

## **Resolution of Appreciation for Frank E. Claus**

Following a successful career in commercial banking, Frank Claus joined Penn in 1984 as the Director of the Penn Plan. This revolutionary financial planning tool was offered as the nation's first comprehensive educational financing plan and established Penn as a leader in helping students and their families plan for the cost of attendance. Shortly thereafter, Frank was named Assistant Vice President for Finance and Treasurer of the University, serving from 1984 to 1988 in this role.

Appointed in 1988 as Associate Vice President for Finance in Student Financial Services, Frank had responsibility for operational services related to student finances including financial aid, payment option programs, billing, loan processing and a counseling center. He successfully coordinated all aspects of student finance in one office, enabling Penn to provide the best possible solutions and service to students and their families. In 2004, he successfully integrated the Office of the Registrar to create the combined Student Financial and Registration Services office that exists today.

Most recently, Frank graciously agreed to serve as the Interim Vice President for Finance and Treasurer from August 2007 to January 2008, a role in which he served Penn admirably.

Frank continually promoted and supported the use of technology to improve service and information to increase operational efficiency, suggesting the idea of integrated Student Financial Services at Penn. Leading the office since its establishment in 1988, he inculcated a strong focus on service to students and parents. Frank also proved himself highly entrepreneurial, implementing the Penn-as-Stafford Lender program.

Throughout his career at Penn, he has clearly demonstrated a depth of knowledge and a wealth of ideas while also accepting input from others and graciously considering any contrary points of view. As a nationally respected member of his field and an innovative and visionary leader, Frank has constantly sought out opportunities to improve Penn's existing methodology, placing Penn in the forefront of integrated student financial services.

**RESOLVED**, that the Trustees of the University of Pennsylvania, on behalf of themselves, the overseers, administration, faculty, students, and alumni of the University convey their gratitude to Frank Claus for his tireless dedication, financial insight, and service to Penn.

**Resolution to Appoint Stephen D. Golding as Vice President for  
Finance and Treasurer**

**RESOLVED**, that Stephen D. Golding be appointed Vice President for Finance and Treasurer, effective February 1, 2008.

Most recently, Mr. Golding was the Executive Director of Financial Affairs at Johns Hopkins School of Medicine, a position which included academic, research and clinical activities for more than 30 departments and oversight of the medical school's administrative and support functions. As the Chief Financial Officer for the School of Medicine, he was responsible for directing the financial affairs of the University's Medical and Health System divisions. In addition to oversight of all fiscal matters, Mr. Golding provided direction for information systems strategy, capital and facilities planning, and directed the acquisition of a \$70 million academic physician practice.

Concurrent with his Executive Director duties, Mr. Golding served Johns Hopkins as Executive Program Director. In this role he oversaw a staff of 250 in the replacement of major business systems across the university, including Finance, Human Resources, Payroll, Supply Chain, Accounts Payable, Capital Projects, Sponsored Programs, and Grants Management.

Prior to his work at Johns Hopkins, Mr. Golding served in a variety of top financial management positions for AMTRAK in Washington, D.C.

Mr. Golding earned his Masters in Business Administration from the University of Rochester's Graduate School of Management, and his Bachelor of Arts in Economics from St. John Fisher College, in Rochester, NY.

## **Resolution on Faculty Appointments, Leaves and Promotions**

### **ANNENBERG SCHOOL FOR COMMUNICATION**

#### **STANDING FACULTY**

##### **Authorization to Offer Appointment**

**Authorization to offer appointment to Dr. Marwan W. Kraidy** as Associate Professor of Communication in the Standing Faculty of the Annenberg School for Communication for the period July 1, 2007 to June 30, 2012 (full salary; tenure probationary period commences July 1, 2007). Mandatory tenure review is academic year 2010-11.

### **GRADUATE SCHOOL OF EDUCATION**

#### **STANDING FACULTY**

##### **Chair Designation**

**Designation of Dr. John W. Fantuzzo**, Professor of Education in the Standing Faculty of the Graduate School of Education, as the Albert M. Greenfield Professor of Human Relations effective January 1, 2008 through his tenure.

##### **Change in previously approved minute**

**Change in previously approved minute - Scholarly leave of absence for Dr. Vivian Lynette Gadsden**, Professor of Education in the Standing Faculty of the Graduate School of Education, for the period July 1, 2007 to June 30, 2008, with up to full salary, (50.0% from the leave budget, 50.0% from the grants), full benefits continued. [20.0 credits will be accrued; 12.0 credits will be used].

##### **IS CHANGED TO:**

**Scholarly leave of absence for Dr. Vivian L. Gadsden**, The William T. Carter Professor of Child Development in the Standing Faculty of the Graduate School of Education, for the period July 1, 2007 to December 31, 2007, with up to full salary, (100.0% from grants), full benefits continued. [20.0 credits will be accrued; 0.0 credits will be used].

##### **Leaves of Absence**

**Scholarly leave of absence for Dr. Vivian L. Gadsden**, The William T. Carter Professor of Child Development in the Standing Faculty of the Graduate School of Education, for the period July 1, 2008 to December 31, 2008, with up to full salary, (100.0% from the leave budget), full benefits continued. [21.0 credits will be accrued; 12.0 credits will be used].

**Scholarly leave of absence for Dr. Joan F. Goodman**, Professor of Education in the Standing Faculty of the Graduate School of Education, for the period July 1, 2008 to June 30, 2009, with up to full salary, (75.0% from the leave budget, 25.0% from the department), full benefits continued. [18.0 credits will be accrued; 18.0 credits will be used].

## ASSOCIATED FACULTY

### Appointment Authorization

**Authorization to offer appointment to Dr. Michael J. Nakkula** as Practice Professor of Education in the Associated Faculty of the Graduate School of Education for the period July 1, 2007 to June 30, 2012 (full salary; not in tenure probationary status in this appointment).

## SCHOOL OF ARTS AND SCIENCES

### STANDING FACULTY

#### Chair Designations

**Designation of Dr. Donald F. Kettl**, Professor of Political Science in the Standing Faculty of the School of Arts and Sciences, as the **Robert A. Fox Leadership Professor** effective July 1, 2007 through his tenure.

**Designation of Dr. Richard M. Schultz**, Professor of Biology in the Standing Faculty of the School of Arts and Sciences, as the **Charles and William L. Day Distinguished Professor of Biology** effective July 1, 2007 through his tenure.

#### Authorization to Offer Appointment

**Authorization to offer appointment to Dr. Cynthia Damon** as Professor of Classical Studies in the Standing Faculty of the School of Arts and Sciences effective July 1, 2007 (full salary; with tenure).

#### Degree Compliance

**Degree Compliance -- Appointment of Dr. Emily Iuliano Dolan**, Assistant Professor of Music in the Standing Faculty of the School of Arts and Sciences for four years effective July 1, 2006 (full salary; tenure probationary period commences July 1, 2006). Mandatory tenure review is academic year 2011-12. [Refer to PSCS of June 29, 2006]

#### Extensions

**Extension to the approved reappointment and tenure probationary period for Dr. Delphine Dahan** as Assistant Professor of Psychology in the Standing Faculty of the School of Arts and Sciences **contingent on appropriate visa** (full salary; tenure probationary period commenced July 1, 2003). **Adjusted** mandatory 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]. [Consideration for promotion to tenure is contingent upon United States permanent residency status.]

**Extension to the approved reappointment and tenure probationary period for Dr. Daniel Swingley** as Assistant Professor of Psychology in the Standing Faculty of the School of Arts and Sciences for one year effective July 1, 2010 (full salary; non-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 Dr. David J. White** as Assistant Professor of Psychology in the Standing Faculty of the School of Arts and Sciences **contingent on appropriate visa** (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] [Consideration for promotion to tenure is contingent upon United States permanent residency status.] [Refer to PSCS of May 24, 2006]

### **Promotions**

**Promotion of Dr. Kathleen M. Brown** to Professor of History in the Standing Faculty of the School of Arts and Sciences effective July 1, 2008 (full salary; has tenure).

**Promotion of Dr. Camille Zubrinsky Charles** to Professor of Sociology in the Standing Faculty of the School of Arts and Sciences effective July 1, 2008 (full salary; has tenure).

**Promotion of Dr. Alan T. Johnson, Jr.** to Professor of Physics and Astronomy in the Standing Faculty of the School of Arts and Sciences effective July 1, 2008 (full salary; has tenure).

**Promotion of Dr. Dirk Krueger** to Professor of Economics in the Standing Faculty of the School of Arts and Sciences effective July 1, 2008 (full salary; with tenure) tenure contingent upon the granting of U.S. permanent residency status or U.S. citizenship within two years from this date. [This appointment will be as Professor without tenure until permanent residency status is received.]

**Promotion of Dr. Felix Kubler** to Professor of Economics in the Standing Faculty of the School of Arts and Sciences effective July 1, 2008 (full salary; with tenure) tenure contingent upon the granting of U.S. permanent residency status or U.S. citizenship within two years from this date. [This appointment will be as Professor without tenure until permanent residency status is received.]

**Promotion of Dr. Christine Poggi** to Professor of History of Art in the Standing Faculty of the School of Arts and Sciences effective July 1, 2008 (full salary; has tenure).

**Promotion of Dr. Frank Schorfheide** to Professor of Economics in the Standing Faculty of the School of Arts and Sciences effective July 1, 2008 (full salary; has tenure).

### **Leaves of Absence**

**Leave of absence for employment elsewhere for Dr. Emily C. Hannum**, Assistant Professor of Sociology in the Standing Faculty of the School of Arts and Sciences, for the period January 1, 2008 to December 31, 2008 without salary; any benefits continued are without University contribution. *[13 credits will be accrued; 0 credits will be used].*

**Scholarly leave of absence for Dr. Ayako Kano**, Associate Professor of East Asian Languages and Culture in the Standing Faculty of the School of Arts and Sciences, for the period July 1,

2007 to June 30, 2008, without salary, (100.0% from the Abe Fellowship), appropriate benefits continued. [12.0 credits will be accrued; 0.0 credits will be used].

#### ASSOCIATED FACULTY

##### Reappointments

**Reappointment of Dr. Elizabeth S. Bolman** as Adjunct Associate Professor of History of Art in the Associated Faculty of the School of Arts and Sciences for three years effective July 1, 2007 (without salary; not in tenure probationary status in this appointment).

**Reappointment of Ann Blair Brownlee** as Adjunct Assistant Professor of History of Art in the Associated Faculty of the School of Arts and Sciences for three years effective July 1, 2007 or for the duration of her administrative appointment, whichever is the shorter period of time (partial salary dependent on duties assigned, to supplement her administrative appointment salary; not in tenure probationary status in this appointment).

**Reappointment of Mr. George H. Marcus** as Adjunct Assistant Professor of History of Art in the Associated Faculty of the School of Arts and Sciences for three years effective July 1, 2007 (partial salary dependent on duties assigned; not in tenure probationary status in this appointment).

**Reappointment of Dr. William J. McShea** as Adjunct Associate Professor of Biology in the Associated Faculty of the School of Arts and Sciences for three years effective July 1, 2006 (without salary; not in tenure probationary status in this appointment).

**Reappointment of Dr. Janet M. Monge** as Adjunct Associate Professor of Anthropology in the Associated Faculty of the School of Arts and Sciences for five years effective July 1, 2006 or for the duration of her administrative appointment, whichever is the shorter period of time (partial salary dependent on duties assigned, to supplement her administrative appointment salary; not in tenure probationary status in this appointment).

**Reappointment of Dr. Ann F. Rhoads** as Adjunct Professor of Biology in the Associated Faculty of the School of Arts and Sciences for three years effective July 1, 2006 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).

**Reappointment of Dr. Innis Howe Shoemaker** as Adjunct Professor of History of Art in the Associated Faculty of the School of Arts and Sciences for three years effective July 1, 2007 (partial salary dependent on duties assigned; not in tenure probationary status in this appointment).

#### SCHOOL OF DESIGN

##### STANDING FACULTY

##### Promotion

**Promotion of Dr. Ali M. Malkawi** to Professor of Architecture in the Standing Faculty of the School of Design effective July 1, 2007 (full salary; has tenure).

## SCHOOL OF ENGINEERING AND APPLIED SCIENCE

### STANDING FACULTY

#### Chair Designations

**Continuation of designation for Dr. I-Wei Chen**, Professor of Material Science and Engineering in the Standing Faculty of the School of Engineering and Applied Science, as the Peter & Geri Skirkanich Professor of Innovation for a term of ten years effective July 1, 2007.

**Continuation of designation for Dr. Roch Guerin**, Professor of Electrical and Systems Engineering in the Standing Faculty of the School of Engineering and Applied Science, as the Alfred Fidler Moore Professor of Telecommunications Networks for a term of ten years effective July 1, 2008.

#### Authorization to Offer Appointment

**Authorization to offer appointment to Dr. Alla Safonova** as Assistant Professor of Computer and Information Science in the Standing Faculty of the School of Engineering and Applied Science for the period July 1, 2007 to June 30, 2011 (full salary; tenure probationary period commences July 1, 2007). Mandatory tenure review is academic year 2012-13. **IS CHANGED TO: Authorization to offer appointment to Dr. Alla Safonova** as Assistant Professor of Computer and Information Science in the Standing Faculty of the School of Engineering and Applied Science for the period September 1, 2007 to June 30, 2011 (full salary; tenure probationary period commences July 1, 2007). Mandatory tenure review is academic year 2012-13. [Refer to PSCS Action of June 27, 2007]

#### Degree Compliance

**Degree Compliance -- Appointment of Dr. Casim A. Sarkar** as Assistant Professor of Bioengineering in the Standing Faculty of the School of Engineering and Applied Science for four years effective January 1, 2006 (full salary; tenure probationary period commences July 1, 2006). Mandatory tenure review is academic year 2011-12.

#### Leave of Absence

**Scholarly leave of absence for Dr. Dennis E. Discher** as Professor of Chemical and Biomolecular Engineering in the Standing Faculty of the School of Engineering and Applied Science, for the period January 1, 2008 to June 30, 2008, with up to full salary, (100.0% from the leave budget), appropriate benefits continued. [13.0 credits will be accrued; 12.0 credits will be used].

**Scholarly leave of absence for Dr. Daniel D. Lee**, Associate Professor of Electrical and Systems Engineering in the Standing Faculty of the School of Engineering and Applied Science, for the period January 1, 2008 to June 30, 2008, with up to full salary, appropriate benefits continued. [13.0 credits will be accrued; 12.0 credits will be used].

**Leave of absence for employment elsewhere for Dr. Fernando C. Pereira**, The Andrew and Debra Rachleff Professor in the Standing Faculty of the School of Engineering and Applied

Science, for the period January 1, 2008 to December 31, 2008, without salary, appropriate benefits continued. [13.0 credits will be accrued; 0.0 credits will be used].

#### ASSOCIATED FACULTY

##### Reappointments

**Reappointment of Dr. Mark J. Steedman** as Adjunct Professor of Computer and Information Science in the Associated Faculty of the School of Engineering and Applied Science for three years effective July 1, 2007 (assigned duties will determine partial salary; not in tenure probationary status in this appointment).

**Reappointment of Gregory T. Vesonder** as Adjunct Professor of Computer and Information Science in the Associated Faculty of the School of Engineering and Applied Science for three years effective July 1, 2007 (assigned duties will determine partial salary; not in tenure probationary status in this appointment).

**Reappointment of Dr. Bonnie Lynn Webber** as Adjunct Professor of Computer and Information Science in the Associated Faculty of the School of Engineering and Applied Science for three years effective July 1, 2007 (assigned duties will determine partial salary; not in tenure probationary status in this appointment).

#### EMERITUS FACULTY

##### Conversion

**Appointment of Dr. John E. Fischer** as Professor of Material Science and Engineering in the Standing Faculty of the School of Engineering and Applied Science, is converted to Professor Emeritus of Material Science and Engineering effective October 1, 2007.

#### LAW SCHOOL

#### EMERITUS FACULTY

##### Conversion

**Appointment of Mr. Curtis Randall Reitz** as Professor of Law in the Standing Faculty of the Law School, is converted to Professor Emeritus of Law effective July 1, 2007.

#### WHARTON SCHOOL

#### STANDING FACULTY

##### Degree Compliances

**Degree Compliance - Appointment of Dr. Devin G. Pope** as Assistant Professor of Operations and Information Management in the Standing Faculty of the Wharton School for three years effective July 1, 2007 (full salary; tenure probationary period commenced July 1, 2007). Mandatory tenure review is academic year 2012-13. (full salary; tenure probationary period commenced July 1, 2007). [*Refer to PSCS of June 1, 2007*]

**Degree Compliance -- Appointment of Dr. Mikhail Traskin** as Assistant Professor of Statistics in the Standing Faculty of the Wharton School for three years effective July 1, 2007 (full salary; tenure probationary period commences July 1, 2007). Mandatory tenure review is academic year 2012-13.

### **Extension**

**Extension to the approved appointment and tenure probationary period for Dr. Mary O'Sullivan** as Associate Professor of Management in the Standing Faculty of the Wharton School for one year effective July 1, 2009 (full salary; non-tenure probationary period commenced July 1, 2005). **Adjusted** mandatory tenure review is academic year **2009-10**. [This extension is granted pursuant to paragraph A1 of the policy on extension of tenure probationary period, February 24, 2006 or as amended].

### **Reappointment**

**Terminal reappointment of Dr. Mary Ellen Carter** as Assistant Professor of Accounting in the Standing Faculty of the Wharton School for one year effective July 1, 2008 (full salary; tenure probationary period commenced July 1, 2002).

### **Promotion**

**Promotion of Dr. Lorin M. Hitt** to Professor of Operations and Information Management in the Standing Faculty of the Wharton School effective July 1, 2008 (full salary; has tenure).

### **Change in Previously Approved Minute**

**Change in previously approved minute - Reduction in duties by 20% for Dr. Marshall W. Meyer**, Professor of Management in the Standing Faculty of the Wharton School, for the academic year 2008-09 with a proportional reduction in salary and those benefits which are salary-based. [This reduction in duties is requested in anticipation of retirement.]

#### **IS CHANGED TO:**

**Reduction in duties by 20% for Dr. Marshall W. Meyer**, Professor of Management in the Standing Faculty of the Wharton School, for the period July 1, 2008 to June 30, 2014 with a proportional reduction in salary and those benefits which are salary-based. [This reduction in duties is requested in anticipation of retirement.]

### **Reductions in Duties**

**Reduction in duties by 20% for Dr. Lawrence G. Hrebiniak**, Associate Professor of Management in the Standing Faculty of the Wharton School, for the period July 1, 2008 to June 30, 2014 with a proportional reduction in salary and those benefits which are salary-based. [This reduction in duties is requested in anticipation of retirement.]

**Reduction in duties by 20% for Dr. Stephen J. Kobrin**, Professor of Management in the Standing Faculty of the Wharton School, for the period July 1, 2008 to June 30, 2014 with a proportional reduction in salary and those benefits which are salary-based. [This reduction in duties is requested in anticipation of retirement.]

## SCHOOL OF DENTAL MEDICINE

### ACADEMIC SUPPORT STAFF

#### Terminal Reappointment

**Terminal reappointment of Dr. Hancheng Guan** as Research Associate of Microbiology in the Academic Support Staff of the School of Dental Medicine for the period January 1, 2007 to December 31, 2007 (full salary; not in tenure probationary period in this appointment). Dr. Hancheng Guan's appointment as Research Associate (full salary) began January 1, 2004.

## SCHOOL OF MEDICINE

### STANDING FACULTY

#### Chair Designations

**Continuation of designation for Dr. Gideon Dreyfuss**, Professor of Biochemistry and Biophysics in the Standing Faculty of the School of Medicine, as the **Isaac Norris Professor** for a term of ten years effective November 1, 2007.

**Designation of Dr. John D. Lambris**, Professor of Pathology and Laboratory Medicine in the Standing Faculty of the School of Medicine, as the **Dr. Ralph and Sallie Weaver Professorship of Research Medicine** for a term of ten years effective November 1, 2007.

**Designation of Dr. S. Bruce Malkowicz**, Professor of Urology in Surgery at the Hospital of the University of Pennsylvania in the Standing Faculty--Clinician-Educator of the School of Medicine, as the **Thomas D. Memorial Professor in Urological Research** for a term of five years effective November 1, 2007.

**Designation of Dr. Warren S. Pear**, Associate Professor of Pathology and Laboratory Medicine in the Standing Faculty of the School of Medicine, as the **Gaylord P. and Mary Louise Harnwell Associate Professor** for a term of ten years effective November 1, 2007.

**Designation of Dr. Richard P. Shannon**, Professor of Medicine at the Hospital of the University of Pennsylvania in the Standing Faculty – Clinician-Educator of the School of Medicine, as the **Frank Wister Thomas Professor of Medicine** effective August 1, 2007 coterminous with his appointment as Department Chair.

**Designation of Dr. Alan J. Wein**, Professor of Urology in Surgery in the Standing Faculty of the School of Medicine, as the **Founders Professor in Urology** for a term of ten years effective July 1, 2007.

#### Authorization to Offer Appointments

**Authorization to offer appointment to Dr. Ravi K. Amaravadi** as Assistant Professor of Medicine at the Hospital of the University of Pennsylvania in the Standing Faculty--Clinician-Educator of the School of Medicine for three years effective July 1, 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, 2007. Clinician-educator review date is academic year 2015-16.

**Authorization to offer appointment to Dr. Edward F. Attiyeh** as Assistant Professor of Pediatrics in the Standing Faculty of the School of Medicine for the period of October 1, 2007 to June 30, 2010 (full salary; tenure probationary period commences July 1, 2007 with a ten year clinical probationary period). Mandatory tenure review is academic year 2015-16.

**Authorization to offer appointment to Dr. Olivier Berton** as Assistant Professor of Neuroscience in Psychiatry in the Standing Faculty of the School of Medicine for the period of January 1, 2008 to June 30, 2011 **contingent on appropriate visa** (full salary; tenure probationary period commences July 1, 2008). Mandatory tenure review is academic year 2013-14.

**Authorization to offer appointment to Dr. Karen Borgmann-Winter** as Assistant Professor of Psychiatry at the Children's Hospital of Philadelphia in the Standing Faculty--Clinician-Educator of the School of Medicine for the period of September 1, 2006 to June 30, 2009 (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, 2006. The clinician-educator review date is academic year 2014-15.

**Authorization to offer appointment to Dr. Tom Curran** as Professor of Pathology and Laboratory Medicine in the Standing Faculty of the School of Medicine effective July 1, 2006 (full salary; with tenure).

**Authorization to offer appointment to Dr. Jarod Finlay** as Assistant Professor of Radiation Oncology at the Hospital of the University of Pennsylvania in the Standing Faculty--Clinician-Educator of the School of Medicine for the period of March 1, 2007 to June 30, 2010 (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, 2007. Clinician-educator review date is academic year 2015-16.

**Authorization to offer appointment to Dr. Struan Grant** as Assistant Professor of Pediatrics in the Standing Faculty of the School of Medicine **contingent on appropriate visa** for the period of November 1, 2007 to June 30, 2010 (full salary; tenure probationary period commences July 1, 2007). Mandatory tenure review is academic year 2012-13.

**Authorization to offer appointment to Dr. Kevin A. Hommel** as Assistant Professor of Psychology in Psychiatry at the Children's Hospital of Philadelphia in the Standing Faculty--Clinician-Educator of the School of Medicine for the period of September 1, 2006 to June 30, 2009 (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, 2006. The clinician-educator review date is academic year 2014-15.

**Authorization to offer appointment to Dr. Muniya S. Khanna** as Assistant Professor of Psychology in Psychiatry at the Hospital of the University of Pennsylvania in the Standing Faculty--Clinician-Educator of the School of Medicine for the period October 1, 2007 to June 30, 2010 (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, 2007. Clinician-educator review is academic year 2015-16.

**Authorization to offer appointment to Dr. James L. Kreindler** as Assistant Professor of Pediatrics in the Standing Faculty of the School of Medicine for the period of November 1, 2007 to June 30, 2010 (full salary; tenure probationary period commences July 1, 2007 with a ten year clinical probationary period). Mandatory tenure review is academic year 2015-16.

**Authorization to offer appointment to Dr. Frank T. Leone** as Associate Professor of Medicine at Penn Presbyterian Medical Center in the Standing Faculty--Clinician-Educator of the School of Medicine effective September 1, 2007 (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. Falk W. Lohoff** as Assistant Professor of Psychiatry in the Standing Faculty of the School of Medicine for the period of October 1, 2007 to June 30, 2010 (full salary; tenure probationary period commences July 1, 2007). Mandatory tenure review is academic year 2012-13.

**Authorization to offer appointment to Dr. Alexander C. Mamourian** as Associate Professor of Radiology at the Hospital of the University of Pennsylvania in the Standing Faculty--Clinician-Educator of the School of Medicine effective July 1, 2007 (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. Michael C. Milone** Assistant Professor of Pathology and Laboratory Medicine at the Hospital of the University of Pennsylvania in the Standing Faculty--Clinician-Educator of the School of Medicine for three years effective July 1, 2007 (full salary; appointment subject to the stipulations given in *Guidelines for Appointments and Promotions*, January 8, 1985 or as amended). This appointment carries a ten-year, non-tenure probationary period which commences July 1, 2007. Clinician-educator review date is academic year 2015-16.

**Authorization to offer appointment to Dr. Paula M. Oliver** as Assistant Professor of Pathology and Laboratory Medicine in the Standing Faculty of the School of Medicine for three years effective July 1, 2007 (full salary; tenure probationary period commences July 1, 2007). Mandatory tenure review is academic year 2012-13.

**Authorization to offer appointment to Dr. David T. Teachey** as Assistant Professor of Pediatrics in the Standing Faculty of the School of Medicine for the period of October 1, 2007 to June 30, 2010 (full salary; tenure probationary period commences July 1, 2007 with a ten year clinical probationary period). Mandatory tenure review is academic year 2015-16.

**Authorization to offer appointment to Dr. Daniel V. Will** Assistant Professor of Ophthalmology 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, 2007 (full salary; appointment subject to the stipulations given in *Guidelines for Appointments and Promotions*, January 8, 1985 or as amended). This appointment carries a ten-year, non-tenure probationary period which commences July 1, 2007. Clinician-educator review date is academic year 2015-16.

**Authorization to offer appointment to Dr. Monnica T. Williams** as Assistant Professor of Psychology in Psychiatry at the Hospital of the University of Pennsylvania in the Standing Faculty--Clinician-Educator of the School of Medicine for the period of September 1, 2007 to June 30, 2010 (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, 2007. Clinician-educator review is academic year 2015-16.

**Authorization to offer appointment to Dr. Yoko Yamakoshi** as Research Assistant Professor of Radiology in the Associated Faculty of the School of Medicine for the period September 1, 2007 to June 30, 2010 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, 2007). Mandatory review is academic year 2015-16. Effective date is CHANGED to: effective October 1, 2007

**Authorization to offer appointment to Dr. Deborah Michelle Zarnow** as Assistant Professor of Radiology at the Children's Hospital of Philadelphia in the Standing Faculty--Clinician-Educator of the School of Medicine for the period of February 1, 2007 to June 30, 2010 (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, 2007. The clinician-educator review date is academic year 2015-16.

### **Extensions**

**Extension to the approved reappointment and tenure probationary period for Dr. Eric J. Brown** as Assistant Professor of Cancer Biology in the Standing Faculty of the School of Medicine for one year effective July 1, 2010 (full salary; tenure probationary period commenced July 1, 2003 and was previously adjusted by one year pursuant to paragraph A.1. of the policy on extension of tenure probationary period, March 18, 1997 or as amended). **Adjusted** mandatory tenure review is academic year **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].

**Extension to the approved reappointment 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, 2010 (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 two years pursuant to paragraph A.1. of the policy on extension of tenure probationary period, March 18, 1997 or as amended. **Adjusted** Clinician-Educator review is academic year **2013-14**. [This extension is granted pursuant to paragraph A.1. of the policy on extension of tenure probationary period, March 18, 1997 or as amended].

**Extension to the approved appointment and clinician-educator probationary period for Dr. Stephanie A. Fish** as Assistant Professor of Medicine at the Hospital of the University of Pennsylvania in the Standing Faculty--Clinician-Educator of the School of Medicine for one year effective July 1, 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, 2004 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 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 reinstatement and clinician-educator probationary period for Dr. John Listerud** as Assistant Professor of Psychiatry at the Veteran's Administration Medical Center in the Standing Faculty--Clinician-Educator of the School of Medicine for one year effective July 1, 2009 (full salary; clinician-educator probationary period commenced July 1, 2005 and was previously adjusted by one year pursuant to paragraph A.2 of the policy on extension of tenure probationary period, March 18, 1997, or as amended). **Adjusted** Clinician-Educator review is academic year 2009-10. [This extension is granted pursuant to paragraph A.2 of the policy on extension of tenure probationary period, March 18, 1997 or as amended.]

**Extension to the approved appointment and clinician-educator probationary period for Dr. Christopher J. Miller** as Assistant Professor of Dermatology at the Hospital of the University of Pennsylvania in the Standing Faculty--Clinician-Educator of the School of Medicine for one year effective July 1, 2009 (full salary; clinician-educator probationary period commenced July 1, 2005). **Adjusted** Clinician-Educator review is academic year 2015-16. [This extension is granted pursuant to paragraph A.1 of the policy on extension of tenure probationary period, March 18, 1997 or as amended].

**Extension to the approved appointment and clinician-educator probationary period for Dr. Michael C. Milone** as Assistant Professor of Pathology & 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, 2010 (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, 2007). **Adjusted** Clinician-Educator review is academic year 2016-17. [This extension is granted pursuant to paragraph A.1. of the policy on extension of tenure probationary period, March 18, 1987 or as amended].

**Extension to the approved appointment and clinician-educator probationary period for Dr. Constance O. (Nduaguba) Okeke**, Assistant Professor of Ophthalmology 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, 2010 (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, 2007. **Adjusted** clinician-educator review is academic year **2016-17**. [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. 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 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, 2002. **Adjusted** clinician-educator review is academic year **2011-12**. [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. Elena E. Perez,** Assistant Professor of Pediatrics 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 reappointment and clinician-educator probationary period for Dr. Robert J. Pignolo** as Assistant Professor of Medicine in the Standing Faculty of the School of Medicine for three years effective July 1, 2010 (full salary; clinician-educator probationary period commenced July 1, 2003 and was previously adjusted by one year pursuant to paragraph A.2 of the policy on extension of tenure probationary period, March 18, 1997, or as amended). **Adjusted** Clinician-Educator review is academic year 2013-14. [This extension is granted pursuant to paragraph A.2 of the policy on extension of tenure probationary period, March 18, 1997 or as amended.]

**Extension to the approved reappointment and clinician-educator period for Dr. Susan R. Rheingold** as Assistant Professor of Pediatrics at the Children's Hospital of Philadelphia in the Standing Faculty--Clinician-Educator of the School of Medicine for one year effective July 1, 2010 (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). **Adjusted** Clinician-Educator 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.]

**Extension to the approved appointment and clinician-educator probationary period for Dr. Babak Sarani** as Assistant Professor of Surgery at the Hospital of the University of Pennsylvania in the Standing Faculty--Clinician-Educator of the School of Medicine for one year effective July 1, 2008 (full salary; clinician-educator probationary period commenced July 1, 2005). **Adjusted** Clinician-Educator 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. Hee Kwon Song** as Assistant Professor of Radiological Science in Radiology in the Standing Faculty of the School of Medicine for one year effective July 1, 2010 (full salary; tenure probationary period commenced July 1, 2002 and was previously adjusted by two years pursuant to paragraph A.1. of the policy on extension of tenure probationary period, March 18, 1997 or as amended). **Adjusted** 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].

**Extension to the approved reappointment and clinician-educator probationary period for Dr. Andrew D. Wells** as Assistant Professor of Pathology and Laboratory Medicine in the Standing Faculty of the School of Medicine for three years effective July 1, 2009 (full salary; clinician-educator probationary period commenced July 1, 2001 and was previously adjusted by one year pursuant to paragraph A.1 of the policy on extension of tenure probationary period, March 18, 1997, or as amended). **Adjusted** 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.]

## **Reappointments**

**Reappointment of Dr. Giovanni Cucchiaro** 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, 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, 2001. Clinician-educator review is academic year 2009-10.

**Reappointment of and change in title and tenure status for Dr. Judith A. Long** 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, 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, 2002. Clinician-educator review date is academic year 2010-11.

**Reappointment of Dr. Sarah Jane 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, 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, 2002. Clinician-educator review is academic year 2010-11.

**Reappointment of Dr. Hee Kwon Song** as Assistant Professor of Radiological Science in Radiology in the Standing Faculty of the School of Medicine for three years effective July 1, 2007 (full salary; tenure probationary period commenced July 1, 2002 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). 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].

## **Secondary Appointments**

**Secondary appointment for Dr. Laura J. Balcer**, Associate Professor of Neurology at the Hospital of the University of Pennsylvania in the Standing Faculty--Clinician-Educator of the School of Medicine, as Associate Professor of Epidemiology in Biostatistics and Epidemiology in the Standing Faculty--Clinician-Educator of the School of Medicine for the period January 1, 2008 to June 30, 2011 with voting rights.

**Secondary appointment for Dr. Jesse M. Pines**, Assistant Professor of Emergency Medicine in the Standing Faculty--Clinician-Educator of the School of Medicine, as Assistant Professor of Epidemiology in Biostatistics and Epidemiology in the Standing Faculty--Clinician-Educator of the School of Medicine for the period January 1, 2008 to June 30, 2010 with voting rights.

## **Continuation of Secondary Appointment**

**Continuation of secondary appointment for Dr. Lawrence W. Brown**, Associate Professor of Neurology at the Children's Hospital of Philadelphia in the Standing Faculty--Clinician-Educator of the School of Medicine , as Associate Professor of Pediatrics in the Standing Faculty--Clinician-Educator of the School of Medicine, for the period July 1, 2008 to June 30, 2011 with voting rights.

### **Promotions**

**Promotion of Dr. Michael F. Beers** to Professor of Medicine in the Standing Faculty of the School of Medicine effective July 1, 2008 (full salary; has tenure).

**Promotion of Dr. Dennis J. Dlugos** to Associate Professor of Neurology at the Children's Hospital of Philadelphia in the Standing Faculty--Clinician-Educator of the School of Medicine effective July 1, 2008 (full salary; non-tenure; appointment subject to the stipulations given in *Guidelines for Appointments and Promotions*, January 8, 1985 or as amended).

**Promotion of Dr. Joseph H. Gorman, III**, to Associate Professor of Surgery in the Standing Faculty of the School of Medicine effective July 1, 2007 (full salary; with tenure).

**Promotion of Dr. Hallum Hurt** 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, 2008 (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. Dimitrios S. Monos** 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, 2007 (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. David L. Porter** 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, 2008 (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. Justine Shults** to Associate Professor of Biostatistics in Biostatistics and Epidemiology at the Hospital of the University of Pennsylvania in the Standing Faculty--Clinician-Educator of the School of Medicine effective July 1, 2008 (full salary; non-tenure; appointment subject to the stipulations given in *Guidelines for Appointments and Promotions*, January 8, 1985 or as amended).

**Promotion of Dr. Doris A. Stoffers** to Associate Professor of Medicine in the Standing Faculty of the School of Medicine effective July 1, 2008 (full salary; with tenure).

**Promotion of Dr. Hongming Zhuang** to Associate Professor of Radiology 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, 2007 (full salary; non-tenure; continuation of appointment subject to the stipulations given in *Guidelines for Appointments and Promotions*, January 8, 1985 or as amended).

### **Changes in Previously Approved Minutes**

**Change in previously approved minute - Scholarly leave of absence for Dr. Raquel E. Gur,** Professor of Psychiatry in the Standing Faculty of the School of Medicine, for the period September 1, 2007 to August 31, 2008, with up to full salary, (52.0% from the leave budget, 48.0% from the grants), full benefits continued. [24.0 credits will be accrued; 6.0 credits will be used]. **IS CHANGED TO: Scholarly leave of absence for Dr. Raquel E. Gur,** Professor of Psychiatry in the Standing Faculty of the School of Medicine, for the period September 1, 2007 to August 31, 2008, with up to full salary, (a 50% time leave will be funded with 68.0% from the leave budget, 32.0% from grants), full benefits continued. [24.0 credits will be accrued; 8.0 credits will be used].

**Change in previously approved minute - Scholarly leave of absence for Dr. Ruben C. Gur,** Professor of Psychology in Psychiatry in the Standing Faculty of the School of Medicine, for the period September 1, 2007 to August 31, 2008, with up to full salary, (27.0% from the leave budget, 73.0% from the grants), full benefits continued. [24.0 credits will be accrued; 4.0 credits will be used]. **IS CHANGED TO: Scholarly leave of absence for Dr. Ruben C. Gur,** Professor of Psychology in Psychiatry in the Standing Faculty of the School of Medicine, for the period September 1, 2007 to August 31, 2008, with up to full salary, (a 50% time leave will be funded with 52.0% from the leave budget, 48.0% from grants), full benefits continued. [24.0 credits will be accrued; 6.0 credits will be used].

**Change in the effective date - Scholarly leave of absence for Dr. Beverly J. Lange** as Professor of Pediatrics at the Children's Hospital of Philadelphia in the Standing Faculty--Clinician-Educator of the School of Medicine, for the period November 1, 2007 to April 30, 2008, with up to full salary, (100.0% from the leave budget), full benefits continued. [24.0 credits will be accrued; 24.0 credits will be used].

**IS CHANGED TO:**

**Scholarly leave of absence for Dr. Beverly J. Lange,** Professor of Pediatrics at the Children's Hospital of Philadelphia in the Standing Faculty--Clinician-Educator of the School of Medicine, for the period December 1, 2007 to May 31, 2008, with up to full salary, (100.0% from the leave budget), full benefits continued. [24.0 credits will be accrued; 24.0 credits will be used]. [Refer to PSCS Action of October 12, 2007]

**Change in the effective date - Scholarly leave of absence for Dr. David R. Manning,** Professor of Pharmacology in the Standing Faculty of the School of Medicine, for the period July 1, 2007 to June 30, 2008, with up to full salary, (100.0% from the leave budget), full benefits continued. [24.0 credits will be accrued; 24.0 credits will be used].

**IS CHANGED TO:**

**Scholarly leave of absence for Dr. David R. Manning,** Professor of Pharmacology in the Standing Faculty of the School of Medicine, for the period July 1, 2007 to December 31, 2007, with up to full salary, (100.0% from the leave budget), full benefits continued. [24.0 credits will be accrued; 12.0 credits will be used]. [Refer to PSCS Action of April 13, 2007]

**Leaves of Absence**

**Scholarly leave of absence for Dr. Paul H. Axelsen,** Associate Professor of Pharmacology in the Standing Faculty of the School of Medicine, for the period January 1, 2008 to April 30, 2008, with up to full salary, (100.0% from the leave budget), full benefits continued. [24.0 credits will be accrued; 8.0 credits will be used].

**Scholarly leave of absence for Dr. Jacques P. Barber**, Professor of Psychology in Psychiatry at the Hospital of the University of Pennsylvania in the Standing Faculty--Clinician-Educator of the School of Medicine, for the period December 1, 2007 to January 31, 2008, with up to full salary, (100.0% from the leave budget), full benefits continued. [24.0 credits will be accrued; 4.0 credits will be used].

**Scholarly leave of absence for Dr. Jacques P. Barber**, Professor of Psychology in Psychiatry at the Hospital of the University of Pennsylvania in the Standing Faculty--Clinician-Educator of the School of Medicine, for the period June 1, 2008 to June 30, 2008, with up to full salary, (100.0% from the leave budget), full benefits continued. [18.0 credits will be accrued; 2.0 credits will be used].

**Compressed Scholarly leave of absence for Dr. Susan E. Coffin**, Associate Professor of Pediatrics at the Children's Hospital of Philadelphia in the Standing Faculty--Clinician-Educator of the School of Medicine, for the period February 1, 2008 to June 30, 2008, with up to full salary, (100.0% from the leave budget), full benefits continued. [20.0 credits will be accrued; 20.0 credits will be used].

**Compressed Scholarly leave of absence for Dr. Marc A. Dichter**, Professor of Neurology in the Standing Faculty of the School of Medicine, for the period January 1, 2008 to June 30, 2008, with up to full salary, (85.0% from the leave budget, 15.0% from grants), full benefits continued. [24.0 credits will be accrued; 15.0 credits will be used].

**Compressed Scholarly leave of absence for Dr. Marc A. Dichter**, Professor of Neurology in the Standing Faculty of the School of Medicine, for the period July 1, 2008 to September 15, 2008, with up to full salary, (90.0% from the leave budget, 10.0% from grants), full benefits continued. [9.0 credits will be accrued; 9.0 credits will be used].

**Scholarly leave of absence for Dr. George W. Drach**, Professor of Urology in Surgery at the Hospital of the University of Pennsylvania in the Standing Faculty--Clinician-Educator of the School of Medicine, for the period January 1, 2008 to June 30, 2008, without salary, any benefits continued are without University contribution. [0.0 credits will be accrued; 0.0 credits will be used]. [This leave is in anticipation of retirement.]

**Compressed Scholarly leave of absence for Dr. Robert A. Eisenberg**, Professor of Medicine in the Standing Faculty of the School of Medicine, for the period January 21, 2008 to June 30, 2008, with up to full salary, (56.0% from the leave budget, 44.0% from grants), full benefits continued. [7.0 credits will be accrued; 7.0 credits will be used plus 2.0 credits will be borrowed].

**Scholarly leave of absence for Dr. Aron B. Fisher**, Professor of Physiology in the Standing Faculty of the School of Medicine, for the period January 1, 2008 to December 31, 2008, partial salary, (50.0% from the leave budget, 50.0% from grants), appropriate benefits continued. [15.0 credits will be accrued; 12.0 credits will be used].

**Scholarly leave of absence for Dr. Marshall M. Joffe**, Associate Professor of Biostatistics in Biostatistics and Epidemiology in the Standing Faculty of the School of Medicine, for the period January 1, 2008 to August 31, 2008, with up to full salary, (85.0% from the leave budget, 15.0% from grants), full benefits continued. [23.0 credits will be accrued; 14.0 credits will be used].

**Scholarly leave of absence for Dr. Thomas A. Jongens**, Associate Professor of Genetics in the Standing Faculty of the School of Medicine, for the period June 1, 2008 to May 31, 2009, with up

to full salary, (100.0% from the leave budget), full benefits continued. [24.0 credits will be accrued; 24.0 credits will be used].

**Scholarly leave of absence for Dr. Roland G. Kallen**, Professor of Biochemistry and Biophysics in the Standing Faculty of the School of Medicine, for the period February 29, 2008 to May 29, 2008, with up to full salary, (100.0% from the leave budget), full benefits continued. [17.0 credits will be accrued; 6.0 credits will be used].

**Scholarly leave of absence for Dr. Beverly J. Lange**, Professor of Pediatrics at the Children's Hospital of Philadelphia in the Standing Faculty--Clinician-Educator of the School of Medicine, for the period November 1, 2007 to April 30, 2008, with up to full salary, (100.0% from the leave budget), full benefits continued. [24.0 credits will be accrued; 24.0 credits will be used].

**Compressed Scholarly leave of absence for Dr. Paul N. Lanken**, Professor of Medicine at the Hospital of the University of Pennsylvania in the Standing Faculty--Clinician-Educator of the School of Medicine, for the period March 13, 2008 to June 12, 2008, with up to full salary, (90.0% from the leave budget, 10.0% from grants), full benefits continued. [22.0 credits will be accrued; 7.0 credits will be used].

**Scholarly leave of absence for Dr. A. Russell Localio**, Associate 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 April 1, 2008 to June 30, 2008, with up to full salary, (100.0% from the leave budget), full benefits continued. [20.0 credits will be accrued; 6.0 credits will be used].

**Personal leave of absence for Dr. Kathleen J. Probert**, 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 October 1, 2007 to June 30, 2008, without salary, any benefits continued are without University contribution. [0.0 credits will be accrued; 0.0 credits will be used].

**Leave of absence for employment elsewhere for Dr. Phong Tran**, Assistant Professor of Cell and Development Biology in the Standing Faculty of the School of Medicine, for the period January 15, 2008 to January 14, 2009, without salary, any benefits continued are without University contribution. [10.0 credits will be accrued; 0.0 credits will be used].

### **Reductions in Duties**

**Reduction in duties by 50% for Dr. Stanley Baum**, Professor of Radiology in the Standing Faculty of the School of Medicine, for the academic year 2007-08 with a proportional reduction in salary and those benefits which are salary-based. [This reduction in duties is requested in anticipation of retirement.]

**Reduction in duties by 50% for medical reasons for Dr. Hillary C.M. Nelson**, Associate Professor of Biochemistry and Biophysics in the Standing Faculty of the School of Medicine, for the period September 1, 2007 to August 31, 2008, with a proportional reduction in salary and those benefits which are salary-based.

**Reduction in duties by 40% for child care for Dr. Hee Kwon Song**, Assistant Professor of Radiological Science in Radiology in the Standing Faculty of the School of Medicine for the

period of October 1, 2007 to September 31, 2008 with a proportional reduction in salary and those benefits which are salary-based.

#### ASSOCIATED FACULTY

##### Appointment Authorizations

**Authorization to offer appointment to Dr. Roberto Accorsi** as Research Assistant Professor of Radiology in the Associated Faculty of the School of Medicine for the period of April 1, 2007 to June 30, 2010 **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, 2007). The mandatory review year is academic year 2015-16.

**Authorization to offer appointment to Dr. James N. Anasti, Jr.** as Clinical Assistant Professor of Obstetrics and Gynecology in the Associated Faculty of the School of Medicine for the period of January 1, 2007 to June 30, 2010 (without salary; not in tenure probationary status in this appointment).

**Authorization to offer appointment to Dr. William Anninger** as Assistant Professor of Clinical Ophthalmology in the Associated Faculty of the School of Medicine for three years effective July 1, 2006 (full salary; not in tenure probationary status in this appointment).

**Authorization to offer appointment to Dr. Carlo Ballatore** as Research Assistant Professor of Pathology and Laboratory Medicine in the Associated Faculty of the School of Medicine for three years effective July 1, 2007 or for the duration of the grant or contract which supports his work, whichever is the shorter period of time (full salary; without obligation on the part of the University to continue salary and benefits beyond termination of these research funds; with a non-tenure probationary period which commences July 1, 2007). The mandatory review year is academic year 2015-16.

**Authorization to offer appointment to Dr. Jean B. Belasco** as Professor of Clinical Pediatrics in the Associated Faculty of the School of Medicine for the period of October 1, 2007 to June 30, 2012 (full salary; not in tenure probationary status in this appointment).

**Authorization to offer appointment to Dr. Alan Berezov** as Research Assistant Professor of Pathology and Laboratory Medicine in the Associated Faculty of the School of Medicine for the period of September 1, 2007 to June 30, 2010 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, 2007). Mandatory review year is academic year 2015-16.

**Appointment of Dr. John Timothy Boyle** as Professor of Clinical Pediatrics in the Associated Faculty of the School of Medicine for the period of March 1, 2007 to June 30, 2012 (full salary; not in tenure probationary status in this appointment).

**Authorization to offer appointment to Dr. Amy Catherine Brodkey** as Adjunct Associate Professor of Psychiatry in the Associated Faculty of the School of Medicine for the period

October 1, 2007 to June 30, 2010 (without salary; not in tenure probationary status in this appointment).

**Authorization to offer appointment to Dr. Phillip R. Bryant** as Clinical Professor of Physical Medicine and Rehabilitation in the Associated Faculty of the School of Medicine for three years effective July 1, 2007 (without salary; not in tenure probationary status in this appointment).

**Authorization to offer appointment to Dr. Carolyn L. Cambor (formerly Carolyn L. Phillips)** as Assistant Professor of Clinical Pathology and Laboratory Medicine in the Associated Faculty of the School of Medicine for three years effective July 1, 2007 (full salary; not in tenure probationary status in this appointment).

**Authorization to offer appointment to Dr. Grace W. Chan** as Adjunct Assistant Professor of Medicine in the Associated Faculty of the School of Medicine for the period July 1, 2007 to June 30, 2010 (without salary; not in tenure probationary status in this appointment).

**Authorization to offer appointment to Dr. Rong Chen** as Research Assistant Professor of Radiology in the Associated Faculty of the School of Medicine for three years effective July 1, 2007 **contingent on appropriate visa** or for the duration of the grant or contract which supports her work, whichever is the shorter period of time (full salary; without obligation on the part of the University to continue salary and benefits beyond termination of these research funds; with a non-tenure probationary period which commences July 1, 2007). The mandatory review year is academic year 2015-16.

**Authorization to offer appointment to Dr. Michael F. Crutchlow** as Adjunct Assistant Professor of Medicine in the Associated Faculty of the School of Medicine for the period September 1, 2007 to June 30, 2010 (without salary; not in tenure probationary status in this appointment).

**Authorization to offer appointment to Dr. Carl A. Deirmengian** as Clinical Assistant Professor of Orthopaedic Surgery in the Associated Faculty of the School of Medicine for three years effective July 1, 2007 (without salary; not in tenure probationary status in this appointment).

**Authorization to offer appointment to Dr. Joel Loeb Deitz** as Clinical Associate Professor of Medicine in the Associated Faculty of the School of Medicine for the period July 1, 2007 to June 30, 2010 (with salary; not in tenure probationary status in this appointment).

**Authorization to offer appointment to Dr. Michelle L. Drapkin** as Research Assistant Professor of Psychiatry in the Associated Faculty of the School of Medicine for the period of October 1, 2007 to June 30, 2010 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, 2007). Mandatory review year is academic year 2015-16.

**Authorization to offer appointment to Dr. Kimberly L. Dumoff** as Assistant Professor of Clinical Pathology and Laboratory Medicine in the Associated Faculty of the School of Medicine for three years effective July 1, 2006 (full salary; not in tenure probationary status in this appointment).

**Authorization to offer appointment to Dr. James Christopher Edgar** as Research Assistant Professor of Radiology in the Associated Faculty of the School of Medicine for three years effective July 1, 2007 or for the duration of the grant or contract which supports his work, whichever is the shorter period of time (full salary; without obligation on the part of the University to continue salary and benefits beyond termination of these research funds; with a non-tenure probationary period which commences July 1, 2007). The mandatory review year is academic year 2015-16.

**Authorization to offer appointment to Dr. Anjali Kumar Gupta** as Adjunct Assistant Professor of Radiation Oncology in the Associated Faculty of the School of Medicine for the period of September 1, 2007 to June 30, 2010 (without salary; not in tenure probationary status in this appointment).

**Authorization to offer appointment to Dr. B. David Horn** as Assistant Professor of Clinical Orthopaedic Surgery in the Associated Faculty of the School of Medicine for three years effective July 1, 2007 (full salary; not in tenure probationary status in this appointment).

**Authorization to offer appointment to Dr. Jonathan David Huppert** as Adjunct Associate Professor of Psychology in Psychiatry in the Associated Faculty of the School of Medicine for the period of August 1, 2007 to June 30, 2010 (without salary; not in tenure probationary status in this appointment).

**Authorization to offer appointment to Dr. Lawrence Ben Inderbitzin** as Adjunct Professor of Psychiatry in the Associated Faculty of the School of Medicine for the period November 1, 2007 to June 30, 2010 (without salary; not in tenure probationary status in this appointment).

**Authorization to offer appointment to Dr. Maren Jeffery** as Assistant Professor of Clinical Medicine in the Associated Faculty of the School of Medicine for the period of September 17, 2007 to June 30, 2010 (full salary; not in tenure probationary status in this appointment).

**Authorization to offer appointment to Dr. Stephen J. Kadlec** as Research Assistant Professor of Radiology in the Associated Faculty of the School of Medicine for the period of October 1, 2007 to June 30, 2010 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, 2007). Mandatory review year is academic year 2015-16.

**Appointment of Dr. Stephen J. Kanes** as Adjunct Assistant Professor of Psychiatry in the Associated Faculty of the School of Medicine for the period of February 1, 2007 to June 30, 2010 (without salary; not in tenure probationary status in this appointment).

**Authorization to offer appointment to Dr. Deborah Simon Kelly** as Assistant Professor of Clinical Ophthalmology in the Associated Faculty of the School of Medicine for three years effective July 1, 2006 (full salary; not in tenure probationary status in this appointment).

**Authorization to offer appointment to Dr. Kyunghye Koh** as Research Assistant Professor of Neuroscience in the Associated Faculty of the School of Medicine for three years effective July 1, 2007 or for the duration of the grant or contract which supports her work, whichever is the shorter period of time (full salary; without obligation on the part of the University to continue salary and

benefits beyond termination of these research funds; with a non-tenure probationary period which commences July 1, 2007). The mandatory review year is academic year 2015-16.

**Appointment of Dr. Dian Lau** as Assistant Professor of Clinical Anesthesiology and Critical Care in the Associated Faculty of the School of Medicine for the period January 8, 2007 to June 30, 2010 (full salary; not in tenure probationary status in this appointment).

**Authorization to offer appointment to Dr. Robert H. Lenox** as Adjunct Professor of Psychiatry in the Associated Faculty of the School of Medicine for three years effective July 1, 2007 (without salary; not in tenure probationary status in this appointment).

**Authorization to offer appointment to Dr. Jeanne M. Manson** as Adjunct Associate Professor of Pediatrics in the Associated Faculty of the School of Medicine for the period October 1, 2007 to June 30, 2008 (without salary; not in tenure probationary status in this appointment).

**Authorization to offer appointment to Dr. Arthur T. Martella** as Clinical Assistant Professor of Surgery in the Associated Faculty of the School of Medicine for the period October 1, 2007 to June 30, 2010 (with salary; not in tenure probationary status in this appointment).

**Authorization to offer appointment to Dr. Joseph C. L. Merola** as Clinical Associate Professor of Obstetrics and Gynecology in the Associated Faculty of the School of Medicine for the period of February 1, 2007 to June 30, 2010 (without salary; not in tenure probationary status in this appointment).

**Authorization to offer appointment to Dr. Yuji Nakata** as Research Assistant Professor of Medicine in the Associated Faculty of the School of Medicine for the period of January 1, 2008 to June 30, 2011 **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, 2008). Mandatory review year is academic year 2016-17.

**Authorization to offer appointment to Dr. Madhura Pradhan** as Assistant Professor of Clinical Pediatrics in the Associated Faculty of the School of Medicine for the period of March 1, 2007 to June 30, 2010 (full salary; not in tenure probationary status in this appointment).

**Authorization to offer appointment to Dr. Lisa J. States** as Assistant Professor of Clinical Radiology in the Associated Faculty of the School of Medicine for the period of September 1, 2007 to June 30, 2010 (full salary; not in tenure probationary status in this appointment).

**Authorization to offer appointment to Dr. Meryl Y. Stein** as Clinical Assistant Professor of Physical Medicine and Rehabilitation in the Associated Faculty of the School of Medicine for three years effective July 1, 2007 (without salary; not in tenure probationary status in this appointment).

**Authorization to offer appointment to Dr. Anna-Marie Gallagher Tierney** as Clinical Assistant Professor of Pediatrics in the Associated Faculty of the School of Medicine for the period November 1, 2007 to June 30, 2010 (without salary; not in tenure probationary status in this appointment).

**Authorization to offer appointment to Dr. Jennifer Trofe** as Adjunct Assistant Professor of Medicine in the Associated Faculty of the School of Medicine for the period of November 1, 2007 to June 30, 2010 (without salary; not in tenure probationary status in this appointment).

**Authorization to offer appointment to Dr. Anuradha Venkatasubramanian** as Assistant Professor of Clinical Neurology in the Associated Faculty of the School of Medicine for the period of September 1, 2007 to June 30, 2010 (full salary; not in tenure probationary status in this appointment).

**Authorization to offer appointment to Dr. Qiang Wang** as Research Assistant Professor of Pathology and Laboratory Medicine in the Associated Faculty of the School of Medicine for the period of September 1, 2007 to June 30, 2010 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, 2007). Mandatory review year is academic year 2015-16.

**Authorization to offer appointment to Dr. Christa L. Whitney-Miller** as Assistant Professor of Clinical Pathology and Laboratory Medicine in the Associated Faculty of the School of Medicine for three years effective July 1, 2006 (full salary; not in tenure probationary status in this appointment).

**Authorization to offer appointment to Dr. Arthur Wingfield** as Visiting Professor of Neurology in the Associated Faculty of the School of Medicine for one year effective July 1, 2007 (without salary; not in tenure probationary status in this appointment).

**Authorization to offer appointment to Dr. J. Fraser Wright** as Research Assistant Professor of Pathology and Laboratory Medicine in the Associated Faculty of the School of Medicine for the period of September 1, 2006 to June 30, 2009 **contingent on appropriate visa** or for the duration of the grant or contract which supports his work, whichever is the shorter period of time (full salary; without obligation on the part of the University to continue salary and benefits beyond termination of these research funds; with a non-tenure probationary period which commenced July 1, 2006). The mandatory review year is academic year 2014-15.

**Authorization to offer appointment to Dr. Ming Yu** as Adjunct Assistant Professor of Surgery in the Associated Faculty of the School of Medicine for the period October 1, 2007 to June 30, 2010 (without salary; not in tenure probationary status in this appointment).

**Authorization to offer appointment to Dr. Hongtao Zhang** as Research Assistant Professor of Pathology and Laboratory Medicine in the Associated Faculty of the School of Medicine for the period of September 1, 2007 to June 30, 2010 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, 2007). Mandatory review year is academic year 2015-16.

### **Extension**

**Extension to the approved reappointment and non-tenure probationary period for Dr. Kristen M. Huang** as Research Assistant Professor of Ophthalmology in the Associated Faculty of the School of Medicine for three years effective July 1, 2010 or for the duration of the grant or

contract which supports her work, whichever is the shorter period of time (full salary; without obligation on the part of the University to continue salary and benefits beyond termination of these research funds; non-tenure probationary period which commenced July 1, 2003 and was previously adjusted by one year pursuant to paragraph A.3 of the policy on extension of tenure probationary period, March 18, 1997, or as amended). **Adjusted** mandatory non-tenure review is academic year 2013-14. [This extension is granted pursuant to paragraph A.3 of the policy on extension of tenure probationary period, March 18, 1997 or as amended.]

### **Reappointments**

**Reappointment of Dr. Rhonda A. Alexis** as Assistant Professor of Clinical Anesthesiology and Critical Care in the Associated Faculty of the School of Medicine for three years effective July 1, 2007 (full salary; not in tenure probationary status in this appointment).

**Reappointment of Dr. Ivan S. Alferiev** as Research Associate Professor of Pediatrics in the Associated Faculty of the School of Medicine, for five years effective July 1, 2008 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. Kenneth Algazy** as Clinical Professor of Medicine in the Associated Faculty of the School of Medicine for five years effective July 1, 2008 (with salary; not in tenure probationary status in this appointment).

**Reappointment of Dr. Allen H. Bar** as Clinical Associate Professor of Surgery in the Associated Faculty of the School of Medicine for five years effective July 1, 2007 (with salary; not in tenure probationary status in this appointment).

**Reappointment of Dr. Victor L. Carpiello** as Clinical Associate Professor of Urology in Surgery in the Associated Faculty of the School of Medicine for five years effective July 1, 2008 (with salary; not in tenure probationary status in this appointment).

**Reappointment of Dr. Christine K. Cassel** as Adjunct Professor of Medicine in the Associated Faculty of the School of Medicine for five years effective July 1, 2007 (without salary; not in tenure probationary status in this appointment).

**Reappointment of Dr. Kenneth D. Cohen** as Clinical Professor of Psychiatry in the Associated Faculty of the School of Medicine for five years effective July 1, 2008 (without salary; not in tenure probationary status in this appointment).

**Reappointment of Dr. Ana J. Corcino** as Clinical Assistant Professor of Anesthesiology and Critical Care in the Associated Faculty of the School of Medicine for five years effective July 1, 2007 (with salary; not in tenure probationary status in this appointment).

**Reappointment of Dr. Marian D. Damewood** as Clinical Professor of Obstetrics and Gynecology in the Associated Faculty of the School of Medicine for five years effective July 1, 2007 (without salary; not in tenure probationary status in this appointment).

**Reappointment of Dr. Samuel W. Deisher** as Clinical Assistant Professor of Obstetrics and Gynecology in the Associated Faculty of the School of Medicine for five years effective July 1, 2007 (without salary; not in tenure probationary status in this appointment).

**Reappointment of Dr. Sarah G. DeMichele** as Clinical Assistant Professor of Psychiatry in the Associated Faculty of the School of Medicine for five years effective July 1, 2008 (with salary; not in tenure probationary status in this appointment).

**Reappointment of Dr. E. Joseph Denham, Jr.,** as Assistant Professor of Clinical Anesthesiology and Critical Care in the Associated Faculty of the School of Medicine for three years effective July 1, 2007 (full salary; not in tenure probationary status in this appointment).

**Reappointment of Dr. Stephanie H. Ewing** as Clinical Assistant Professor of Obstetrics and Gynecology in the Associated Faculty of the School of Medicine for five years effective July 1, 2007 (without salary; not in tenure probationary status in this appointment).

**Reappointment of Dr. David L. Fink** as Clinical Assistant Professor of Psychiatry in the Associated Faculty of the School of Medicine for five years effective July 1, 2008 (without salary; not in tenure probationary status in this appointment).

**Reappointment of Dr. Paolo Fortina** as Adjunct Associate Professor of Pediatrics in the Associated Faculty of the School of Medicine for five years effective July 1, 2008 (without salary; not in tenure probationary status in this appointment).

**Reappointment of Dr. George L. Gerton** as Research Professor of Reproductive Biology in Obstetrics and Gynecology in the Associated Faculty of the School of Medicine for five years effective July 1, 2007 or for the duration of the grant or contract which supports his work, whichever is the shorter period of time (full salary, without obligation on the part of the University to continue salary and benefits beyond termination of these research funds; not in tenure probationary status in this appointment).

**Reappointment of Dr. W. Clark Hargrove, III** as Clinical Professor of Surgery in the Associated Faculty of the School of Medicine for five years effective July 1, 2006 (with salary; not in tenure probationary status in this appointment).

**Reappointment of Dr. Hans M. Haupt** as Clinical Assistant Professor of Surgery in the Associated Faculty of the School of Medicine for five years effective July 1, 2006 (without salary; not in tenure probationary status in this appointment).

**Reappointment of Dr. Edward L. Hicks** as Clinical Assistant Professor of Psychiatry in the Associated Faculty of the School of Medicine for five years effective July 1, 2008 (without salary; not in tenure probationary status in this appointment).

**Reappointment of Dr. Leonore C. Huppert** as Clinical Assistant Professor of Obstetrics and Gynecology in the Associated Faculty of the School of Medicine for five years effective July 1, 2007 (without salary; not in tenure probationary status in this appointment).

**Reappointment of Dr. Daniel Isaacman** as Adjunct Professor of Pediatrics in the Associated Faculty of the School of Medicine for five years effective July 1, 2008 (without salary; not in tenure probationary status in this appointment).

**Reappointment of Dr. Jay R. Jackson** as Clinical Assistant Professor of Obstetrics and Gynecology in the Associated Faculty of the School of Medicine for five years effective July 1, 2007 (without salary; not in tenure probationary status in this appointment).

**Reappointment of Dr. Ellen C. Jantzen** as Clinical Associate Professor of Anesthesiology and Critical Care in the Associated Faculty of the School of Medicine for five years effective July 1, 2007 (with salary; not in tenure probationary status in this appointment).

**Reappointment of Dr. Laurie Kilpatrick** as Research Associate Professor of Pediatrics in the Associated Faculty of the School of Medicine, for five years effective July 1, 2008 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. Amy Klein-Zimmerman** as Clinical Assistant Professor of Pediatrics in the Associated Faculty of the School of Medicine for five years effective July 1, 2008 (without salary; not in tenure probationary status in this appointment).

**Reappointment of Dr. Ronald A. Lohner** as Clinical Assistant Professor of Surgery in the Associated Faculty of the School of Medicine for five years effective July 1, 2007 (without salary; not in tenure probationary status in this appointment).

**Reappointment of Dr. Sissel Lund-Katz** as Research Professor of Pediatrics in the Associated Faculty of the School of Medicine, for five years effective July 1, 2008 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. Peter R. McCombs** as Clinical Associate Professor of Surgery in the Associated Faculty of the School of Medicine for five years effective July 1, 2007 (with salary; not in tenure probationary status in this appointment).

**Reappointment of Dr. Cathryn A. McWilliams** as Clinical Assistant Professor of Pediatrics in the Associated Faculty of the School of Medicine for five years effective July 1, 2008 (without salary; not in tenure probationary status in this appointment).

**Reappointment of Dr. Arthur W. Mellen, IV** as Clinical Assistant Professor of Obstetrics and Gynecology in the Associated Faculty of the School of Medicine for five years effective July 1, 2007 (without salary; not in tenure probationary status in this appointment).

**Reappointment of Dr. Tracey E. Mondul** as Clinical Assistant Professor of Emergency Medicine in the Associated Faculty of the School of Medicine for five years effective July 1, 2007 (with salary; not in tenure probationary status in this appointment).

**Reappointment of Dr. Mary F. Morrison** as Adjunct Associate Professor of Psychiatry in the Associated Faculty of the School of Medicine for five years effective July 1, 2007 (without salary; not in tenure probationary status in this appointment).

**Reappointment of Dr. J. Brien Murphy** as Clinical Associate Professor of Surgery in the Associated Faculty of the School of Medicine for five years effective July 1, 2007 (without salary; not in tenure probationary status in this appointment).

**Reappointment of Dr. Michael C. Phillips** as Research Professor of Pediatrics in the Associated Faculty of the School of Medicine for five years effective July 1, 2008 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. Kerrie Ann Pinkney** as Clinical Assistant Professor of Anesthesiology and Critical Care in the Associated Faculty of the School of Medicine for five years effective July 1, 2007 (with salary; not in tenure probationary status in this appointment).

**Reappointment of Dr. Florence Rosen** as Clinical Assistant Professor of Pediatrics in the Associated Faculty of the School of Medicine for five years effective July 1, 2008 (without salary; not in tenure probationary status in this appointment).

**Reappointment of Dr. Lisa S. Rosen** as Clinical Assistant Professor of Obstetrics and Gynecology in the Associated Faculty of the School of Medicine for five years effective July 1, 2007 (with salary; not in tenure probationary status in this appointment).

**Reappointment of Dr. George H. Rothblat** as Research Professor of Pediatrics in the Associated Faculty of the School of Medicine, for five years effective July 1, 2008 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. Donald W. Rucker** as Clinical Assistant Professor of Emergency Medicine in the Associated Faculty of the School of Medicine for five years effective July 1, 2007 (with salary; not in tenure probationary status in this appointment).

**Reappointment of Dr. Alan L. Schuricht** as Clinical Associate Professor of Surgery in the Associated Faculty of the School of Medicine for five years effective July 1, 2007 (with salary; not in tenure probationary status in this appointment).

**Reappointment of Dr. David B. Searls** as Adjunct Associate Professor of Genetics in the Associated Faculty of the School of Medicine for five years effective July 1, 2007 (without salary; not in tenure probationary status in this appointment).

**Reappointment of Dr. Amy L. Siegel** as Clinical Assistant Professor of Pediatrics in the Associated Faculty of the School of Medicine for five years effective July 1, 2008 (without salary; not in tenure probationary status in this appointment).

**Reappointment of Dr. Stanley J. Stachelek** as Research Assistant Professor of Pediatrics in the Associated Faculty of the School of Medicine, for three years effective July 1, 2008 or for the duration of the grant or contract which supports his work, whichever is the shorter period of time (full salary, without obligation on the part of the University to continue salary and benefits beyond termination of these research funds; non-tenure probationary period commenced July 1, 2005). Mandatory review is the academic year 2013-14.

**Reappointment of Dr. Ann L. Steiner** as Clinical Associate Professor of Obstetrics and Gynecology in the Associated Faculty of the School of Medicine for five years effective July 1, 2007 (with salary; not in tenure probationary status in this appointment).

**Reappointment of Dr. Anthony R. Temple** as Adjunct Associate Professor of Pediatrics in the Associated Faculty of the School of Medicine for five years effective July 1, 2008 (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 five years effective July 1, 2008 (without salary; not in tenure probationary status in this appointment).

**Reappointment of Dr. C. Jo White** as Adjunct Assistant Professor of Medicine in the Associated Faculty of the School of Medicine for five years effective July 1, 2007 (without salary; not in tenure probationary status in this appointment).

**Reappointment of Dr. Alexander C. Wright** as Research Assistant Professor of Radiology in the Associated Faculty of the School of Medicine for three years effective July 1, 2007 or for the duration of the grant or contract which supports his work, whichever is the shorter period of time (full salary; without obligation on the part of the University to continue salary and benefits beyond termination of these research funds; with a non-tenure probationary period which commences July 1, 2001). Mandatory review year is academic year 2009-10.

**Reappointment of Dr. Timothy Jay Yeager** as Clinical Assistant Professor of Anesthesiology and Critical Care in the Associated Faculty of the School of Medicine for five years effective July 1, 2007 (with salary; not in tenure probationary status in this appointment).

#### **Secondary Appointment**

**Secondary appointment for Dr. Anuradha Venkatasubramanian**, Assistant Professor of Clinical Neurology in the Associated Faculty of the School of Medicine, as Assistant Professor of Clinical Pediatrics in the Associated Faculty of the School of Medicine for the period September 1, 2007 to June 30, 2010 with voting rights.

#### **Promotions**

**Promotion of Dr. Michael Jay Baime** to Clinical Associate Professor of Medicine in the Associated Faculty of the School of Medicine for five years effective July 1, 2007 (with salary; not in tenure probationary status in this appointment).

**Promotion of Dr. C. Wayne Jones** to Clinical Associate Professor of Psychology in Psychiatry in the Associated Faculty of the School of Medicine for five years effective July 1, 2008 (without salary; not in tenure probationary status in this appointment).

**Promotion of Dr. William N. Kavesh** to Clinical Associate Professor of Medicine in the Associated Faculty of the School of Medicine for five years effective July 1, 2008 (without salary; not in tenure probationary status in this appointment).

**Promotion of Dr. Frank J. Lexa** to Clinical Professor of Radiology in the Associated Faculty of the School of Medicine for five years effective July 1, 2007 (with salary; not in tenure probationary status in this appointment).

**Promotion of Dr. Richard F. Limoges** to Clinical Associate Professor of Psychiatry in the Associated Faculty of the School of Medicine for five years effective July 1, 2008 (without salary; not in tenure probationary status in this appointment).

**Promotion of Dr. Bernard A. Mason** to Clinical Professor of Medicine in the Associated Faculty of the School of Medicine for five years effective July 1, 2007 (without salary; not in tenure probationary status in this appointment).

**Promotion of Dr. Harish M. Sehdev** as Associate Professor of Clinical Obstetrics and Gynecology in the Associated Faculty of the School of Medicine for five years effective July 1, 2007 (full salary; not in tenure probationary status in this appointment).

**Promotion of Dr. Sharon L. Schutte-Rodin** to Clinical Associate Professor of Medicine in the Associated Faculty of the School of Medicine for five years effective July 1, 2007 (with salary; not in tenure probationary status in this appointment).

**Promotion of Dr. Arthur P. Staddon** to Clinical Professor of Medicine in the Associated Faculty of the School of Medicine for five years effective July 1, 2007 (without salary; not in tenure probationary status in this appointment).

#### **Change in Salary Status**

**Change in salary status for Dr. Martin D. Cheattle** as Clinical Assistant Professor of Psychology in Psychiatry in the Associated Faculty of the School of Medicine for the period October 1, 2007 to June 30, 2009 **FROM** without salary **TO** partial salary dependent on duties assigned salary; not in tenure probationary status in this appointment.

#### **Leave of Absence**

**Scholarly leave of absence for Dr. Mei-Ping Kung** as Research Associate Professor of Biomedical Pharmacology in Radiology in the Associated Faculty of the School of Medicine, for the period September 5, 2007 to September 5, 2008, with up to full salary, (100.0% from the leave budget), full benefits continued. [24.0 credits will be accrued; 24.0 credits will be used].

#### **Reduction in Duties**

**Reduction in duties by 50% for Dr. Arthur I. Alterman** as Research Professor of Psychology in Psychiatry in the Associated Faculty of the School of Medicine, for the period of July 1, 2007 to June 30, 2008 with a proportional reduction in salary and those benefits which are salary-based. [This reduction in duties is requested in anticipation of retirement.]

#### **ACADEMIC SUPPORT STAFF**

##### **Reappointments**

**Terminal reappointment of Dr. Ann Katherine Carton** as Research Associate in Radiology in the Academic Support Staff of the School of Medicine for the period of August 16, 2007 to August 15, 2008 (full salary; not in tenure probationary status in this appointment). **Dr. Carton's** appointment as Research Associate (full salary) began August 16, 2004.

**Terminal reappointment of Dr. Kaushik Ghosh** as Research Associate in Biochemistry and Biophysics in the Academic Support Staff of the School of Medicine for the period of November 1, 2007 to October 31, 2008 (full salary; not in tenure probationary status in this appointment). **Dr. Ghosh's** appointment as Research Associate (full salary) began November 1, 2004.

**Terminal reappointment of Dr. Kaori Ihida-Stansbury** as Research Associate in Pathology and Laboratory Medicine in the Academic Support Staff of the School of Medicine for the period of December 20, 2007 to December 19, 2008 (full salary; not in tenure probationary status in this appointment). **Dr. Ihida-Stansbury's** appointment as Research Associate (full salary) began December 20, 2004.

**Terminal reappointment of Dr. Altaf S. Kazi** as Research Associate in Physiology in the Academic Support Staff of the School of Medicine for the period of December 1, 2007 to November 30, 2008 (full salary; not in tenure probationary status in this appointment). **Dr. Kazi's** appointment as Research Associate (full salary) began December 1, 2004.

**Terminal reappointment of Dr. Julie R. Kraut-Becher** as Research Associate in Psychiatry in the Academic Support Staff of the School of Medicine for the period of September 1, 2007 to August 31, 2008 (full salary; not in tenure probationary status in this appointment). **Dr. Kraut-Becher's** appointment as Research Associate (full salary) began September 1, 2004.

**Terminal reappointment of Dr. Chi-Kong Lau** as Research Associate in Biochemistry and Biophysics in the Academic Support Staff of the School of Medicine for the period of January 1, 2008 to December 31, 2008 (full salary; not in tenure probationary status in this appointment). **Dr. Lau's** appointment as Research Associate (full salary) began January 1, 2005.

**Terminal reappointment of Dr. Zhe Zhang** as Research Associate in Microbiology in the Academic Support Staff of the School of Medicine for the period of November 1, 2007 to October 31, 2008 (full salary; not in tenure probationary status in this appointment). **Dr. Zhang's** appointment as Research Associate (full salary) began November 1, 2004

## **SCHOOL OF NURSING**

### **STANDING FACULTY**

#### **Promotions**

**Promotion of Dr. Terri H. Lipman** to Professor of Nursing of Children in the Standing Faculty-Clinician-Educator of the School of Nursing effective July 1, 2008 (full salary; non-tenure; appointment subject to the stipulations given in *Guidelines for Appointments and Promotions*, January 8, 1985 or as amended).

**Promotion of Dr. Barbara J. Riegel** to Professor of Nursing in the Standing Faculty of the School of Nursing effective July 1, 2008 (full salary; has tenure).

#### **Changes in Previously Approved Minutes**

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

**IS CHANGED TO:**

**Extension to the approved appointment and tenure probationary period for Dr. Edith M. Simpson** as Assistant Professor of Nursing in the Standing Faculty of the School of Nursing for one year effective July 1, 2006 (full salary; tenure probationary period commenced July 1, 2002). **Adjusted** mandatory tenure review is academic year 2008-09. [This extension is granted pursuant to paragraph A.3 of the policy on extension of tenure probationary period, March 18, 1997 or as amended].

**Correction - Extension of the approved reappointment and tenure probationary period for Dr. Edith M. Simpson** as Assistant Professor of Nursing in the Standing Faculty of the School of Nursing for one-year effective July 1, 2007 (full salary; tenure probationary period commenced July 1, 2002 and was previously adjusted by one year pursuant to paragraph A.2 of the policy on extension of the probationary period, March 18, 1997 or as amended.) Adjusted mandatory tenure review is academic year 2009-10. [This extension is granted pursuant to paragraph A.2. of the policy on extension of the probationary period, March 18, 1997 or as amended.]

**IS CHANGED TO:**

**Extension to the approved appointment and tenure probationary period for Dr. Edith M. Simpson** as Assistant Professor of Nursing in the Standing Faculty of the School of Nursing for one year effective July 1, 2007 (full salary; tenure probationary period commenced July 1, 2002 and was previously adjusted by one year pursuant to paragraph A.3 of the policy on extension of tenure probationary period, March 18, 1997, or as amended). **Adjusted** mandatory tenure review is academic year 2009-10. [This extension is granted pursuant to paragraph A.3 of the policy on extension of tenure probationary period, March 18, 1997 or as amended.]

**ASSOCIATED FACULTY**

**Extension**

**Extension to the approved appointment and non-tenure probationary period for Dr. Katherine Abbott** as Research Assistant Professor of Biobehavioral and Health Sciences in the Associated Faculty of the School of Nursing for one year effective July 1, 2011 (full salary; non-tenure probationary period commenced July 1, 2007). **Adjusted** mandatory tenure review is academic year 2016-17. [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. Katherine Abbott**, Research Assistant Professor of Nursing in the Associated Faculty of the School of Nursing, for the period October 1, 2007 to September 30, 2008, with a proportional reduction in salary and those benefits which are salary-based.

**EMERITUS FACULTY**

**Conversion**

**Appointment of Dr. Anne P. Keane**, Associate Professor of Nursing in the Standing Faculty of the School of Nursing, is converted to Associate Professor Emerita of Nursing effective September 1, 2007.

## **Reemployment Beyond Retirement**

**Reemployment beyond retirement of Dr. Ann Wolbert Burgess**, Professor Emerita of Nursing in the School of Nursing, for the period September 1, 2007 to May 31, 2008 with partial salary dependent on duties assigned.

**Reemployment beyond retirement of Dr. Anne P. Keane**, Associate Professor Emerita of Nursing, for the period September 1, 2007 to August 31, 2008 with partial salary dependent on duties assigned.

## **SCHOOL OF VETERINARY MEDICINE**

### **STANDING FACULTY**

#### **Authorization to Offer Appointments**

**Authorization to offer appointment to Dr. Julie Engiles** as Assistant Professor of Anatomic Pathology in Pathobiology in the Standing Faculty--Clinician-Educator of the School of Veterinary Medicine for the period July 1, 2007 to June 30, 2010 (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, 2007. Clinician-educator review is academic year 2015-16.

**Authorization to offer appointment to Dr. M. Paula Larenza** as Assistant Professor of Anesthesiology at Clinical Studies-Philadelphia in the Standing Faculty--Clinician-Educator of the School of Veterinary Medicine for the period July 1, 2007 to June 30, 2010 **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, 2007. Clinician-educator review date is academic year 2015-16.

**Appointment of Dr. John R. Lewis** as Assistant Professor of Dentistry/Oral Surgery in Clinical Studies-Philadelphia at Clinical Studies-Philadelphia in the Standing Faculty--Clinician-Educator of the School of Veterinary Medicine for the period July 1, 2006 to June 30, 2009 (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, 2006. Clinician-educator review is academic year 2014-15.

**Authorization to offer appointment to Dr. Makoto Senoo** as Assistant Professor of Developmental Biology in Vet Animal Biology in the Standing Faculty of the School of Veterinary Medicine for the period October 12, 2007 to June 30, 2010 **contingent on appropriate visa**, (full salary; tenure probationary period commences with appointment as Assistant Professor). [This appointment will be as Lecturer C for one year effective July 1, 2007 or until the appropriate visa is received].

## Promotion

**Promotion of Dr. Billy I. Smith** to Associate Professor of Medicine at Clinical Studies-New Bolton Center in the Standing Faculty--Clinician-Educator of the School of Veterinary Medicine effective July 1, 2007 (full salary; non-tenure; appointment subject to the stipulations given in *Guidelines for Appointments and Promotions*, January 8, 1985 or as amended).

## Leaves of Absence

**Scholarly leave of absence for Dr. Colin E. Harvey**, Professor of Surgery and Dentistry, Clinical Studies-Philadelphia in the Standing Faculty of the School of Veterinary Medicine, for the period July 1, 2007 to December 1, 2007, with up to full salary, (100.0% from the leave budget), appropriate benefits continued. [12.0 credits will be accrued; 12.0 credits will be used].

**Scholarly leave of absence for Dr. Larry L. Laster**, Professor of Epidemiology and Biostatistics, Clinical Studies-Philadelphia in the Standing Faculty of the School of Veterinary Medicine, for the period January 1, 2008 to June 30, 2008, with up to full salary, (100.0% from the leave budget), appropriate benefits continued. [11.0 credits will be accrued; 11.0 credits will be used plus 1.0 credit will be borrowed].

**Scholarly leave of absence for Dr. Charles D. Newton** as Professor of Orthopedic Surgery in Clinical Studies-Philadelphia in the Standing Faculty of the School of Veterinary Medicine, for the period January 1, 2008 to June 30, 2008, with up to full salary, (100.0% from the leave budget), full benefits continued. [The borrowing of 1.0 credits is approved for this leave.] [11.0 credits will be accrued; 12.0 credits will be used plus 1.0 credits will be borrowed].

**Scholarly leave of absence for Dr. Virginia B. Reef**, the Mark Whittier and Lila Griswold Allam Professor of Medicine at Clinical Studies-New Bolton Center in the Standing Faculty of the School of Veterinary Medicine, for the period October 1, 2007 to December 31, 2007, with up to full salary, (100.0% from the leave budget), appropriate benefits continued. [15.0 credits will be accrued; 6.0 credits will be used].

**Personal leave of absence for Dr. Regina M. O. Turner**, Assistant Professor of Reproduction, Clinical Studies-New Bolton Center in the Standing Faculty--Clinician-Educator of the School of Veterinary Medicine, for the period January 12, 2008 to January 11, 2009, without salary, without benefits. [13.6 credits will be accrued; 0.0 credits will be used].

## Change in Previously Approved Minute

**Correction - Scholarly leave of absence for Dr. Oriol Sunyer** as Associate Professor of Pathobiology in the Standing Faculty of the School of Veterinary Medicine, for the period July 1, 2007 to December 31, 2007, with up to full salary, (100.0% from the leave budget), full benefits continued. [17.0 credits will be accrued; 12.0 credits will be used].

### **IS CHANGED TO:**

**Scholarly leave of absence for Dr. Oriol Sunyer**, Associate Professor of Pathobiology in the Standing Faculty of the School of Veterinary Medicine, for the period January 1, 2008 to July 1, 2008, with up to full salary, (100.0% from the leave budget), full benefits continued. [18.0 credits will be accrued; 12.0 credits will be used]. [Refer to PSCS Action of November 1, 2007]

## ASSOCIATED FACULTY

### **Appointment Authorizations**

**Authorization to offer appointment to Dr. Lillian Duda** as Adjunct Associate Professor of Radiation Oncology in Clinical Studies-Philadelphia in the Associated Faculty of the School of Veterinary Medicine for the period July 1, 2007 to June 30, 2012 (without salary; not in tenure probationary status in this appointment).

**Authorization to offer appointment to Dr. Reid Groman** as Adjunct Assistant Professor of Medicine in Clinical Studies-Philadelphia in the Associated Faculty of the School of Veterinary Medicine for the period July 1, 2007 to June 30, 2012 (without salary; not in tenure probationary status in this appointment).

**Authorization to offer appointment to Dr. Karyl J. Hurley** as Adjunct Associate Professor of Internal Medicine in the Associated Faculty of the School of Veterinary Medicine for five years effective July 1, 2007 (without salary; not in tenure probationary status in this appointment).

**Authorization to offer appointment to Dr. Hilton J. Klein** as Adjunct Professor of Laboratory Medicine in Pathobiology in the Associated Faculty of the School of Veterinary Medicine for the period November 1, 2007 to October 31, 2010 (without salary; not in tenure probationary status in this appointment).

**Authorization to offer appointment to Dr. Deborah Mandell** as Adjunct Assistant Professor of Critical Care in Clinical Studies-Philadelphia in the Associated Faculty of the School of Veterinary Medicine for the period July 1, 2007 to June 30, 2012 (without salary; not in tenure probationary status in this appointment).

**Authorization to offer appointment to Dr. Michael Moyer** as Adjunct Associate Professor of Shelter Medicine in Clinical Studies-Philadelphia in the Associated Faculty of the School of Veterinary Medicine for the period July 1, 2007 to June 30, 2012 (without salary; not in tenure probationary status in this appointment).

### **EMERITUS FACULTY**

#### **Reemployment Beyond Retirement**

**Reemployment beyond retirement of Dr. Richard O. Davies**, Professor Emeritus of Physiology, Vet Animal Biology, for the period effective July 1, 2007 to June 30, 2008 with partial salary dependent on duties assigned.

**Reemployment beyond retirement of Dr. Peter J. Hand**, Professor Emeritus of Anatomy, Vet Animal Biology, for the period effective July 1, 2007 to June 30, 2008 with partial salary dependent on duties assigned.

**Reemployment beyond retirement of Dr. David S. McDevitt**, Professor Emeritus of Anatomy, Vet Animal Biology, for the period effective July 1, 2007 to June 30, 2008 with partial salary dependent on duties assigned.

**Reemployment beyond retirement of Dr. Adrian Morrison**, Professor Emeritus of Behavioral Neuroscience, Vet Animal Biology, for the period effective July 1, 2007 to June 30, 2008 with partial salary dependent on duties assigned.

## **Resolution on the Engagement of the Independent Accountant for Fiscal Year 2008**

### **Intention:**

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

**RESOLVED**, that PricewaterhouseCoopers be and hereby is appointed as independent accountants to audit the financial statements of the University of Pennsylvania subject to negotiation of reasonable fees for Fiscal Year 2008.

## **Resolution to Increase the Dollar Threshold for Dual Signature Requirement on University Checks**

### **Intention:**

The Trustees of the University of Pennsylvania (“The University”) have undertaken significant improvements to the internal payment approval process and are utilizing an array of banking tools to protect the University from potential fraud on its disbursement accounts. The Administration recommends that the Trustees approve raising the minimum check amount that requires a manual second signature from \$25,000 to \$50,000. Background on this resolution is provided in Exhibit A. (White paper)

**RESOLVED**, that the University hereby declares its intent to require that all disbursement checks equal to or greater than \$50,000 must have two signatures, one of which must be the Vice President for Finance and Treasurer, Associate Treasurer, Director of Finance, or Executive Director of Risk Management. Signing authority is determined by the Vice President for Finance and Treasurer or Executive Vice President.

## **Resolution to Approve the Charter of the Trustee Committee on Audit and Compliance**

### **Intention:**

The Trustee Committee on Audit and Compliance wishes to adopt a formal charter that expands upon the committee charge and delineates the committee's purpose, authority, membership, and duties and responsibilities that are sanctioned by the full Board of Trustees. The proposed charter defines membership requirements, includes a provision for a financial expert, allows for periodic review and changes, designates the minimum number of meetings to be conducted, accommodates executive sessions with appropriate entities and allows for engaging outside counsel as needed. The charter further details duties and responsibilities with regard to internal controls and compliance issues; issuance of interim and annual financial statements; relationships with the Office of Audit, Compliance and Privacy, and the independent external audit firm.

**RESOLVED**, that the charter for the Trustee Committee on Audit and Compliance be and the same hereby are approved.

**Resolution to Authorize Design and Construction of the Morris Arboretum  
Horticultural Center Phase I in the Amount of \$10.9 Million**

**Intention:**

The Morris Arboretum wishes to proceed with design and construction of a new horticultural center. The primary aim for the Morris Arboretum Horticulture Center is to consolidate horticulture and facilities functions on one site, and provide a sufficient level of quality and quantity of work spaces for staff in order to support their established missions. The Horticulture Center will consist of new and renovated buildings that will create an informal “farm courtyard.” Phase I will provide new offices and support space for approximately 28 staff members, as well as work and storage facilities through the courtyard, including a new office building, new vehicle storage facilities and a renovated mechanical shop. The Horticulture Center is intended to be LEED-certified. The project is estimated to cost \$10.9 million and will be funded by capital gifts to the Morris Arboretum and a \$4.65 million Pennsylvania Redevelopment Assistance Capital Program (PARACP) grant. An internal capital bridge loan will be required.

**RESOLVED**, that the Morris Arboretum Horticultural Center Phase I, estimated to cost \$10.9 million, be and the same hereby are approved and that the Vice President for Facilities and Real Estate Services and either the Executive Vice President or the Vice President for Finance and Treasurer be and hereby are 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 their judgment, be necessary or desirable to accomplish the purposes of this resolution. Any actions heretofore taken by any such officers in furtherance of the purpose of this resolution are hereby ratified and confirmed.

**Resolution to Authorize Law School Silverman Hall Ground Floor and Tanenbaum Hall Renovations in the Amount of \$5.5 Million**

**Intention:**

The Law School wishes to proceed with renovations to the ground floor of Silverman Hall and restrooms on the ground floor of Tanenbaum Hall. The current space is underutilized. The project will renovate the north side of the ground floor of Silverman Hall for multiple space functions, and the ground floor of Tanenbaum Hall for new restrooms. New work will include some spatial reconfiguration, new finishes, new lighting, furniture, and related modifications to the existing HVAC, plumbing and electrical systems. The renovations in Tanenbaum Hall for the restrooms will include new fixtures, toilet partitions, plumbing, HVAC, lighting, tile walls/floors, and other architectural features. The project is estimated to cost \$5.5 million and will be funded by \$2 million of Law School general operating funds and \$3.5 million from Law School discretionary endowment funds.

**RESOLVED**, that the Law School Silverman Hall Ground Floor and Tanenbaum Hall Renovations, estimated to cost \$5.5 million, be and the same hereby are approved and that the Vice President for Facilities and Real Estate Services and either the Executive Vice President or the Vice President for Finance and Treasurer be and hereby are 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 their judgment, be necessary or desirable to accomplish the purposes of this resolution. Any actions heretofore taken by any such officers in furtherance of the purpose of this resolution are hereby ratified and confirmed.

**Resolution to Authorize a Lease for Space to be Occupied by University Archives at 3401 Market Street in the Amount of \$3.27 million**

**Intention:**

The University Archives proposes to lease approximately 13,000 square feet of space at 3401 Market Street. The relocation of the University Archives and the Office of the Curator is necessary due to the Franklin Field Pavilion project. The space in 3401 Market is currently in shell condition. A full tenant fit-out is required for office space and public reading room. Archival and art collections will predominately remain shell with mechanical and electrical distribution inclusive of archival-quality climate controls. The total lease obligation is for ten years with a (net present) value of \$3.27 million which is inclusive of \$1.67 million in upfront costs. The lease will be funded by University Archives general purpose funds and central University funding.

**RESOLVED**, that the Lease for Space to be Occupied by University Archives at 3401 Market Street, estimated to cost \$3.27 million, be and the same hereby are approved and that the Vice President for Facilities and Real Estate Services and either the Executive Vice President or the Vice President for Finance and Treasurer be and hereby are 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 their judgment, be necessary or desirable to accomplish the purposes of this resolution. Any actions heretofore taken by any such officers in furtherance of the purpose of this resolution are hereby ratified and confirmed.

**Resolution to Authorize the Revised Scope and Budget for Project Work  
Necessitated by the South Street Bridge Reconstruction for an Additional \$2.4  
Million (for a Total Revised Budget of \$9.3 Million)**

**Intention:**

In February 2006 the Trustees approved a \$6.87 million project to provide utilities to the Hollenback Center and Franklin Field and to create a new pedestrian bridge as a means of access to the Hollenback Center necessitated by the pending demolition and reconstruction of the South Street Bridge over the Schuylkill River by the City of Philadelphia.

The scope of the pedestrian bridge has been expanded to include ramps, as opposed to stairs, to provide ADA access, increasing the construction cost. Additional work is required to coordinate with the Amtrak facilities and increasing steel prices have also impacted the construction costs. The project will be funded by \$2 million from the City of Philadelphia and an internal capital project loan to be repaid by Facilities and Real Estate Services with central University support.

**RESOLVED**, that the Revised Scope and Budget for Project Work Necessitated by the South Street Bridge Reconstruction, estimated to cost \$9.3 million, be and the same hereby are approved and that the Vice President for Facilities and Real Estate Services and either the Executive Vice President or the Vice President for Finance and Treasurer be and hereby are 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 their judgment, be necessary or desirable to accomplish the purposes of this resolution. Any actions heretofore taken by any such officers in furtherance of the purpose of this resolution are hereby ratified and confirmed.

**Resolution to Authorize Design and Construction of the Anatomy Chemistry Building 1<sup>st</sup> Floor Renovations in the Amount of \$2.25 Million**

**Intention:**

The School of Medicine wishes to proceed with renovations to the first floor of the Anatomy Chemistry Building. The Anatomy Chemistry Building currently is in need of upgrades to fit both the building code and requested program. The purpose of this project is to provide modernized facilities to consolidate the Center for Public Health Initiatives, Master of Public Health and Family Practice and Community and create a vibrant environment by providing a collaborative place for the students, faculty and staff. The new facilities will include individual offices, group workspace, classrooms, conference area and lounge. The renovations include improved accessibility and the creation of space for this group, as well as sprinkler, plumbing, HVAC, electrical and lighting systems upgrades on the first floor. The project is estimated to cost \$2.25 million and will be funded by SOM general operating funds.

**RESOLVED**, that the Anatomy Chemistry Building 1<sup>st</sup> Floor Renovations project, estimated to cost \$2.25 million, be and the same hereby are approved and that the Vice President for Facilities and Real Estate Services and either the Executive Vice President or the Vice President for Finance and Treasurer be and hereby are 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 their judgment, be necessary or desirable to accomplish the purposes of this resolution. Any actions heretofore taken by any such officers in furtherance of the purpose of this resolution are hereby ratified and confirmed.

**Resolution to Authorize Schematic Design for a New College House on Hill Square  
in the Amount of \$2.2 Million**

**Intention:**

The Business Services Division wishes to proceed with schematic design for a New College House on Hill Square. The College House system currently forecasts the need for approximately 340 undergraduate beds in suite configurations, a hierarchy of public space amenities, residential advisor and faculty apartments, social and academic support spaces and a full-service dining hall. The project encompasses the northern parcel of the block bounded by Walnut, Chestnut, 33<sup>rd</sup> and 34<sup>th</sup> Streets. The design of the New College House on Hill Square will build upon the program and spatial layout of facilities provided in the *PennConnects* report and in previous residential studies for Hill Square. This specific phase of schematic design effort will test programmatic fit, propose and document specific schematic level architectural and engineering solutions for the building and site, and determine probable construction cost. The schematic design is estimated to cost \$2.2 million and will be funded by proceeds received from the 2005 sale of 3900 Chestnut Street (Chestnut Hall).

**RESOLVED**, that the Schematic Design for a New College House on Hill Square, estimated to cost \$2.2 million, be and the same hereby are approved and that the Vice President for Facilities and Real Estate Services and either the Executive Vice President or the Vice President for Finance and Treasurer be and hereby are 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 their judgment, be necessary or desirable to accomplish the purposes of this resolution. Any actions heretofore taken by any such officers in furtherance of the purpose of this resolution are hereby ratified and confirmed.

**Resolution to Authorize Design and Construction of the School of Engineering and Applied Science Moore Building Suite 300 Microfabrication Laboratory Renovations in the Amount of \$2.1 Million**

**Intention:**

The School of Engineering and Applied Science wishes to proceed with a renovation to the Moore Building Suite 300 Microfabrication Laboratory. The existing microfabrication lab on the 3<sup>rd</sup> floor of the Moore Building has been minimally renovated over the past 20 years. The project will provide for comprehensive design and construction of infrastructure necessary to support the short-term and long-term instrumentation needs of the faculty for both research and teaching purposes. This infrastructure includes HVAC, process chilled water, nitrogen and other lab gases, hazardous gas monitoring equipment, lab air and vacuum, electrical work, sprinklering and fire walls. The project is estimated to cost \$2.1 million and will be funded by an internal capital loan apportioned 25% to SAS, 40% to SEAS and 35% to Penn Compact.

**RESOLVED**, that the Moore Building Suite 300 Microfabrication Laboratory Renovations, estimated to cost \$2.1 million, be and the same hereby are approved and that the Vice President for Facilities and Real Estate Services and either the Executive Vice President or the Vice President for Finance and Treasurer be and hereby are 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 their judgment, be necessary or desirable to accomplish the purposes of this resolution. Any actions heretofore taken by any such officers in furtherance of the purpose of this resolution are hereby ratified and confirmed.

**Resolution to Authorize Design and Construction of the Annenberg School Space  
Redesign in the Amount of \$1.6 Million**

**Intention:**

The Annenberg School wishes to proceed with redesign of the second and third floors of the Annenberg School Building. The school currently has insufficient classroom and office space. This project reconfigures existing spaces and captures a portion of the library so that additional classroom space and office space is made available for faculty and administrative staff. New classrooms, faculty offices, and circulation space will complement the reading room renovation. Work will include new walls and finishes, including millwork and electrical, HVAC, fire suppression etc. in support of the architectural modifications. The project is estimated to cost \$1.6 million and will be funded by Annenberg School endowment and general operating funds.

**RESOLVED**, that the Annenberg School Space Redesign, estimated to cost \$1.6 million, be and the same hereby are approved and that the Vice President for Facilities and Real Estate Services and either the Executive Vice President or the Vice President for Finance and Treasurer be and hereby are 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 their judgment, be necessary or desirable to accomplish the purposes of this resolution. Any actions heretofore taken by any such officers in furtherance of the purpose of this resolution are hereby ratified and confirmed.

## **Resolution to Authorize the Refinancing of Outstanding University Indebtedness**

### **Intention:**

In 2002, The Trustees of the University of Pennsylvania (University) borrowed \$50,300,000 (2002B Bonds) through the Pennsylvania Higher Educational Facilities Authority (PHEFA) pursuant to a Trust Indenture dated as of January 15, 1987, as amended. The 2002B Bonds are currently callable and have \$46,525,000 outstanding. In 2004, the University borrowed \$77,700,000 (2004 Bonds) through the Quakertown General Authority pursuant to a Trust Indenture dated as of June 1, 2004. The 2004 Bonds are currently callable and have \$77,700,000 outstanding. The 2002B Bonds and the 2004 Bonds will hereinafter be referred to as the Prior Bonds.

The Prior Bonds are currently bearing interest in the auction mode. Due to high interest rates relating to the ineffectiveness of the auction rate mode, the University is able to gain significant savings through the issuance of new debt (Bonds), which will be used to refund the Prior Bonds. The University administration recommends that the University delegate to the Debt Subcommittee the power to determine the terms of the refinancing of the Prior Bonds authorized by this resolution and the details thereof.

**RESOLVED**, that the Trustees of the University hereby authorize and approve the incurrence of up to \$127,700,000 of indebtedness to refund the Prior Bonds and the payment of all or a portion of the costs of issuance for the refunding bonds. In addition, the Trustees of the University authorize the Debt Subcommittee to authorize the details of the Bonds.

**FURTHER RESOLVED**, that any indebtedness authorized by this resolution may be for a term of up to 40 years and may bear interest at a fixed or variable interest rate, subject however, to the approval of the terms and conditions of such borrowing by the Debt Subcommittee, such approval by the Debt Subcommittee to be conclusively evidenced by the adoption of a resolution authorizing and approving the terms of such borrowing pursuant to this resolution.

**FURTHER RESOLVED**, that the Executive Vice President and the Vice President for Finance and Treasurer be and either of them hereby is authorized to apply on behalf of the University to one or more governmental issuers to issue indebtedness for the purposes stated above and to pay such fees and expenses as may be required in connection therewith and in connection with the incurrence of indebtedness authorized herein including bond redemption costs and issuance expenses to the extent not paid with proceeds of the Bonds.

**FURTHER RESOLVED**, that the Executive Vice President and the Vice President for Finance and Treasurer be and either of them hereby is authorized to determine the method of sale of any indebtedness incurred pursuant to this resolution (which may be a competitive sale, negotiated sale, a private placement or any combination thereof), to select an investment banker or bankers (if a negotiated sale is to be used) or a lender or purchaser in the event of a private placement, to select a bank or other financial

institution to provide credit and/or liquidity support for the indebtedness, to select an insurer or insurers to provide insurance for the indebtedness, to select a remarketing agent, an auction agent, broker-dealer or market agent, if applicable, for the indebtedness, and a trustee and paying agent, and to take all action in connection therewith, subject to the Debt Subcommittee's approval of the details of the indebtedness incurred pursuant to this resolution including the rates of interest, interest rate mode, dates of maturity, redemption features and security for such indebtedness (but not in excess of the amount or for the term above authorized).

**FURTHER RESOLVED**, that the Executive Vice President and Vice President for Finance and Treasurer be and either of them hereby is authorized to determine whether, in connection with the indebtedness authorized hereby, the University shall enter into an interest rate swap, cap, collar, floor, or other arrangement intended to hedge such indebtedness, or, in effect, to convert interest on all or a portion of such indebtedness from a fixed rate to a floating rate, from a floating rate to a fixed rate, or from one floating rate to another floating rate, and thereby reduce the cost of borrowing on such indebtedness by optimizing the relative amounts of fixed and floating rate debt from time to time or the risk of variations in debt service costs (Hedge Agreement), and in connection therewith any collateral arrangements, including pledging investment securities, as security for their obligations with respect to any Hedge Agreement, and to take all action in connection therewith, subject to the Debt Subcommittee's approval of the details of any Hedge Agreement, including the notional amount thereof, the method by which payments thereunder are determined, the term and collateral arrangements for such Hedge Agreement.

**FURTHER RESOLVED**, that the Executive Vice President and the Vice President of Finance and Treasurer be and they hereby are authorized and empowered to take such action, approve the form and content and execute and deliver, and the Secretary or Officer is authorized and directed to affix the seal of the University to such documents, including if applicable, one or more trust indentures, loan agreements, leases or subleases, bond purchase contracts, reimbursement agreements, standby bond purchase agreements, remarketing agreements, official statements or other offering documents, Hedge Agreements, and any other documents, agreements or instruments, and to do such things as shall be necessary to effectuate the borrowing authorized by this resolution, subject, however, in all respects to the approval of the terms and details of the indebtedness and any Hedge Agreement by the Debt Subcommittee.

## **Resolution to appoint David M. Brush to the Athletics Board of Overseers**

**RESOLVED**, that David M. Brush be appointed to the Athletics Board of Overseers for a renewable three-year term, effective February 22, 2008.

David Brush (C'82, PAR'12) is the former head of RREEF Europe-Deutsche Bank and global head of the Deutsche Bank Real Estate Opportunities Group in London; he continues to serve as a consultant to RREEF. Mr. Brush began his career in real estate at The Bankers Trust Company, which was acquired by Deutsche Bank in 1998. Mr. Brush serves as an Alumni Trustee and, from 2004 to 2007, served as founding chair of the United Kingdom Leadership Committee, of which he is still a member. He is an active member of the Penn Lacrosse Alumni Board and has been a "Lessons in Leadership" speaker for the Fox Leadership Program. In 2004, he and his wife Karen Clark Brush (W'82) established the Brush Family Endowed Scholarship. Their son, Ryan, will be entering Penn in the Class of 2012. Mr. Brush has committed to supporting Campaign for Penn priorities by continuing his support of the School of Arts and Sciences and Athletics.

**Resolution to appoint Richard Copell to the Board of Overseers of the School of Dental Medicine**

**RESOLVED**, that Richard Copell be appointed to the Board of Overseers of the School of Dental Medicine for a renewable three-year term, effective February 22, 2008.

Richard Copell (D'80) is President of three multi-doctor, multi-disciplinary dental facilities in New York. He is a member of the Dental Society of the State of New York, Queens County Dental Society, and the American Dental Association. At Penn, Dr. Copell is an active member of the Dental School's New York Regional Campaign Committee and has supported the Dental School campaign with a gift to help renovate the School's Main Clinic.

**Resolution to appoint Robin Stone Sellers and Howard A. Silverstein to the Board of Overseers of the School of Design**

**RESOLVED**, that Robin Stone Sellers and Howard A. Silverstein be appointed to the Board of Overseers of the School of Design for renewable three-year terms, effective February 22, 2008.

Robin Stone Sellers (CW'73, PAR'06) is Director of Real Estate in the Legal Department at the New York office of McKinsey and Company. Mrs. Sellers advises on the acquisition of real estate as an investment vehicle for McKinsey. In addition to her Penn degree in architecture (Design of the Environment), she has a master's degree in Landscape Architecture from Harvard and a J.D. from Columbia Law School. Nearly 20 members of Mrs. Sellers' extended family are Penn alumni including her brother, Andrew Stone (W'79), an Overseer of the School of Social Policy & Practice, and her son, Britton, who graduated from the College in 2006.

Howard Silverstein (W'69) is a Managing Director of Goldman, Sachs, & Co. and Chairman of its Financial Institutions Group. Mr. Silverstein specializes in advisory, financing and merger assignments for insurance companies and other non-bank financial institutions. He is a long-time Penn volunteer and donor, serving on the Wharton Undergraduate Executive Board and supporting scholarships and other priority needs across the University. Mr. Silverstein's interest in architecture, historic preservation, and city/regional planning began as an undergraduate at Wharton and as a Thouron Scholar in London following graduation. He is an avid collector of contemporary photography and served for 10 years as a Trustee of the International Center of Photography in New York. His wife, Patricia Silverstein, is also a Penn alumna (C'81) and an Overseer of the Institute of Contemporary Art.

**Resolution to appoint Allie Rogers to the Board of Overseers of the School of  
Engineering and Applied Science**

**RESOLVED**, that Allie Rogers be appointed to the Board of Overseers of the School of Engineering and Applied Science for a renewable three-year term, effective February 22, 2008.

Allie Rogers (ENG'87, W'87) is the former Chief Technology Officer, President, and Founding Member of Triple Point Technology, a Connecticut-based global supplier of cross-industry software platforms for the supply, trading, marketing, and movement of commodities. Before co-founding Triple Point Technology, Mr. Rogers was a Senior Software Developer for the Phibro Division of Salomon, Inc., and a Senior Consultant and Software Development Manager for Strategic Management Group, Inc. In recent years, Mr. Rogers has served as a guest lecturer in several Engineering classes, is active in recruiting Penn students to Triple Point Technology, and has provided personal support to the Engineering campaign.

**Resolution to appoint Dorothy Harris Bandier to the Board of Overseers of the  
Institute of Contemporary Art**

**RESOLVED**, that Dorothy Harris Bandier be appointed to the Board of Overseers of the Institute of Contemporary Art for a renewable three-year term, effective February 22, 2008.

Dorothy Harris Bandier (PAR'11) has been collecting contemporary art for nearly two decades. Mrs. Bandier is a member of the ICA's Arts Council and has participated in ICA-sponsored trips and events. Most recently, she loaned the ICA an important work for its "Karen Kilimnik" exhibition. She has been actively involved with the Museum of Modern Art in New York and with her husband, Martin Bandier, supports animal welfare, education, health and human services, and other organizations through the Bandier Family Foundation.

**Resolution to appoint Randy M. Mastro and Patricia Menéndez-Cambo to the  
Board of Overseers of the Law School**

**RESOLVED**, that Randy M. Mastro and Patricia Menéndez-Cambo be appointed to the Board of Overseers of the Law School for renewable three-year terms, effective February 22, 2008.

Randy Mastro (L'81) is Co-Chair of the Litigation Practice and Crisis Management Groups at Gibson, Dunn, and Crutcher LLP, where he serves on the firm's Management and Executive Committees. Prior to joining Gibson, Dunn, and Crutcher, Mr. Mastro was New York's Deputy Mayor for Operations during the Giuliani administration. At Penn Law, Mr. Mastro has served as a Career Crossroads speaker, a member of his reunion committee, a mentor to a Levy Scholar, and as a course guest lecturer. He also serves on the Boards of the Legal Aid Society of New York, the Hamptons International Film Festival, the Jewish Children's Museum, the Citizens Budget Commission, and the City University of New York.

Patricia Menéndez-Cambo (L'89) is the Chair of Greenberg Traurig's Global Practice Group and serves on the firm's Executive Committee. She has advised clients in cross-border mergers and acquisitions, joint ventures, securities, and finance transactions throughout the United States, Latin America and Europe. Previously, Ms. Menéndez-Cambo was Chief US Legal Counsel for Telefonica and General Counsel to a number of its subsidiaries. At Penn Law, Ms. Menéndez-Cambo has participated in the Career Crossroads speaker series and has been very active in the establishment of the School's regional alumni group in Miami. Among her many other civic appointments, she serves on the Council of the Americas and the Council on Foreign Relations, and is a Trustee of the National Alliance for Autism Research.

## **Resolution to Reappoint Randall E. Mehrberg to the Penn Medicine Board**

### **Intention:**

Section 7.4 of the Statutes of the University of Pennsylvania and Section 3 of the Bylaws of Penn Medicine provide for the appointment of members of the Penn Medicine Board, upon nomination by the Chairman of the University Trustees, the Chairman of the Penn Medicine Board and the President of the University, acting jointly. The members shall be persons who, by their experience and expertise can further the mission of Penn Medicine.

The Chairman of the University Trustees, the Chairman of the Penn Medicine Board and the President of the University (the “Nominating Committee”), have recommended that Randall E. Mehrberg, whose term is expiring in February 2008, be reappointed for a one year term.

**RESOLVED**, that Randall E. Mehrberg be reappointed to the Penn Medicine Board, effective February 23, 2008 for a one year term, to serve in accordance with the Bylaws of Penn Medicine.

**Resolution to appoint David Anstice, Jennifer Dempsey Fox, and Richard Hayne to the Board of Managers of the Morris Arboretum**

**RESOLVED**, that David Anstice, Jennifer Dempsey Fox, and Richard Hayne be appointed to the Board of Managers of the Morris Arboretum for renewable three-year terms, effective July 1, 2008.

David Anstice is Executive Vice President, Strategy Initiatives of Merck & Co., Inc. Previously, he served as President of Asia Pacific Human Health (a division of Merck), responsible for Japan, China, Australia, Korea and other countries in the region. A current member of the Morris Arboretum Directors' Guild, Mr. Anstice served on the Arboretum's Board of Managers from 2000 to 2006. Mr. Anstice is Chairman and President of the Board of the University of Sydney USA Foundation, as well as a member of the Advisory Councils for The National Alliance for Hispanic Health and the American Australian Association.

Jennifer Dempsey Fox is Senior Vice President and Regional Director for Wachovia Wealth Management. Prior to her work with Wachovia, Ms. Fox worked for Deloitte & Touche in Philadelphia. Ms. Fox is an active supporter of arts and culture and in her professional role has developed an arts advisory practice with a focus on alternative asset philanthropy. Ms. Fox played a vital role in the city-wide efforts to retain the Thomas Eakins' painting, "The Gross Clinic," in Philadelphia. Ms. Fox received her bachelor's degree from Villanova University, an MBA and JD from Temple University. Active with numerous community organizations, Ms. Fox currently serves on the Philadelphia Orchestra Corporate Committee and the Settlement Music School Corporate Committee.

Richard Hayne is Chairman of the Board of Directors and President of Urban Outfitters, Inc., which he founded in 1970. Mr. Haynes has been involved with the Morris Arboretum for a number of years. Recently, the Arboretum consulted on the landscaping design for the new Urban Outfitters headquarters at the Philadelphia Navy Yard. Mr. Hayne serves on the boards of the Springside School in Philadelphia, the Independence Seaport Museum, and Drexel University. At Penn, Mr. Hayne serves on the Industry Advisory Board of the Jay H. Baker Retail Initiative at The Wharton School.

**Resolution to appoint John R. Rockwell to the Board of Overseers of the Museum of Archaeology and Anthropology**

**RESOLVED**, that John R. Rockwell be appointed to the Board of Overseers of the Museum of Archaeology and Anthropology for a renewable three-year term, effective February 22, 2008.

John Rockwell (W'64, WG'66, PAR'00) is a former Senior Vice President and Managing Director of T. Rowe Price Group, Inc. Mr. Rockwell serves as a director of the Greater Baltimore Medical Center Foundation, as well as a board member of the environmental planning group, the Valleys Planning Council. Mr. Rockwell has worked closely with the Association of Investment Management Sales Executives and the Wharton Investment Institute in support of their educational programs. Serving as Class of 1964 Class President, Mr. Rockwell also serves on the Penn Athletics Board of Overseers and is the Co-Chair of the Basketball Board. Through his support of Penn Athletics, Mr. Rockwell endowed the basketball head coach position.

**Resolution to appoint Barbara Berger Aronson, Stephen Marmon, and Mark B. O'Brien to the Board of Trustees of the University of Pennsylvania Press**

**RESOLVED**, that Barbara Berger Aronson, Stephen Marmon, and Mark B. O'Brien be appointed to the Board of Trustees of the University of Pennsylvania Press for renewable three-year terms, effective February 22, 2008.

Barbara Berger Aronson (CW'74) is a Partner in the real estate management and development firm Berger & Co. Mrs. Aronson has been active in arts and culture in Philadelphia for more than two decades. At Penn, she has been a strong advocate for WXPB and the Annenberg Center for Performing Arts. Most recently, Mrs. Aronson served on the Board of Overseers of the Institute of Contemporary Art where she was Board Chair from 1995 to 1998. She also serves on the Board of Trustees of the Philadelphia Museum of Art.

Stephen Marmon (C'71, WG'81) is Managing Director of Maidstone Capital Corporation. Previously, he was an investment banker with Merrill Lynch, a writer for the *New York Times* and *Money* magazine, and the first editor and publisher of the program guide for HBO. At Penn, he currently serves as the chairman of the graduate board of Penn's Sphinx Senior Society and as alumni president of the University's Philomathean Society.

Mark O'Brien (WG'75, GGS'00) is the President and CEO of O'Brien Greene & Co., an investment consulting firm based in Media, PA. Prior to starting his firm, Mr. O'Brien worked for Brown Brothers Harriman & Co. and Ashford Capital Management. He has published two books on business careers: *MBA Answer Book* and *High-Tech Jobs for Non-Tech Grads*, both of which were published through Prentice-Hall. Mr. O'Brien serves as a lecturer in the Department of Politics at Princeton University and has also served on the board of the SPCA.

**Resolution to appoint Susan M. Todres to the Board of Overseers of the School  
Social Policy & Practice**

**RESOLVED**, that Susan M. Todres be appointed to the Board of Overseers of the School of Social Policy & Practice for a renewable three-year term, effective February 22, 2008.

Susan Molofsky Todres (CW'75) is the former Director of Marketing for Sterling Drug Company in New York. Currently, she is serving in a volunteer leadership position at Rockefeller University with a special interest in the Women and Science Program. Ms. Todres has served in many leadership roles at Penn, including the Executive Committee of the *Celebration of 125 Years of Women at Penn*. As an active member of Trustees' Council of Penn Women (TCPW), she has also assumed a leading role on the Advancement of Women Faculty Committee. In addition, Ms. Todres has played a significant role in support of the University of Pennsylvania Archives, to which she has donated over 600 historical documents and memorabilia. In 2006-07, an exhibit featuring a number of the acquisitions that she has donated to Penn was presented in College Hall.

**Resolution to appoint Mindy Halikman Heyer to the Board of Overseers of the  
School of Veterinary Medicine**

**RESOLVED**, that Mindy Halikman Heyer be appointed to the Board of Overseers of the School of Veterinary Medicine for a renewable three-year term, effective February 22, 2008.

Mindy Halikman Heyer (C'79, W'79, WG'80, PAR'05/09/11/12) is active in academic and charitable endeavors, most notably as Trustee of The Horace Mann School and as Vice Chair of the American Jewish Committee's Women's Campaign Board. Previously, she served four consecutive years as Chair of the Parents Association (Middle Division) of The Horace Mann School, followed by Co-Chair of the Parents Association (Upper Division). At Penn, Mrs. Heyer has served as a member of the College House Advisory Board and currently serves on the Campaign Major Gift Committee. Mrs. Heyer and her spouse, Penn Trustee Andrew Heyer (W'79, WG'79, PAR'05/09/11/12), have supported Penn through funding a professorship in the School of Social Policy & Practice, the Heyer Endowed Scholarship, naming the Heyer Sky Lounge in Harrison College House, the Heyer Family Clock Court in the Quad, and the Grand Staircase in Fisher-Bennett Hall, among many other University priorities.

## Resolution to Appoint the 2008 Slate of The Wistar Institute Board of Trustees

**RESOLVED**, that the following individuals, duly nominated for membership by action of the Board of Trustees of The Wistar Institute at their quarterly meeting on Friday, December 7, 2007, be appointed for one-year terms, effective February 22, 2008.

Ian J. Berg  
Robert S. Blank  
Dani P. Bolognesi, Ph.D.  
Ira Brind  
Ronald J. Daniels  
Harold M. Davis  
Brain H. Dovey  
Robert A. Fox  
Roger S. Hillas  
Richard M. Horowitz  
Herbert Kean, M.D.  
Hilary Koprowski, M.D.  
Faye Olivieri-Kozich  
Ira M. Lubert  
Dan W. Matthias  
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  
Edward Sickles  
Judith Soltz, Esq. \*  
Arthur Stokes, M.D.  
Susan Sullivan  
Doris Taxin  
Kevin M. Tucker  
George J. Vergis, Ph.D.  
David Wachs  
Daniel H. Wheeler, Esq.

\* 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