Faculty Appointment and Promotion Report
from December 1 to December 15, 1994
Submitted for Trustee Approval on January 20, 1995

ANNENBERG SCHOOL FOR COMMUNICATION

Standing Faculty

Leave of Absence

Scholarly leave of absence for Dr. Kathleen Jamieson, Professor of Communications in the Standing Faculty of the Annenberg School of Communication, for the fall semester 1995 with up to full salary; full benefits continued.

SCHOOL OF ARTS AND SCIENCES

Standing Faculty

Appointments

Appointment of Dr. G. Cameron Hurst, III, as Professor of Asian and Middle Eastern Studies in the Standing Faculty of the School of Arts and Sciences effective July 1, 1995 (full salary; with tenure).

Appointment of Dr. Ayako Kano as Assistant Professor of Asian and Middle Eastern Studies in the Standing Faculty of the School of Arts and Sciences from December 1, 1994 to June 30, 1998 (full salary; tenure probationary period commences July 1, 1994). Mandatory tenure review is academic year 1999-2000.

Appointment of Dr. Matthew H. Sommer as Assistant Professor of History in the Standing Faculty of the School of Arts and Sciences from December 1, 1994 to June 30, 1998 (full salary; tenure probationary period commences July 1, 1994). Mandatory tenure review is academic year 1999-2000.

Leaves of Absence

Scholarly leave of absence for Dr. Mirjam Cvetic, Associate Professor of Physics in the Standing Faculty of the School of Arts and Sciences, for the fall semester 1995 with up to full salary; full benefits continued.

Scholarly leave of absence for Dr. Horst S. Daemmrich, Professor of Germanic Languages and Literature in the Standing Faculty of the School of Arts and Sciences, for the spring semester 1996 with up to full salary; full benefits continued.

Scholarly leave of absence for Dr. Gary Hatfield, Professor of Philosophy in the Standing Faculty of the School of Arts and Sciences, for the fall semester 1995 with up to full salary; full benefits continued.
Scholarly leave of absence for Dr. Rebecca Huss-Ashmore, Associate Professor of Anthropology in the Standing Faculty of the School of Arts and Sciences, for the spring semester 1996 with up to full salary; full benefits continued.

Scholarly leave of absence for Dr. Paul Langacker, Professor of Physics in the Standing Faculty of the School of Arts and Sciences, for the fall semester 1995 with up to full salary; full benefits continued.

Scholarly leave of absence for Dr. Cary M. Mazer, Associate Professor of English in the Standing Faculty of the School of Arts and Sciences, for the spring semester 1996 with up to full salary; full benefits continued.

Scholarly leave of absence for Dr. Anne Norton, Professor of Political Science in the Standing Faculty of the School of Arts and Sciences, for the spring semester 1995 with up to full salary from the department budget; full benefits continued.

Scholarly leave of absence for Dr. Gerald J. Porter, Professor of Mathematics in the Standing Faculty of the School of Arts and Sciences, for the academic year 1995-1996 with up to full salary (92% from the leave budget and 8% from the department budget); full benefits continued.

College House Master's leave of absence for Dr. Edward N. Pugh, Jr., Professor of Psychology in the Standing Faculty of the School of Arts and Sciences, for the fall semester 1995 with up to full salary (50% from the leave budget and 50% from the department budget); full benefits continued.

Personal leave of absence for Dr. Jean-Michel Rabate, Professor of English in the Standing Faculty of the School of Arts and Sciences, for the academic year 1995-1996 without salary; any benefits continued are without University contribution.

Scholarly leave of absence for Dr. James F. Ross, Professor of Philosophy in the Standing Faculty of the School of Arts and Sciences, for the academic year 1995-1996 with up to one-half salary; appropriate benefits continued.

Scholarly leave of absence for Dr. Charles W. Thayer, Associate Professor of Geology in the Standing Faculty of the School of Arts and Sciences, for the spring semester 1995 with up to full salary; full benefits continued.

Change in Salary Status

Change in salary status for Dr. Akihiko Matsui, Assistant Professor of Economics in the Standing Faculty of the School of Arts and Sciences, for the fall semester 1994 from full salary to without salary; any benefits continued are without University contribution.

Associated Faculty

Promotions and Reappointments
Promotion of Dr. Larry Clark to Adjunct Associate Professor of Biology in the Associated Faculty of the School of Arts and Sciences and Reappointment for four years effective July 1, 1994 (without salary; not in tenure probationary status in this appointment).

Promotion of Dr. J. Russell Mason to Adjunct Professor of Biology in the Associated Faculty of the School of Arts and Sciences and Reappointment for four years effective July 1, 1994 (without salary; not in tenure probationary status in this appointment).

Reappointments

Reappointment of Dr. John R. Abercrombie as Adjunct Assistant Professor of Religious Studies in the Associated Faculty of the School of Arts and Sciences for five years effective July 1, 1994 or for the duration of his administrative appointment, whichever is the shorter period of time (without salary; not in tenure probationary status in this appointment).

Reappointment of Dr. Clyde E. Goulden as Adjunct Professor of Biology in the Associated Faculty of the School of Arts and Sciences for four years effective July 1, 1994 (without salary; not in tenure probationary status in this appointment).

Reappointment of Dr. Ruth Patrick as Adjunct Professor of Biology in the Associated Faculty of the School of Arts and Sciences for four years effective July 1, 1994 (without salary; not in tenure probationary status in this appointment).

Reappointment of Dr. Ann F. Rhoads as Adjunct Assistant Professor of Biology in the Associated Faculty of the School of Arts and Sciences for four years effective July 1, 1994 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).

SCHOOL OF DENTAL MEDICINE

Standing Faculty

Promotion

Promotion of Dr. Joseph G. Ghafari to Professor of Orthodontics in the Standing Faculty of the School of Dental Medicine effective December 1, 1994 (full salary; has tenure).

Associated Faculty

Leave of Absence

Scholarly leave of absence for Dr. Samuel Yankell, Research Professor of Periodontics in the Associated Faculty of the School of Dental Medicine, for the period January 1, 1995 to April 30, 1995 with up to full salary; full benefits continued.

Corrections to Previous Minutes

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Correction to the title in the authorization to offer appointment to Dr. George F. Carr from Adjunct Assistant Professor to Clinical Assistant Professor of General Restorative Dentistry in the Associated Faculty of the School of Dental Medicine for the period November 1, 1994 to June 30, 1997 (without salary; not in tenure probationary status in this appointment).

Correction to the home department in the authorization to offer appointment to Dr. James A. Vito from Clinical Assistant Professor of Periodontics to Clinical Assistant Professor of General Restorative Dentistry in the Associated Faculty of the School of Dental Medicine for the period September 1, 1994 to June 30, 1997 (partial salary dependent on duties assigned; not in tenure probationary status in this appointment).

SCHOOL OF ENGINEERING AND APPLIED SCIENCE

Associated Faculty

Appointment

Appointment of Dr. Francis X. Kelly as Adjunct Assistant Professor of Chemical Engineering in the Associated Faculty of the School of Engineering and Applied Science for the period November 1, 1994 to June 30, 1995 (partial salary dependent on duties assigned; not in tenure probationary status in this appointment).

GRADUATE SCHOOL OF FINE ARTS

Standing Faculty

Secondary Appointments

Secondary appointment for Dr. David De Long, Professor of Architecture in the Standing Faculty of the Graduate School of Fine Arts, as Professor of City and Regional Planning for the period January 1, 1995 to June 30, 1999 with voting rights.

Secondary appointment for Dr. Joseph Rykwert, Professor of Architecture in the Standing Faculty of the Graduate School of Fine Arts, as Professor of City and Regional Planning for the period January 1, 1995 to June 30, 1999 with voting rights.

Secondary appointment for Dr. Dana Tomlin, Associate Professor of Landscape Architecture in the Standing Faculty of the Graduate School of Fine Arts, as Associate Professor of City and Regional Planning for the period January 1, 1995 to June 30, 1999 with voting rights.

SCHOOL OF MEDICINE

Standing Faculty

Appointments

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Appointment of Dr. William G. Baxt as Professor of Emergency Medicine in the Standing Faculty of the School of Medicine effective October 1, 1994 (full salary; with tenure).

Appointment of Dr. Jeffrey A. Boyd as Associate Professor of Obstetrics and Gynecology in the Standing Faculty of the School of Medicine for seven years effective November 1, 1994 (full salary; tenure probationary period commences July 1, 1994). Mandatory tenure review is academic year 1999-2000.

Appointment of Dr. Cindy W. Christian as Assistant Professor of Pediatrics in the Standing Faculty--Clinician-Educator of the School of Medicine from October 1, 1994 to June 30, 1997 (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. Kenneth R. Ginsburg 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 J. Gluckman as Associate Professor of Medicine at the Hospital of the University of Pennsylvania in the Standing Faculty--Clinician-Educator of the School of Medicine effective 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).

Appointment of Dr. Robert M. Lavker as Professor of Dermatology in the Standing Faculty of the School of Medicine effective November 1, 1994 (full salary; with tenure).

Appointment of Dr. Mark Allen Morgan as Associate Professor of Obstetrics and Gynecology 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).

Appointment of Dr. Benjamin I. Oyefara 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. Barbara L. Weber as Associate Professor of Medicine in the Standing Faculty of the School of Medicine for five years effective November 1, 1994 (full salary; tenure probationary period commences July 1, 1994). Mandatory tenure review is academic year 1997-98. Secondary appointment as Associate Professor of Medicine in Genetics for the same period of time with voting rights.

For the Record
Designation of Dr. Gregory S. Kopf, Professor of Reproductive Biology in Obstetrics and Gynecology in the Standing Faculty of the School of Medicine, as the Celso-Ramon Garcia Professor of Reproductive Biology in Obstetrics and Gynecology for the term ten years from December 1, 1994 to November 30, 2004.

Promotion

Promotion of Dr. Nancy J. Bunin to Associate Professor of Pediatrics at the Children's Hospital of Philadelphia in the Standing Faculty--Clinician-Educator of the School of Medicine effective July 1, 1995 (full salary; non-tenure; appointment subject to the stipulations given in Guidelines for Appointments and Promotions, January 8, 1985 or as amended).

Reappointments

Terminal reappointment of Dr. Jeffrey N. Joyce as Assistant Professor of Psychology and Neuroscience in Psychiatry in the Standing Faculty of the School of Medicine for one year effective July 1, 1994 (full salary; tenure probationary period commenced July 1, 1986). Two years were excluded from the probationary period provided an adjusted mandatory tenure review.

Terminal reappointment of Dr. Helen R. Quill as Assistant Professor of Pathology and Laboratory Medicine in the Standing Faculty of the School of Medicine for one year effective July 1, 1994 (full salary; tenure probationary period commenced July 1, 1988).

Reappointment of Dr. Nancy C. Rose 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 three years effective July 1, 1995 (full salary; appointment subject to the stipulations given in Guidelines to Appointments and Promotions, January 8, 1985 or as amended). This appointment carries a ten-year non-tenure probationary period which commenced July 1, 1992). The clinician-educator review is academic year 2000-01.

Leave of Absence

Scholarly leave of absence for Dr. Marc S. Levine, Professor of Radiology at the Hospital of the University of Pennsylvania in the Standing Faculty--Clinician-Educator of the School of Medicine, for the period July 1, 1995 to December 31, 1995 with up to full salary, full benefits continued.

Correction to Previous Minute

Correction to the title in the scholarly leave of absence for Dr. Joel W. Goldwein from Professor to Associate Professor of Radiation Oncology at the Hospital of the University of Pennsylvania in the Standing Faculty--Clinician-Educator of the School of Medicine.
Associated Faculty

Appointments

Appointment of Dr. Christine Jaworsky as Adjunct Assistant Professor of Dermatology 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). Five years (July 1, 1989 to June 30, 1994) were spent in tenure and clinician-educator probation.

Appointment of Dr. Thomas Kieber-Emmons as Research Assistant Professor of Pathology and Laboratory Medicine 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. Matthew B. Naegle 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. Timothy R. Rebbeck as Research Assistant Professor of Medicine 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.

Promotion

Promotion of Dr. Saul Surrey to Research Professor of Pediatrics in the Associated Faculty of the School of Medicine for five 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; not in tenure probationary status in this appointment). Promotion in secondary appointment to Research Professor of Genetics for the same period of time with voting rights.

Reappointments
Reappointment of Dr. Eleni Anni 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 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 commenced July 1, 1991). Mandatory review is academic year 1996-97.

Reappointment of Dr. Eric G. Boyce as Adjunct Assistant 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. George W. Bradford as Clinical Assistant Professor of Family Practice in 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. Milton M. Cahn as Clinical 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. Esther D. Chernak as Adjunct Assistant 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. Frank Ehrlich as Clinical 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. Bruce B. Garber as Clinical Assistant Professor of Urology in 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. Stanley Goldfarb as Clinical 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. Amelia L. Graziani as Adjunct Assistant Professor of Pharmacy in 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. David H. Henry, III as Clinical 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. Margaret Ann Liu as Adjunct Assistant 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. Karen M. Lyons as Clinical Assistant Professor of Otorhinolaryngology: Head and Neck 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. Erik W. Nielsen as Clinical Assistant Professor of Otorhinolaryngology: Head and Neck Surgery in the Associated Faculty of the School of Medicine for five years effective July 1, 1995 (without salary; not in tenure probationary status in this appointment).

Reappointment of Dr. Eliot H. Nierman as Clinical 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. Jeffrey N. Retig as Clinical Assistant 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. Lawrence T. Rozanski, Jr. as Clinical Assistant 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. Robert S. Rudenstein as Clinical 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. C. Richard Scipione as Clinical Assistant Professor of Otorhinolaryngology: Head and Neck Surgery in the Associated Faculty of the School of Medicine for five years effective July 1, 1995 (without salary; not in tenure probationary status in this appointment).

Reappointment of Dr. Arthur P. Staddon as Clinical 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. Susan C. Taylor 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. Christine J. Vandepol as Adjunct Assistant 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).
Leave of Absence

Scholarly leave of absence for Dr. Robert M. Lewitt, Research Associate Professor of Radiology in the Associated Faculty of the School of Medicine, for the period January 1, 1995 to June 30, 1995 with up to full salary; full benefits continued.

SCHOOL OF NURSING

Standing Faculty

Appointment

Appointment of Dr. Christine A. Grant as Assistant Professor of Nursing in the Standing Faculty of the School of Nursing for four years effective July 1, 1992 (full salary; tenure probationary period begins July 1, 1992). Mandatory tenure review is academic year 1997-98.

Correction to Previous Minute

Correction in the acceptance of appointment for Dr. Karen Marek, Assistant Professor of Nursing in the Standing Faculty of the School of Nursing, from a ten-year clinical tenure probationary period to a seven-year tenure probationary period which commences July 1, 1993.

SCHOOL OF SOCIAL WORK

Standing Faculty

Appointment

Appointment of Dr. Michael Reisch as Professor of Social Work in the Standing Faculty of the School of Social Work effective July 1, 1995 (full salary; with tenure).

SCHOOL OF VETERINARY MEDICINE

Standing Faculty

Reappointment

Terminal reappointment of Dr. Amirali N.J. Hamir as Assistant Professor of Pathology in Pathobiology in the Standing Faculty of the School of Veterinary Medicine for one year effective July 1, 1994 (full salary; ten-year clinical tenure probationary commenced July 1, 1985).

Leave of Absence

Scholarly leave of absence for Dr. Adrian R. Morrison, Professor of Anatomy in Animal Biology in the Standing Faculty of the School of Veterinary Medicine, for the spring semester 1995 with up to full salary; full benefits continued.

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Associated Faculty

Reappointment

Terminal reappointment of Dr. Leszek K. Rubin as Research Assistant Professor of Physiology in Animal Biology in the Associated Faculty of the School of Veterinary Medicine for one year 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 commenced July 1, 1988).

WHARTON SCHOOL

Standing Faculty

Appointment

Appointment of Dr. Lawrence D. Brown as Professor of Statistics in the Standing Faculty of the Wharton School effective July 1, 1994 (full salary; with tenure). Designation of Dr. Lawrence D. Brown as the Miers Busch Professor of Statistics effective July 1, 1994.

Secondary Appointments

Secondary appointment for Dr. Paul Kleindorfer, Professor of Operations and Information Management in the Standing Faculty of the Wharton School, as Professor of Public Policy and Management for the period January 1, 1995 to June 30, 1998 with voting rights.

Secondary appointment for Dr. Georgette Poindexter, Assistant Professor of Real Estate in the Standing Faculty of the Wharton School, as Assistant Professor of Legal Studies for the period December 1, 1994 to June 30, 1997 with voting rights.

Reduction in Duties

Reduction in duties by 50% for Dr. Edward Bowman, Professor of Management in the Standing Faculty of the Wharton School, for six years effective July 1, 1995 or until his retirement with a proportional reduction in salary and those benefits which are salary-based.

Reduction in duties by 50% for child care for Dr. Constance Helfat, Assistant Professor of Management in the Standing Faculty of the Wharton School, for one year effective July 1, 1995 with a proportional reduction in salary and those benefits which are salary-based. Mandatory tenure review is extended by one year for two years at half-time status (academic years 1993-94 and 1995-96). The adjusted mandatory tenure review is academic year 1997-98.

Leaves of Absence

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Scholarly leave of absence for Dr. Jehoshua Eliashberg, Professor of Marketing in the Standing Faculty of the Wharton School, for the academic year 1995-96 with up to one-half salary; appropriate benefits continued.

Scholarly leave of absence for Dr. Daniel Levinthal, Associate Professor of Management in the Standing Faculty of the Wharton School, for the fall semester 1995 and for the fall semester 1996 with up to one-half salary; appropriate benefits continued for both leave periods.

Scholarly leave of absence for Dr. Leonard Lodish, Professor of Marketing in the Standing Faculty of the Wharton School, for the academic year 1995-96 with up to one-half salary; appropriate benefits continued.

Leave of absence for personal reasons for Dr. Matthew Richardson, Assistant Professor of Finance in the Standing Faculty of the Wharton School, for the spring semester 1995 without salary; any benefits continued are without University contribution.