Faculty Appointment and Promotion Report
from October 13 to November 4, 1994
Submitted for Trustee Approval on December 9, 1994

SCHOOL OF ARTS AND SCIENCES

Standing Faculty

Appointments

Appointment of Dr. Pamela Cheek as Assistant Professor of Romance Languages in the Standing Faculty of the School of Arts and Sciences for four years effective July 1, 1994 (full salary; tenure probationary period commences July 1, 1994). Mandatory tenure review is academic year 1999-2000.

Appointment of Dr. Kerry L. Haynie as Assistant Professor of Political Science in the Standing Faculty of the School of Arts and Sciences for four years effective July 1, 1994 (full salary; tenure probationary period commences July 1, 1994). Mandatory tenure review is academic year 1999-2000.

SCHOOL OF DENTAL MEDICINE

Standing Faculty

Appointment

Appointment of Dr. Michael Glick as Associate Professor of Oral Medicine in the Standing Faculty of the School of Dental Medicine effective April 1, 1994 (full salary; with tenure).

Leave of Absence

Scholarly leave of absence for Dr. Peter Berthold, Professor of General Restorative Dentistry in the Standing Faculty of the School of Dental Medicine, for the period November 1, 1994 to April 30, 1995 with up to full salary; full benefits continued.

Associated Faculty

Appointments

Appointment of Dr. Nelson R. Assael as Adjunct Associate Professor of Oral Surgery/Pharmacology in the Associated Faculty of the School of Dental Medicine for the period April 1, 1994 to June 30, 1997 (without salary; not in tenure probationary status in this appointment).

Appointment of Dr. George F. Carr as Clinical Assistant Professor of Oral Medicine in the Associated Faculty of the School of Dental Medicine from March 1, 1994 to June 30, 1997 (without salary; not in tenure probationary status in this appointment).

Appointment of Dr. Neal Demby as Adjunct Associate Professor of Oral Medicine in the Associated Faculty of the School of Dental Medicine for three years effective July 1, 1994 (without salary; not in tenure probationary status in this appointment).

Appointment of Dr. Rosewitha Heinrich as Adjunct Assistant Professor of Pediatric Dentistry in the Associated Faculty of the School of Dental Medicine for the period February 1, 1994 to June 30, 1997 (without salary; not in tenure probationary status in this appointment).
Appointment of Dr. Thomas Hoffman as Adjunct Assistant Professor of Periodontics in the
Associated Faculty of the School of Dental Medicine for the period February 1, 1994 to June 30, 1997
(without salary; not in tenure probationary status in this appointment).

Appointment of Dr. Mark W. Ochs as Adjunct Associate Professor of Oral
Surgery/Pharmacology in the Associated Faculty of the School of Dental Medicine for three years
effective July 1, 1994 (without salary; not in tenure probationary status in this appointment).

Appointment of Dr. David H. Perrott as Adjunct Assistant Professor of Oral
Surgery/Pharmacology in the Associated Faculty of the School of Dental Medicine for three years
effective July 1, 1994 (without salary; not in tenure probationary status in this appointment).

Appointment of Dr. Donald R. Ratcliffe as Adjunct Associate Professor of Oral Medicine in
the Associated Faculty of the School of Dental Medicine for the period April 1, 1994 to June 30,
1997 (without salary; not in tenure probationary status in this appointment).

Appointment of Dr. Melvyn Rosenberg as Adjunct Associate Professor of Biochemistry in the
Associated Faculty of the School of Dental Medicine from March 1, 1994 to June 30, 1997 (without
salary; not in tenure probationary status in this appointment).

Appointment of Dr. Mariano Sanz as Adjunct Professor of Periodontics in the Associated
Faculty of the School of Dental Medicine for the period February 1, 1994 to June 30, 1997 (without
salary; not in tenure probationary status in this appointment).

Appointment of Dr. Alan Schwimmer as Adjunct Associate Professor of Oral Surgery/Pharmacology in the Associated Faculty of the School of Dental Medicine from May 1, 1994 to June 30, 1997 (without salary; not in tenure probationary status in this appointment).

Appointment of Dr. William J. Stewart as Adjunct Assistant Professor of General Restorative
Dentistry in the Associated Faculty of the School of Dental Medicine for the period April 1, 1994 to
June 30, 1997 (without salary; not in tenure probationary status in this appointment).

Appointment of Dr. Avinoam Yaffe as Adjunct Assistant Professor of General Restorative
Dentistry in the Associated Faculty of the School of Dental Medicine for the period February 1, 1994
to June 30, 1997 (without salary; not in tenure probationary status in this appointment).

Reappointments

Reappointment of Dr. Eric B. Brooks as Clinical Assistant Professor of Periodontics in the
Associated Faculty of the School of Dental Medicine for five years effective July 1, 1994 (without
salary; not in tenure probationary status in this appointment).

Reappointment of Dr. Joseph R. Greenberg as Clinical Associate Professor of Periodontics in
the Associated Faculty of the School of Dental Medicine for five years effective July 1, 1994 (without
salary; not in tenure probationary status in this appointment).

Reappointment of Dr. Michael Jeffrey Morton as Clinical Assistant Professor of Periodontics
in the Associated Faculty of the School of Dental Medicine for five years effective July 1, 1994
(without salary; not in tenure probationary status in this appointment).

Reappointment of Dr. Karl A. Rose as Adjunct Assistant Professor of Periodontics in the
Associated Faculty of the School of Dental Medicine for five years effective July 1, 1994 (without
salary; not in tenure probationary status in this appointment).

SCHOOL OF ENGINEERING AND APPLIED SCIENCE
Standing Faculty
Secondary Appointments

Continuation of secondary appointment for Dr. Russell J. Composto, Assistant Professor of Materials Science and Engineering in the Standing Faculty of the School of Engineering and Applied Science, as Assistant Professor of Chemical Engineering for three years effective July 1, 1994 with voting rights. This appointment is coterminous with the primary appointment.

Continuation of secondary appointment for Dr. Gregory C. Farrington, Professor of Materials Science and Engineering in the Standing Faculty of the School of Engineering and Applied Science, as Professor of Chemical Engineering for three years effective July 1, 1994 with voting rights.

Associated Faculty

Appointments

Appointment of Dr. Maurice F. Aburdene as Visiting Professor of Electrical Engineering in the Associated Faculty of the School of Engineering and Applied Science for the period September 1, 1994 to August 31, 1995 (partial salary; not in tenure probationary status in this appointment).

Appointment of Dr. Ralph T. Hoctor as Adjunct Assistant Professor of Electrical Engineering in the Associated Faculty of the School of Engineering and Applied Science for three years effective July 1, 1994 (partial salary; not in tenure probationary status in this appointment).

Appointment of Dr. Guenter H. Kuehl as Adjunct Professor of Chemical Engineering in the Associated Faculty of the School of Engineering and Applied Science from September 1, 1994 to June 30, 1997 (without salary; not in tenure probationary status in this appointment).

Reappointment

Reappointment of Dr. E. Robert Becker as Adjunct Professor of Chemical Engineering in the Associated Faculty of the School of Engineering and Applied Science for three years effective July 1, 1994 (partial salary dependent on duties assigned; not in tenure probationary status in this appointment).

LAW SCHOOL

Standing Faculty

Appointments

Appointment of Mr. Matthew Adler as Assistant Professor of Law in the Standing Faculty of the Law School for the period January 1, 1995 to June 30, 1999 (full salary; tenure probationary period commences July 1, 1995). The mandatory tenure review is academic year 2000-01.

Appointment of Mr. Jacques deLisle as Assistant Professor of Law in the Standing Faculty of the Law School for the period January 1, 1994 to June 30, 1998 (full salary; tenure probationary period commences July 1, 1994). The mandatory tenure review is academic year 1999-2000.

Appointment of Ms. Sarah B. Gordon as Assistant Professor of Law in the Standing Faculty of the Law School for the period January 1, 1994 to June 30, 1998 (full salary; tenure probationary period commences July 1, 1994). The mandatory tenure review is academic year 1999-2000.

Appointment of Mr. Geoffrey Hazard as Trustee Professor of Law in the Standing Faculty of the Law School effective July 1, 1994 (full salary; with tenure).
Associated Faculty

Appointments

Appointment of Ms. Anne Dailey as Visiting Associate Professor of Law in the Associated Faculty of the Law School for the spring semester 1995 (salary and benefits to be reimbursed by Penn to the University of Connecticut School of Law; not in tenure probationary in this appointment).

Appointment of Mr. Meade Emory as Visiting Professor of Law in the Associated Faculty of the Law School for the spring semester 1995 (full salary; with health insurance benefits and participation in TIAA/CREF; not in tenure probationary in this appointment).

Appointment of Mr. Paul Verkuil as Visiting Professor of Law in the Associated Faculty of the Law School for the period January 1, 1995 to December 31, 1995 (full salary; with health benefits and participation in TIAA/CREF; not in tenure probationary status in this appointment.

SCHOOL OF MEDICINE

Standing Faculty

Appointments

Appointment of Dr. Peter Drain as Assistant Professor of Physiology in the Standing Faculty of the School of Medicine from October 1, 1994 to June 30, 1997 (full salary; tenure probationary period commences July 1, 1994). Mandatory tenure review is academic year 1999-2000.

Appointment of Dr. Dennis R. Durbin as Assistant Professor of Pediatrics in the Standing Faculty of the School of Medicine for the period October 1, 1994 to June 30, 1997 (full salary; ten-year clinical tenure probationary period commences July 1, 1994). Mandatory tenure review is academic year 2002-03.

Appointment of Dr. Stephen L. Eck as Assistant Professor of Medicine in the Standing Faculty of the School of Medicine for three years effective July 1, 1994 (full salary; ten-year clinical tenure probationary period commences July 1, 1994). Mandatory tenure review is academic year 2002-03.

Appointment of Dr. Valerie P. Fornasieri 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, 1994 (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, 1994. The clinician-educator review is academic year 2002-03.

Appointment of Dr. Elizabeth Goldmuntz as Assistant Professor of Pediatrics in the Standing Faculty of the School of Medicine for three years effective July 1, 1994 (full salary; ten-year clinical tenure probationary period commences July 1, 1994). Mandatory tenure review is academic year 2002-03.

Appointment of Dr. Cynthia F. McNamara as Assistant Professor of Pediatrics in the Standing Faculty of the School of Medicine for three years effective July 1, 1994 (full salary; ten-year clinical tenure probationary period commences July 1, 1994). Mandatory tenure review is academic year 2002-03.

Appointment of Dr. McNamara as Assistant Professor of Pediatrics in the Standing Faculty of the School of Medicine for three years effective July 1, 1994 (full salary; ten-year clinical tenure probationary period commences July 1, 1994). Mandatory tenure review is academic year 2002-03.

Promotion
Promotion of Dr. Lawrence J. Solin to Professor of Radiation Oncology at the Hospital of the University of Pennsylvania in the Standing Faculty--Clinician-Educator of the School of Medicine effective November 1, 1994 (full salary; non-tenure; appointment subject to the stipulations given in Guidelines for Appointments and Promotions, January 8, 1985 or as amended).

Reappointments

Reappointment of Dr. Robert Finkelstein as Assistant Professor of Neuroscience in the Standing Faculty of the School of Medicine for three years effective July 1, 1995 (full salary; tenure probationary period commenced July 1, 1992). Mandatory tenure review is academic year 1997-98.

Reappointment of Dr. Allan C. Halpern as Assistant Professor of Dermatology at the Hospital of the University of Pennsylvania in the Standing Faculty--Clinician-Educator of the School of Medicine for three years effective July 1, 1995 (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, 1989. The clinician-educator review is academic year 1997-98.

Reappointment of Dr. Mark A. Hoffman as Assistant Professor of Pediatric Surgery in the Standing Faculty of the School of Medicine for three years effective July 1, 1994 (full salary; ten-year clinical tenure probationary period commenced July 1, 1991). Mandatory tenure review is academic year 1999-2000.

Miscellaneous Change

Reappointment of and change in title and tenure status for Dr. Victoria P. Werth from Assistant Professor (in tenure probation) to Assistant Professor of Dermatology at the Hospital of the University of Pennsylvania and the Veterans Affairs Medical Center in the Standing Faculty--Clinician-Educator of the School of Medicine for three years effective July 1, 1995 (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, 1989. The clinician-educator review is academic year 1997-98.

Leaves of Absence

Scholarly leave of absence for Dr. Joel W. Goldwein, 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 January 1, 1995 to June 30, 1995 with up to full salary; full benefits continued.

Scholarly leave of absence for Dr. Trevor R. Hadley, Associate 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 March 1, 1995 to August 31, 1995 with up to full salary; full benefits continued.

Associated Faculty

Appointments

Appointment of Dr. Herbert E. Auerbach as Adjunct Assistant Professor of Pathology and Laboratory Medicine in the Associated Faculty of the School of Medicine for three years effective July 1, 1994 (without salary; not in tenure probationary status in this appointment).

Appointment of Dr. Robert A. Copeland as Adjunct Associate Professor of Biochemistry and Biophysics in the Associated Faculty of the School of Medicine for three years effective July 1, 1994 (without salary; not in tenure probationary status in this appointment).
Appointment of Dr. Christopher P. Holroyde as Clinical Assistant Professor of Medicine in the Associated Faculty of the School of Medicine for three years effective July 1, 1994 (without salary; not in tenure probationary status in this appointment).

Appointment of Dr. Joseph E. Johnson, III as Adjunct Professor of Medicine in the Associated Faculty of the School of Medicine for three years effective July 1, 1994 (without salary; not in tenure probationary status in this appointment).

Appointment of Dr. Prabakaran Kesavan as Research Assistant Professor of Biochemistry and Biophysics in the Associated Faculty of the School of Medicine for three years effective July 1, 1994 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 begins July 1, 1994). Mandatory review is academic year 1999-2000.

Appointment of Dr. Raymond J. Kovalski as Clinical Assistant Professor of Medicine in the Associated Faculty of the School of Medicine for three years effective July 1, 1994 (without salary; not in tenure probationary status in this appointment).

Appointment of Dr. Igor L. Kratskin as Research Assistant Professor of Otorhinolaryngology: Head and Neck Surgery in the Associated Faculty of the School of Medicine for three years effective July 1, 1994 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 commences July 1, 1994). Mandatory review is academic year 1999-2000.

Appointment of Dr. Ferdinand E. Massari as Adjunct Assistant Professor of Medicine in the Associated Faculty of the School of Medicine for three years effective July 1, 1994 (without salary; not in tenure probationary status in this appointment).

Appointment of Dr. Thomas C. Michaelson as Clinical Assistant Professor of Medicine in the Associated Faculty of the School of Medicine for three years effective July 1, 1994 (without salary; not in tenure probationary status in this appointment).

Appointment of Dr. Arturo Morillo as Adjunct Professor of Medicine in the Associated Faculty of the School of Medicine for three years effective July 1, 1994 (without salary; not in tenure probationary status in this appointment).

Appointment of Dr. Elizabeth D. Rock as Clinical Assistant Professor of Medicine in the Associated Faculty of the School of Medicine for three years effective July 1, 1994 (without salary; not in tenure probationary status in this appointment).

Reappointments

Reappointment of Dr. John O. Barton as Clinical Assistant Professor of Dermatology in the Associated Faculty of the School of Medicine for three years effective July 1, 1995 (without salary; not in tenure probationary status in this appointment).

Reappointment of Dr. Howard S. Caplan as Clinical Assistant Professor of Surgery in the Associated Faculty of the School of Medicine for five years effective July 1, 1994 (without salary; not in tenure probationary status in this appointment).

Reappointment of Dr. Pedro C. Fernandez as Adjunct Associate Professor of Medicine in the Associated Faculty of the School of Medicine for three years effective July 1, 1995 (without salary; not in tenure probationary status in this appointment).
Reappointment of Dr. Martin Rosenberg as Adjunct Professor of Microbiology in the Associated Faculty of the School of Medicine for five years effective July 1, 1994 (without salary; not in tenure probationary status in this appointment).

Reappointment of Dr. Edward Scolnick as Adjunct Professor of Microbiology in the Associated Faculty of the School of Medicine for five years effective July 1, 1994 (without salary; not in tenure probationary status in this appointment).

Reappointment of Dr. John R. Senior as Adjunct Professor of Medicine in the Associated Faculty of the School of Medicine for three years effective July 1, 1995 (without salary; not in tenure probationary status in this appointment).

Reappointment of Dr. John M. Taylor as Adjunct Associate Professor of Microbiology in the Associated Faculty of the School of Medicine for five years effective July 1, 1994 (without salary; not in tenure probationary status in this appointment).

Reappointment of Dr. Benjamin R. Vowels as Research Assistant Professor of Dermatology in the Associated Faculty of the School of Medicine for three years effective July 1, 1995 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 which commenced July 1, 1992). Mandatory review is academic year 1997-98.

SCHOOL OF VETERINARY MEDICINE

Standing Faculty

Appointment

Appointment of Dr. Paul M. Pitcher as Assistant Professor of Swine Health and Production Management in Clinical Studies/New Bolton Center in the Standing Faculty--Clinician-Educator of the School of Veterinary Medicine for three years effective July 1, 1994 (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, 1994. The clinician-educator review is academic year 2002-03.

Leave of Absence

Personal leave of absence for Dr. Betsy Dayrell-Hart, Assistant Professor of Neurology in the Department of Clinical Studies/Philadelphia in the Standing Faculty--Clinician-Educator of the School of Veterinary Medicine, for the period November 1, 1994 to April 30, 1995 without salary; any benefits continued are without University contribution.

Associated Faculty

Appointments

Appointment of Dr. David L. Diefenderfer as Research Assistant Professor of Surgery in the Department of Clinical Studies-Philadelphia in the Associated Faculty of the School of Veterinary Medicine for three years effective July 1, 1994 or for the duration of the grant or contract which supports his work, whichever is the shorter period of time, with voting privileges (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 begins July 1, 1994). The mandatory review year is academic year 1999-2000.

Mandatory review is academic year 1997-98.
Appointment of Dr. Eduardo N. Esteban as Adjunct Assistant Professor of Viral Oncology in Clinical Studies—New Bolton Center in the Associated Faculty of the School of Veterinary Medicine for four years effective July 1, 1994 (without salary; not in tenure probationary status in this appointment).

Appointment of Dr. Michael E. Tomasic as Research Assistant Professor of Anesthesia in Clinical Studies/NBC in the Associated Faculty of the School of Veterinary Medicine, from January 1, 1994 to June 30, 1996 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, 1994). The mandatory review is the academic year 1999-2000.

**WHARTON SCHOOL**

**Standing Faculty**

**Appointments**

Appointment of Dr. Andrew Alford as Assistant Professor of Accounting in the Standing Faculty of the Wharton School for three years effective July 1, 1994 (full salary; tenure probationary period commences July 1, 1994). Mandatory tenure review is academic year 1999-2000.

Appointment of Dr. Adrian Tschogel as Assistant Professor of Management in the Standing Faculty of the Wharton School for three years effective July 1, 1994 (full salary; tenure probationary period commences July 1, 1994). Mandatory tenure review is academic year 1999-2000.

Appointment of Dr. Linda Zhao as Assistant Professor of Statistics in the Standing Faculty of the Wharton School for three years effective July 1, 1994 (full salary; tenure probationary period commences July 1, 1994). Mandatory tenure review is academic year 1999-2000.

**Promotion**

Promotion of Dr. Donald B. Keim to Professor of Finance in the Standing Faculty of the Wharton School effective October 1, 1994 (full salary; has tenure).

**Change in Home Department**

Change in home department for Dr. Joseph Gyourko from Associate Professor of Finance to Associate Professor of Real Estate in the Standing Faculty of the Wharton School effective July 1, 1994 (full salary; has tenure).

Change in home department for Dr. Peter Linneman from Professor of Finance to Professor of Real Estate in the Standing Faculty of the Wharton School effective July 1, 1994 (full salary; has tenure).

Change in home department for Dr. Georgette Poindexter from Assistant Professor of Legal Studies to Assistant Professor of Real Estate in the Standing Faculty of the Wharton School effective July 1, 1994 (full salary; tenure probationary period commenced July 1, 1992). Mandatory tenure review is academic year 1997-98.

Change in home department for Dr. Susan Wachter from Associate Professor of Finance to Associate Professor of Real Estate in the Standing Faculty of the Wharton School effective July 1, 1994 (full salary; has tenure).

**Leaves of Absence**

jk December 5, 1994 3:34 PM
Leave of absence for employment elsewhere for Dr. Anne Beatty, Assistant Professor of Accounting in the Standing Faculty of the Wharton School for the period January 1, 1995 to June 30, 1995 without salary; any benefits continued are without University contribution.

Scholarly leave of absence for Dr. Yu-Sheng Zheng, Associate Professor of Operations and Information Management in the Standing Faculty of the Wharton School, for the period January 1, 1995 to December 31, 1995 with up to one-half salary; appropriate benefits continued.

Associated Faculty

Appointments

Appointment of Dr. Anup Agrawal as Visiting Associate Professor of Finance in the Associated Faculty of the Wharton School for one year effective July 1, 1994 (full salary; with health and life insurance benefits; not in tenure probationary status in this appointment).

Appointment of Dr. Giovanni Barone-Adesi as Visiting Professor of Finance in the Associated Faculty of the Wharton School for the academic year 1994-95 (full salary; with health and life insurance benefits; not in tenure probationary status in this appointment).

Appointment of Dr. Francisco A. Delgado as Visiting Assistant Professor of Finance in the Associated Faculty of the Wharton School for one year effective July 1, 1994 (full salary; with health and life insurance benefits; not in tenure probationary status in this appointment).

Appointment of Dr. Joel R. Deluca as Adjunct Assistant Professor of Management in the Associated Faculty of the Wharton School for one year effective July 1, 1994 or for the duration of his administrative appointment whichever is the shorter period of time (partial salary; not in tenure probationary status in this appointment).

Appointment of Mr. George Fields as Visiting Professor of Marketing in the Associated Faculty of the Wharton School for one year effective July 1, 1994 (full salary; with health and life insurance benefits; not in tenure probationary status in this appointment).

Appointment of Dr. John Wesley Hutchinson as Visiting Associate Professor of Marketing in the Associated Faculty of the Wharton School for the academic year 1994-95 (full salary; with health and life benefits; not in tenure probationary status in this appointment).

Appointment of Dr. Hervé Mathe as Visiting Professor of Operations and Information Management in the Associated Faculty of the Wharton School for one year effective July 1, 1994 (full salary; with health and life insurance benefits; not in tenure probationary status in this appointment).

Appointment of Dr. Joel Steckel as Visiting Associate Professor of Marketing in the Associated Faculty of the Wharton School from January 1, 1995 to December 31, 1995 (full salary; with health and life insurance benefits; not in tenure probationary status in this appointment).

Appointment of Dr. U.N. Umesh as Visiting Associate Professor of Marketing in the Associated Faculty of the Wharton School for one year effective July 1, 1994 (full salary; with health and life insurance benefits; not in tenure probationary status in this appointment).

Appointment of Dr. Haluk Unal as Visiting Associate Professor of Finance in the Associated Faculty of the Wharton School for the academic year 1994-95 (full salary; with health and life insurance benefits; not in tenure probationary status in this appointment).
Appointment of Dr. Nicholas Valerio as Visiting Assistant Professor of Finance in the Associated Faculty of the Wharton School for the period January 1, 1995 to December 31, 1995 (full salary; with health and life insurance benefits; not in tenure probationary status in this appointment).

Appointment of Dr. Brian Wansink as Visiting Assistant Professor of Marketing in the Associated Faculty of the Wharton School for the period January 1, 1995 to June 30, 1995 (full salary; with health and life insurance benefits; not in tenure probationary status in this appointment).

Reappointment

Reappointment Dr. Robert Mittelstaedt as Adjunct Associate Professor of Management in the Associated Faculty of the Wharton School for the period July 1, 1994 to June 30, 1995 or for the duration of his administrative appointment whichever is the shorter period of time (partial salary dependent on duties assigned; not in tenure probationary status in this appointment).