the Associated Faculty of the School of Medicine for three years effective July 1, 2006 (with salary; not in tenure probationary status in this appointment).

Reappointment of Dr. Rudolf N. Staroscik as Clinical Associate Professor of Surgery in the Associated Faculty of the School of Medicine for three years effective July 1, 2006 (without salary; not in tenure probationary status in this appointment).

Reappointment of Dr. Kurt S. Stenn as Adjunct Professor of Dermatology in the Associated Faculty of the School of Medicine for three years effective July 1, 2006 (without salary; not in tenure probationary status in this appointment).

Reappointment of Dr. Marguerite D. Thew as Clinical Associate Professor of Dermatology in the Associated Faculty of the School of Medicine for three years effective July 1, 2006 (without salary; not in tenure probationary status in this appointment).

Reappointment of Dr. Maurice A. Thew as Clinical Professor of Dermatology in the Associated Faculty of the School of Medicine for three years effective July 1, 2006 (without salary; not in tenure probationary status in this appointment).

Reappointment of Dr. Jennifer D. Tobey as Clinical Assistant Professor of Radiology 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. Rochelle R. Weiss as Clinical Assistant Professor of Dermatology in the Associated Faculty of the School of Medicine for three years effective July 1, 2006 (without salary; not in tenure probationary status in this appointment).

Reappointment of Dr. Yoram G. Weiss as Adjunct Assistant Professor of Anesthesiology and Critical Care 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. Barry L. Ziober as Research Assistant Professor of Otorhinolaryngology: Head and Neck Surgery in the Associated Faculty of the School of Medicine for three years effective July 1, 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; with a non-tenure probationary period which commenced July 1, 1999). The adjusted mandatory review year is academic year 2007-08.

Promotions

Promotion and reappointment of Dr. Cordula T. Holzer to Clinical Associate Professor of Psychiatry in the Associated Faculty of the School of Medicine for three years effective July 1, 2006 (without salary; not in tenure probationary status in this appointment).

Promotion of Dr. Claire H. Mitchell to Research Associate Professor of Physiology in the Associated Faculty of the School of Medicine for five years effective July 1, 2006 or for the duration of the grant or contract which supports her work, whichever is the shorter period of time (full salary, without obligation on the part of the University to continue salary and benefits beyond termination of these research funds; not in tenure probationary status in this appointment).

Promotion of Dr. Ramachandran Murali as Research Associate Professor of Pathology and Laboratory Medicine in the Associated Faculty of the School of Medicine for five years effective July 1, 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; not in tenure probationary status in this appointment).

Reduction in Duties

Reduction of duties to 80% for child care for Dr. Nadja G. Peter, Assistant Professor of Clinical Pediatrics in the Associated Faculty of the School of Medicine, for one year effective January 1, 2006 with a proportional reduction in salary and those benefits which are salary-based.
STANDING FACULTY

Authorization to Offer Appointment

Authorization to offer appointment to Dr. Deborah Watkins Bruner as Professor of Nursing in the Standing Faculty of the School of Nursing effective January 1, 2006 (full salary; with tenure).

ASSOCIATED FACULTY

Appointment Authorizations

Authorization to offer appointment to Dr. Barbara Frink as Adjunct Associate Professor of Nursing in the Associated Faculty of the School of Nursing for the period July 1, 2005 to June 30, 2008 (without salary or voting rights; not in tenure probationary status in this appointment).

Authorization to offer appointment to Dr. Pamela Jackson-Malik as Adjunct Assistant Professor of Nursing in the Associated Faculty of the School of Nursing for the period July 1, 2005 to June 30, 2008 (without salary or voting rights; not in tenure probationary status in this appointment).

Authorization to offer appointment to Dr. Tamara Zurakowski as Practice Assistant Professor of Nursing in the Associated Faculty of the School of Nursing for the period July 1, 2005 to June 30, 2010 (with full salary, without voting rights; not in tenure probationary status in this appointment).

SCHOOL OF VETERINARY MEDICINE

STANDING FACULTY

Leaves of Absence

Scholarly leave of absence for Dr. Meryl P. Littman, Associate Professor of Medicine in Clinical Studies-Philadelphia in the Standing Faculty--Clinician-Educator of the School of Veterinary Medicine for the period July 1, 2006 to December 31, 2006 with up to full salary; full benefits continued. [20 credits will be accrued; 20 credits will be used]

Scholarly leave of absence for Dr. Michael W. Ross, Associate Professor of Surgery in Clinical Studies-New Bolton Center in the Standing Faculty--Clinician-Educator of the School of Veterinary Medicine for three months (December 2005, March and April 2006) with up to full salary; full benefits continued. [22 credits will be accrued; 6 credits will be used]

Correction to the Previously Approved Minute
Correction to the Previously Approved Minute - Scholarly leave of absence for Dr. Michael W. Ross, Associate Professor of Surgery in Clinical Studies-New Bolton Center in the Standing Faculty--Clinician-Educator of the School of Veterinary Medicine for the period December 1, 2005 to April 30, 2006 with up to full salary; full benefits continued. [22 credits will be accrued; 6 credits will be used] SHOULD READ: Scholarly leave of absence for Dr. Michael W. Ross, Professor of Surgery in Clinical Studies-New Bolton Center in the Standing Faculty--Clinician-Educator of the School of Veterinary Medicine for the period December 1, 2005 to April 30, 2006 with up to full salary; full benefits continued. [22 credits will be accrued; 6 credits will be used]

ROTC

ACADEMIC SUPPORT STAFF

Reappointments

Reappointment of Lieutenant Megan Magee, USNR as the Freshman Class Naval Science Instructor and Advisor for the period January 1, 2006 to June 30, 2007 (without salary; not in tenure probationary status in this appointment).

Reappointment of Lieutenant Wyatt Smith, USNR as the Sophomore Class Naval Science Instructor and Advisor for the January 1, 2006 to May 31, 2006 (without salary; not in tenure probationary status in this appointment).
Resolution to Authorize Tuition, Fees and Student Charges for Academic Year 2006-2007

Intention:

The administration proposes to establish the following tuition, fees, and other student charges for Academic Year 2006-2007:

For undergraduates, tuition, fees, room and board will total $43,960. This includes tuition of $30,598 fees of $3,558 a standard room rate in the residence halls of $6,022 and a meal plan charge of $3,782. For graduate and professional students, tuition will be determined administratively to reflect the budget requirements of the various schools.

RESOLVED, that for Academic Year 2006-2007, total undergraduate charges will be $43,960 including tuition of $30,598 fees of $3,558 a standard room rate in the residence halls of $6,022 and a meal plan charge of $3,782.
Resolution to Authorize a Revision in the Spending Rule Policy

Intention:

The Board of Trustees adopted a Spending Rule for the Associated Investments Fund (AIF) in fiscal year 1981. Under this policy, a decision is made each year to spend a certain percentage of the endowment’s market value in the following year. To smooth the payout and avoid undue disruption of programs funded by the endowment, this rate is calculated on the basis of a three-year moving average value of the June 30 AIF share value, lagged one year.

The payout rate is 4.7% of the average three-year market value of the AIF shares which is comparable to other higher education institutions. A primary concern in managing endowed funds is to preserve the real value of endowment principal, thereby protecting its future purchasing power. To achieve this objective, the spending rate must be on average less than total return, minus inflation. The actual payout rate as a percentage of current market value may be more or less than the stated spending rate due to the formula. For fiscal year 2005, the actual payout was 4.1% of the beginning of year AIF market value.

Prior to adoption of the Spending Rule, Penn’s practice had been to spend all current endowment income. Implementation of the Spending Rule has enabled Penn to smooth volatility in the payout over time and to improve long range planning.

The Administration recommends a change in the Spending Rule policy to further decrease income volatility while providing additional income for spending.

The revised Spending Rule policy would base 70% of spending on prior year spendable income plus an inflation factor, and 30% of spending on the endowment market value, lagged by one year, multiplied by a target spending rate of 4.7%. The effective date of this change would be July 1, 2006.

RESOLVED, that the University will revise its Spending Rule policy effective July 1, 2006 and that said policy would base 70% of spending on prior year spendable income plus an inflation factor, and 30% of spending on the endowment market value, lagged by one year, multiplied by a target spending rate of 4.7%.
Resolution to Appoint Lee Spelman Doty to the Penn Medicine Board

RESOLVED, that Lee Spelman Doty be appointed to the Penn Medicine Board, for a one year term, effective March 23, 2006, to serve in accordance with the Bylaws of Penn Medicine.

Mrs. Doty (W'76) is a Managing Director at J.P. Morgan Fleming Asset Management, the money management arm of J.P. Morgan Chase, where she is responsible for the firm's equity investments in the technology sector. She is a Chartered Financial Analyst.

Prior to joining J.P. Morgan Chase in 1989, Mrs. Doty was the Director of Research at Martin Simpson & Co., a brokerage house specializing in technology and health-care research. She is also a member of the Executive Board of Project YESS (Young Executives Supporting Schools) and has served for six years as a board member and head of development for Catholic Big Sisters. Mrs. Doty is a founding member and former Secretary of the Penn Club of New York Board of Governors.

At Penn, Mrs. Doty serves on the Board of Overseers of the Graduate School of Education. She is a member of the Penn Alumni Council and Board of Directors, serves on the Penn Alumni Executive and Nominations committees, and chairs the Penn Alumni Marketing & Sponsorship Committee. She is a member of the Trustees' Council of Penn Women and has served as a member of her Class Gift Committee. She and her husband George E. Doty, Jr., (W'76) named the Lee Spelman and George E. Doty, Jr., Seminar Room at the Graduate School of Education, and created the Doty Family Endowed Scholarship for undergraduate student financial aid. Lee and George Doty have also provided support for the Penn Club of New York, the Trustees' Council of Penn Women, athletics, and undergraduate student life.
Resolution to Appoint Lee Spelman Doty to the Penn Medicine Executive Committee

INTENTION, Section 7.4 of the Statutes of the University of Pennsylvania and Section 4.1 of the Bylaws of Penn Medicine provide for the appointment of members of the Penn Medicine Executive Committee upon nomination by the Chair of the University Trustees, the Chair of the Penn Medicine Board, and the President of the University, acting jointly, and approved by the University Trustees. Section 4.1 further states that the Penn Medicine Executive Committee shall consist of no more than 16 members, a majority of whom (not including the EVP/Dean, the Executive Vice President of the University, and the CEO) shall be University Trustees. The appointed members of the Penn Medicine Executive Committee serve at the pleasure of the Chair of the University Trustees, the Chair of the Penn Medicine Board, and the President of the University.

RESOLVED, that Lee Spelman Doty, a University Trustee, be appointed to the Penn Medicine Executive Committee, effective March 23, 2006, to serve in accordance with the Bylaws of Penn Medicine.