

## Memorial Resolution for Natalie I. Koether, Esq.

Proud of being a double graduate of the University, Natalie Koether, CW'61, L'65 often said that she owed her professional success to her education and experiences at Penn. She unquestionably gave as much as she got, always ready to devote the keen intellect and sound judgment that made her a distinguished corporate finance attorney, to her many volunteer roles at Penn.

She brought thoughtfulness, sensitivity, and humor along with that exceptional energy and business acumen. Twenty years after graduating from Penn Law, and undergraduate days before that, enhanced by membership in Sigma Delta Tau and an association with WXPB, she came back to her alma mater as a volunteer. Serving on a subsequent panel about Philanthropy and Motivation, she explained what had brought her back. "I volunteered," she said, "because I was asked."

She joined the SAS Board of Overseers in 1986 and became its chair in 1990. When she resigned from the position in 1999, she was designated Chair Emerita, only the second person to earn that designation in the 23-year history of the Board. Working at an unparalleled level of commitment, Natalie served the SAS longer than any other board chair. She was a trusted adviser to many SAS deans, a leader among her peers on the board, and an advocate for SAS on the Board of Trustees. Along the way, she formed close bonds with members of the SAS faculty. In addition, she was a generous and faithful supporter of the School, most recently through the Natalie Koether Scholarship Fund.

In 1989, she joined Penn's Board of Trustees, eventually serving with distinction on the Compensation, Development, Honorary Degrees and Awards, and Executive committees, in addition to chairing the Academic Policy Committee and the Subcommittee on Proxy Voting. That same year — determined to strengthen the role of women at Penn, provide career guidance to women entering traditionally male fields, and increase alumnae support — she became a member of the Trustees' Council of Penn Women and co-chair of the committee to raise funds for a Term Chair in the Humanities. Although she had been an economics major, she later wished she had majored in English, and fondly remembered her classes in political science and international relations. So strongly did she feel about the Humanities Chair, that, with another TCPW member, she personally guaranteed its funding.

A founding member of the Penn Club of New York, she served Penn with energy and commitment from *The Campaign for Penn* through *Agenda for Excellence*. All this she did while remaining a devoted wife to her husband, Paul, and mother to her cherished alumna daughter, Jennifer Healey, C'96, GEd'01. Not only did she take young Jennifer with her on trips around the world but she introduced her to many of her Penn associates, even bringing her to a Trustees' Council of Penn Women meeting on her 13<sup>th</sup> birthday. What a wonderful mother, what a wonderful model for young women, what a wonderful leader and friend of Penn.

RESOLVED, that the Trustees of the University of Pennsylvania convey their sorrow at the death of their colleague and dear friend, Natalie Koether, and, in recording this official

minute on behalf of the University community, share their appreciation and affection with the family of one of Penn's most beloved and esteemed alumnae.

## **Resolution of Appreciation for Leonard A. Lauder**

An entrepreneur with a global vision who never loses sight of individuals, and a renowned connoisseur and collector of art ranging from postcards to Picassos, Leonard Lauder is as quick to share objects and knowledge as he is to acquire them.

Precociously starting his postcard collection at the age of five, he spent his teens helping with his family's cosmetic business, attending the select Bronx High School of Science, and cultivating his love of beauty by haunting the great museums of New York. As a Wharton undergraduate, he continued his pursuit of "the useful and the ornamental," hosting a classical music program over the phone from his dorm room in the early years of WXPB, while helping out as the station's Business Manager. He also worked on *The Daily Pennsylvanian*, served as President of the Cinema Club, and was Secretary-Treasurer of the Penn Mike Club, while never straying from the Dean's List.

After graduation, he attended graduate school at Columbia, and then served for three years as a lieutenant in the Navy stationed aboard an aircraft carrier/destroyer. Returning home at the age of 24, he joined the family business and built it into the renowned Estee Lauder Companies, of which he is now Chair. Believing that the road to success is paved by the contributions of others, he has made philanthropy and service important parts of his life. During the Reagan administration, he served on the Advisory Committee for Trade Negotiations. Currently, he chairs the board of the Whitney Museum of American Art, is a trustee of the Aspen Institute, and a member of the President's Council of Memorial Sloan-Kettering Hospital. The Whitney's American Art Award acknowledges his "leadership in corporate support for the arts and his extraordinary advocacy on behalf of artistic, educational, and cultural institutions throughout New York City and the US." In 1993, he and his wife Evelyn were named Philanthropists of the Year by the New York Chapter of the National Society of Fundraising Executives. The French government awarded him the National Order of Merit, the Legion of Honor, and, recently, the Order of Arts and Letters.

A Penn Trustee since 1977, he has served on the External Affairs, Facilities and Campus Planning, Nominating, Development, and Executive committees, and the Trustee Council on Long-Range Planning. He also provided leadership as an Overseer of both the School of Arts and Sciences and the University Museum of Archaeology and Anthropology. His early anticipation of the global marketplace resulted in the Lauder family's most spectacular contribution to the University, the Joseph H. Lauder Institute of Management and International Studies. The Institute made Penn a pioneer in international business education and remains essential to the strength of Wharton and the School of Arts and Sciences, serving as a model of international and interdisciplinary education for the entire University. He has created other Penn landmarks in the Lauder-Fisher Building and the Leonard A. Lauder Career Center. Besides helping launch talented Penn students into the workplace, he ensures that more come to Penn every year through the Leonard A. Lauder Trustee Scholarships. An enthusiastic supporter of SAS's French Institute for Culture and Technology, he brings his broad cultural and international perspective to its Advisory Board. His Whitney Lauder Fellowship is an internship program that links the Institute of Contemporary Art with the Whitney Museum.

Part of a proud Penn family that includes his sons William, W'83, and Gary, C'84, W'84, his brother Ronald, W'65, and his niece Aerin, C'92, he is always ready to promote the cause, often as a captivating and much praised speaker at Penn functions. In 1996, he was given the General Alumni Society's highest honor, the Alumni Award of Merit.

RESOLVED, that the Trustees of the University of Pennsylvania, on behalf of themselves, the overseers, faculty, students, and alumni of the University, convey their profound gratitude to Leonard A. Lauder for his many dazzling contributions to Penn. Reassured by his own words as a collector, "I prefer infinity to completion," we are so grateful that there is no end in sight to Leonard's relationships with Penn. Luckily, we know that we can continue to get his attention with a postcard. We hope he will always respond with alacrity to that time-honored and in this case heartfelt message: "wish you were here."

FURTHER RESOLVED, that Leonard A. Lauder be elected an Emeritus Trustee, effective November 7, 2003.

## **Resolution of Appreciation for David P. Montgomery**

A Philadelphia native and a Philly sports fanatic from way back when, David Montgomery joined the Phillies Baseball club when he was 25 years old and didn't stay a rookie for long. Starting out in the Sales Department, which made him a pitcher of sorts, he rose steadily over the years to his current position as General Partner, President, and CEO.

Before adopting America's favorite pastime as his own, Monty coached football at Germantown Academy. Before that, and prior to getting his MBA at Wharton, he pursued his boyhood passions of baseball, basketball, and football at Penn in the company of his pal Ed Rendell, whom he introduced to future wife Midge. The inspired matchmaker was also a well-rounded scholar athlete who belonged to the Phi Sigma Kappa fraternity, the Interfraternity Council, the Friars Senior Society, and Kite & Key. Later, his Wharton Graduate experience was interrupted by seven months of active duty in Vietnam.

Throughout his life as a famously hard-working executive as well as a public figure, he has committed himself to many good causes, prominent among them, his alma mater. Currently a member of the *Penn Alumni* Council of Representatives, Board of Directors, and Nominations Committee, he also serves on the Alumni Council on Admissions. He was named Friar of the year in 1992 and three years later delighted his many fans by participating on campus in the Alumni Faculty Exchange. An exemplary Alumni Trustee since 1999, serving on the External Affairs Committee and the Neighborhood Initiatives Committee, he is always willing to make himself available to alumni, attend alumni events, and represent and speak on behalf of Penn Alumni in the Metropolitan Philadelphia area and beyond. As a member of the WXPB Policy Board, which he will chair beginning in July 2004, he gives us the benefit of his long experience with communication and the media. As a member of the Board of Overseers of the Annenberg Center for the Performing Arts, he brings a unique understanding of the audience-performance equation to the Financial Planning Committee and the "Philly Phanatic" to openings of the Children's Festival. His wife of 22 years, Lyn, whose father was a Penn alumnus, also gives generously of her time to the Center. One of Lyn and Dave's children, Samuel Scheid, C'95, continues the Penn tradition.

RESOLVED, that the Trustees of the University of Pennsylvania, on behalf of themselves, the overseers, faculty, students, and alumni of the University, convey their gratitude to David Montgomery for always going to bat for Penn, for being a "Whiz Kid" with numbers *and* with people, and for consistently standing out as one of Penn's most valuable players.

## **Resolution of Appreciation for Commemoration of 125 Years of Women at Penn**

One hundred and twenty-six years ago, this University that we esteem so highly demonstrated its social idealism and unerring judgment by admitting a women to a course of advanced professional study. A few years later, the leadership of the Trustee's Council of Penn Women group demonstrated their own idealism and discernment—and their commitment to the TCPW mission—by organizing a celebration of that momentous event.

Under the energetic leadership of Judith Roth Berkowitz, you, the Executive Committee of 125 Years of Women at Penn, created an unforgettable commemoration, including a poster of Penn women authors, portraits of the first women deans, a timeline, a video, and an award-winning web site. You, the authors of *Franklin 's Daughters*, immortalized illustrious Penn women in your volume.

The two days of commemorative events over the 2002 Homecoming Weekend, brought more than 1, 100 back to campus, women who in some cases had not returned for decades. The spirit of that homecoming—when alumnae of all ages, regions, and ethnic backgrounds gathered together with their Penn sisters—was really something to experience. The pride and pleasure in being a part of women at Penn—being a part of a group of women who are so accomplished in so many fields, being a part of a University that had the remarkable good sense to appoint the first women President in the Ivy League—was palpable.

But you, the Executive Committee of 125 Years of Women at Penn and the authors of *Franklin's Daughters*, sought to do so much more than simply commemorate Penn's precocious vision of the equality of women and willingness to help them realize their full potential as human beings. Tireless in your volunteer efforts you saw this milestone of one hundred and twenty-five years as an opportunity to further institutionalize Penn's commitment to the higher education and professional advancement of women—to build an awareness of the momentousness of this anniversary into everything Penn does and into the physical landscape at Penn.

You envisioned a renovated bridge that would span 38<sup>th</sup> Street, but would also span and connect generations—families of two, three, and four generations woven together by women and always connected to Penn. You envisioned a monument to women at Penn and selected an artist for the task who inscribed a tribute to Penn's incredible women into the fixtures of the daily life of campus. And you took the vision to women in Los Angeles, New York, Philadelphia, Washington and Miami.

**Resolved**, that the Trustees of the University of Pennsylvania, on behalf of themselves, the overseers, faculty, students, and alumni of the University, convey their profound gratitude to the Executive Committee of 125 Years of Women at Penn for exemplifying women's contributions to the University: vision, dedication, intelligence, creativity, and heart. The reminders of your contribution will be present throughout the next 125 years, ever reminding us of Penn's proud past and obligations to the future.

### **Resolution to Elect Alan M. Hassenfeld as a Term Trustee**

RESOLVED, that Alan M. Hassenfeld be elected to a five-year term as Term Trustee effective January 1, 2004, on the expiration of his current term as Alumni Trustee.

Mr. Hassenfeld (C'70) is Chairman of Hasbro, Inc., the second largest toy manufacturer in the world. Mr. Hassenfeld serves on the Board of Trustees at Deerfield Academy, on the Board of Overseers of the Harvard School of Public Health, as a member of the Executive Committee of the Dean's Council at Harvard University's John F. Kennedy School of Government, and as Trustee Emeritus at Brown University and Bryant College.

Beyond the world of education, Mr. Hassenfeld serves as Chairman of the World Scholar Athlete Games; Chairman of Rhode Island Separation of Powers (RISOP); board member of the Survivors of Shoah Visual History Foundation and the Foundations of the Milken Families; and as director of Operation Smile, the Jerusalem Foundation, Refugees International, the Hasbro Charitable Trust, and Miriam Hospital. He has received honorary degrees from Bryant College, Roger Williams College, and Johnson and Wales University.

As a Trustee, Mr. Hassenfeld serves on the Development, External Affairs, Nominating, and Student Life committees and on the Ad Hoc Committee on Diversity. He has served as a member of the Board of Overseers of the School of Arts and Sciences since 1986. He chairs the College House Advisory Board, is a member of the Penn Club of New York, and is also a former member of the President's Council. Mr. Hassenfeld established the Hassenfeld Undergraduate Education Fund for Urban Studies and created the Hassenfeld Humanities Term Professorship, both in the School of Arts and Sciences. In addition, he generously supported the renovation and restoration of the historic Quadrangle by making a joint gift with Jerome and Anne Fisher. The University named the Fisher Hassenfeld College House and the Fisher Hassenfeld Gateway at Memorial Tower in honor of their generosity.

### **Resolution to Re-elect Mitchell J. Blutt**

RESOLVED, that Mitchell J. Blutt be re-elected to a five-year term as Term Trustee effective November 7, 2003.

Dr. Blutt (C'78, M'82, WG'87) is an Executive Partner of J.P. Morgan Partners, LLC, one of the largest private equity and venture capital activities in the world. Dr. Bluff participates in the general management of the firm, as well as having specific responsibility for overseeing the Global Life Sciences and Health Care Infrastructure Group and certain other investment focus areas. He is also an Adjunct Professor of Medicine at Weill Medical College and the Graduate School of Medical Sciences of Cornell University.

Dr. Blutt completed his BA and MD degrees at the University of Pennsylvania. He received his MBA at the Wharton School of the University of Pennsylvania during a Clinical Scholars Fellowship sponsored by the Robert Wood Johnson Foundation. He completed his medical residency at the New York Hospital/Cornell Medical School. He was one of the first employees of Chemical Venture Partners (1986), the predecessor to Chase Capital Partners, which is now J.P. Morgan Partners, LLC.

Dr. Blutt serves on the boards of directors of several companies, including DJ Orthopedics, Inc.; Ryko Corp.; MedQuest Associates, Inc.; Hanger Orthopedic Group; and National Surgical Care, Inc. He also serves on the Board of the Michael J. Fox Foundation for Parkinson's Research.

As a trustee, Dr. Blutt serves on the Academic Policy and Development committees, as well as the Ad Hoc Committee on Diversity. He is a member of the Board of Overseers of the School of Arts and Sciences and a member of the Board and Executive Committee of Penn Medicine. He is former Vice Chair of the University Committee for Undergraduate Financial Aid. Dr. Blutt has created the Mitchell J. Blutt Trustee Scholarship, the Mitchell J. and Margo Krody Blutt Endowed Scholarship Fund, and the Mitchell J. and Margo Krody Blutt Challenge Fund for undergraduate financial aid.



### **Resolution to Re-elect Mitchell I. Quain**

RESOLVED, that Mitchell I. Quain be re-elected to a five-year term as Term Trustee effective November 7, 2003.

Mr. Quain (EE'73) is Chair of Register.com, an internet services provider. Previously, Mr. Quain served as Vice Chairman at ABN AMRO Investment Banking; Executive Vice President and Director of Furman Selz LLC; Managing Director of Wertheim Schroder & Company, Inc.; and Senior Vice President in Charge of Venture Capital at Prudential Bache.

A Chartered Financial Analyst, he also was former President of the Machinery Analysts of New York. He serves on the boards of directors of Magnetek, Inc.; Strategic Distribution, Inc.; Titan International; Sun Distributors, Inc.; and Indian, Inc.

Mr. Quain received an MBA with distinction from Harvard University. He served formerly on the Board of Trustees of Curry College in Milton, Massachusetts and St. Luke's Academy in Canaan, Connecticut.

As a Trustee, Mr. Quain serves on the Audit and Compliance, Budget and Finance, and Development Committees. He is Chair of the Board of Overseers of the School of Engineering and Applied Science. He is Chair of the Finance Committee of Penn Medicine and sits on the Executive Committee. He is a former member of the *Agenda for Excellence* Council and the Board of Governors of the Penn Club of New York. Mr. Quain and his wife Cherie (CW75) support the School of Engineering and Applied Science and other University programs. They created the Quain Quadrangle as part of the construction of Levine Hall at the School of Engineering and Applied Science.

### **Resolution to Re-elect David M. Silfen**

RESOLVED, that David M. Silfen be re-elected to a five-year term as Term Trustee effective November 7, 2003.

Mr. Silfen, C'66, is a Senior Director of the Goldman Sachs Group, Inc. He joined the firm in 1968, was admitted to the partnership in 1978, and subsequently headed a variety of businesses in the Trading & Arbitrage Division. In 1990, he became co-head of the newly formed Equities Division having worldwide responsibility for sales, trading, and capital market activities for all equity securities. From 1990 to 1996, he was also a member of the six-person Executive Committee and its predecessor, the Management Committee. Mr. Silfen became a Limited Partner in 1997, and the following year was named a Senior Director at the time of the firm's incorporation. He is also a member of the New York Stock Exchange.

Mr. Silfen is currently Chairman and Chief Executive Officer of Mayfair Management Co., Inc., a family office investment management firm. He is a Senior Advisor and Limited Partner of Maveron Equity Partners, LP, a Seattle-based venture capital firm. He is Vice Chair of the Smithsonian Institution National Board, and a Trustee of the Riverdale Country School. He formerly served as a member of the Board of Overseers of the Columbia University Graduate School of Business where he received his MBA. He is also the recipient of that school's Distinguished Alumni Award.

At Penn, Mr. Silfen serves on the Development and Nominating committees of the Board of Trustees, as well as the Investment Board. He is a member of the Board of Overseers of the School of Arts and Sciences where he serves on the Executive Committee. He and his wife Lyn have funded the Silfen Student Study Center in Perelman Quadrangle and established the David and Lyn Silfen Fund to support the pilot curriculum in the School of Arts and Sciences.

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

September 4, 2003 - October 24, 2003

### **ANNENBERG SCHOOL OF COMMUNICATION**

#### **Standing Faculty**

##### **Scholarly leaves**

**Scholarly leave of absence for Dr. Joseph Cappella**, Professor of Communications in the Standing Faculty of the Annenberg School for Communication, for the Spring 2004 semester, with up to full salary; full benefits continued. *[14 credits will be accrued; 12 credits will be used]*

**Scholarly leave of absence for Dr. Martin Fishbein**, Professor of Communications in the Standing Faculty of the Annenberg School for Communication, for the Academic year 2003-04, with up to full salary; full benefits continued. 50% from leave budget; 50% from grants.

*[12 credits will be accrued; 12 credits will be used]*

**Scholarly leave of absence for Dr. Barbie Zelizer**, Professor of Communications in the Standing Faculty of the Annenberg School for Communication, for the Fall 2003 semester, with up to full salary; full benefits continued. *[13 credits will be accrued; 12 credits will be used]*

##### **Resignations**

**Resignation of Dr. Larry P. Gross**, Annenberg Graduate Teaching and Advising Professor of Communications in the Standing Faculty of the Annenberg School for Communication, effective June 30, 2003. PSCS 9/5/03

### **SCHOOL OF ARTS AND SCIENCES**

#### **Standing Faculty**

##### **Appointment Authorizations**

**Authorization to offer appointment to Dr. Marija Drndic** as Assistant Professor of Physics and Astronomy in the Standing Faculty of the School of Arts and Sciences for four years effective July 1, 2003 (full salary; tenure probationary period commences July 1, 2003). Mandatory tenure review is academic year 2008-09.

**Authorization to offer appointment to Dr. Nathan L. Ensmenger** as Assistant Professor of History and Sociology of Science in the Standing Faculty of the School of Arts and Sciences for four years effective July 1, 2003 (full salary; tenure probationary period commences July 1, 2003). Mandatory tenure review is academic year 2008-09.

**Authorization to offer appointment to Dr. Tulia G. Falleti** as Assistant Professor of Political Science in the Standing Faculty of the School of Arts and Sciences for the period January 1, 2004 through June 30, 2008 contingent upon appropriate visa (full salary; tenure probationary period commences July 1, 2004). Mandatory tenure review is academic year 2009-10.

**Authorization to offer appointment to Dr. Antonio Feros** as Associate Professor of History in the Standing Faculty of the School of Arts and Sciences effective January 1, 2004 (full salary; with tenure).

**Authorization to offer appointment to Dr. Ronald J. Granieri** as Assistant Professor of History in the Standing Faculty of the School of Arts and Sciences for four years effective July 1, 2003 (full salary; tenure probationary period commences July 1, 2003). Mandatory tenure review is academic year 2008-09.

**Authorization to offer appointment to Dr. Joseph E. Lowry** as Assistant Professor of Asian and Middle Eastern Studies in the Standing Faculty of the School of Arts and Sciences for four years effective July 1, 2003 (full salary; tenure probationary period commences July 1, 2003). Mandatory tenure review is academic year 2008-09.

**Authorization to offer appointment to Dr. Julia Rudolph** as Assistant Professor of History in the Standing Faculty of the School of Arts and Sciences for four years effective July 1, 2003 (full salary; tenure probationary period commences July 1, 2003). Mandatory tenure review is academic year 2008-09.

**Authorization to offer appointment to Dr. Heiner Schulz** as Assistant Professor of Political Science in the Standing Faculty of the School of Arts and Sciences for the period January 1, 2004 through June 30, 2008 contingent upon appropriate visa (full salary; tenure probationary period commences July 1, 2004). Mandatory tenure review is academic year 2009-10.

**Authorization to offer appointment to Dr. Kok-Chor Tan** as Assistant Professor of Philosophy in the Standing Faculty of the School of Arts and Sciences for four years effective July 1, 2003 contingent upon appropriate visa (full salary; tenure probationary period commences July 1, 2003). Mandatory tenure review is academic year 2008-09.

**Authorization to offer appointment to Dr. Ilya Vinitsky** as Assistant Professor of Slavic Languages and Literatures in the Standing Faculty of the School of Arts and Sciences for four years effective July 1, 2003 contingent upon appropriate visa (full salary; tenure probationary period commences July 1, 2003). Mandatory tenure review is academic year 2008-09.

#### Chair Designation

Designation of Dr. George J. Mailath, Professor of Economics in the Standing Faculty of the School of Arts and Sciences, as the Walter H. Annenberg Professor in the Social Sciences effective July 1, 2003 through his tenure.

**Designation of Dr. Emily R. Steiner**, Assistant Professor of English in the Standing Faculty of the School of Arts and Sciences, as the M. Mark and Esther K. Watkins Assistant Professor in the Humanities for the duration of her appointment at the rank of Assistant Professor effective July 1, 2003.

**Scholarly leave of absences**

**Scholarly leave of absence for Dr. Warren Breckman**, Associate Professor of History in the Standing Faculty of the School of Arts and Sciences, for the fall semester 2001 without salary; appropriate benefits continued. *[11 credits will be accrued; 0 credits will be used].*

**Scholarly leave of absence for Dr. Warren Breckman**, Associate Professor of History in the Standing Faculty of the School of Arts and Sciences, for the academic year 2003-04 with up to full salary (66.7% from the leave budget and 33.3% from the Department); full benefits continued. *[The borrowing of 2 credits is approved for this leave]. [14 credits will be accrued; 14 credits will be used plus 2 borrowed credits]*

**Scholarly leave of absence for Dr. Max Tegmark**, Associate Professor of Physics and Astronomy in the Standing Faculty of the School of Arts and Sciences, for the academic year 2004-05 without salary; appropriate benefits continued. *[9 credits will be accrued; 0 credits will be used].*

**Scholarly leave of absence for Dr. Nancy A. Bentley**, Associate Professor of English in the Standing Faculty of the School of Arts and Sciences, for the spring semester 2004 without salary; appropriate benefits continued. *[4 credits will be accrued; 0 credits will be used].*

**Scholarly leave of absence for Dr. Emma Dillon**, Assistant Professor of Music in the Standing Faculty of the School of Arts and Sciences, for the academic year 2003-04 without salary; appropriate benefits continued (salary and benefits to be paid directly to Penn by the Institute for Advanced Study, Princeton). *[6 credits will be accrued; 0 credits will be used].*

**Scholarly leave of absence for Dr. Gautam Ghosh**, Assistant Professor of Anthropology in the Standing Faculty of the School of Arts and Sciences, for the fall semester 2003 without salary; appropriate benefits continued. *[4 credits will be accrued; 0 credits will be used].*

**Scholarly leave of absence for Dr. Douglas S. Massey**, Dorothy S. Thomas Professor of Sociology in the Standing Faculty of the School of Arts and Sciences, for the academic year 2003-04 without salary; appropriate benefits continued. *[18 credits will be accrued; 0 credits will be used].*

**Decree Compliance and Acceptances**

**Degree Compliance and Acceptance - Appointment of Dr. Elena Krasnokutskaya** as Assistant Professor of Economics in the Standing Faculty of the School of Arts and Sciences for four years effective July 1, 2003 contingent upon appropriate visa (full salary; tenure probationary period commences July 1, 2003). Mandatory tenure review is academic year 2008-09. *[Refer to PSCS of May 9, 2003]*

**Degree Compliance and Acceptance - Appointment of Dr. Sara Nadal-Melsio** as Assistant Professor of Romance Languages in the Standing Faculty of the School of Arts and Sciences for four years effective July 1, 2003 (full salary; tenure probationary period commences July 1, 2003). Mandatory tenure review is academic year 2008-09 [Refer to PSC of June 13, 2003]

**Degree Compliance and Acceptance - Appointment of Dr. Josephine Nock-Hee Park** as Assistant Professor of English in the Standing Faculty of the School of Arts and Sciences for four years effective July 1, 2003 (full salary; tenure probationary period commences July 1, 2003). Mandatory tenure review is academic year 2008-09 [Refer to PSC of June 27, 2003]

**Degree Compliance and Acceptance - Appointment of Dr. Michael Weisberg** as Assistant Professor of Philosophy in the Standing Faculty of the School of Arts and Sciences for four years effective July 1, 2003 (full salary; tenure probationary period commences July 1, 2003). Mandatory tenure review is academic year 2008-09 [Refer to PSC of June 13, 2003]

**Degree Compliance and Acceptance - Appointment of Dr. Bethany Wiggin** as Assistant Professor of Germanic Languages and Literatures in the Standing Faculty of the School of Arts and Sciences for four years effective July 1, 2003 (full salary; tenure probationary period commences July 1, 2003). Mandatory tenure review is academic year 2008-09 [Refer to PSC of June 13, 2003]

**Extensions to Appointment and Tenure Probationary Period**

**Extension to the approved reappointment and tenure probationary period for Dr. John Knowles**, Assistant Professor of Economics in the Standing Faculty of the School of Arts and Sciences for one year effective July 1, 2005 contingent on appropriate visa (full salary; tenure probationary period commenced July 1, 1999). Adjusted mandatory review is academic year 2005-06. [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 appointment and tenure probationary period for Dr. Julia Lynch** as Assistant Professor of Political Science in the Standing Faculty of the School of Arts and Sciences for one year effective July 1, 2006 (full salary; tenure probationary period commenced July 1, 2002). Adjusted mandatory review is academic year 2008-09. [This extension is granted pursuant to paragraph A.1. of the policy on extension of tenure probationary period, March 18, 1997 or as amended.]

**Extension to the approved reappointment and tenure probationary period for Dr. H.W. Jerome Maddox** as Assistant Professor of Political Science in the Standing Faculty of the School of Arts and Sciences for one year effective July 1, 2006 (full salary; tenure probationary period commenced July 1, 1999). Adjusted mandatory review is academic

year 2005-06. [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. Sonje Kerrin Reiche** as Assistant Professor of Economics in the Standing Faculty of the School of Arts and Sciences for one year effective July 1, 2005 contingent on appropriate visa (full salary; tenure probationary period commenced July 1, 2001). Adjusted mandatory review is academic year 2007-08. [This extension is granted pursuant to paragraph A.1. of the policy on extension of tenure probationary period, March 18, 1997 or as amended.] [*Consideration for promotion to tenure is contingent upon United States permanent residency status.*]

**Corrections to previously approved minute**

**Correction to previously approved minute - Authorization to offer appointment to Dr. Diana C. Mutz** as Professor of Political Science in the Standing Faculty of the School of Arts and Sciences effective July 1, 2003 **SHOULD READ** **effective June 1, 2003** (full salary; with tenure). **Designation as the Annenberg Professor of Political Science and Communication through her tenure.** [*Refer to PSC of April 17, 2003 and PSCS of May 30, 2003*]

Correction to **previously approved minute - Designation of Dr. Brendan O'Leary**, Professor of Political Science in the Standing Faculty of the School of Arts and Sciences, as the Lauder Professor of International Relations **SHOULDREAD** **Lauder Professor of Political Science effective July 1, 2003 through his tenure.** [*Refer to PSC of 6/26/03*]

Correction to previously **approved minute –Scholarly leave of absence for Dr. Toni Bowers**, Associate Professor of English in the Standing Faculty of the School of Arts and Sciences, for the spring semester 2003 with up to full salary; full benefits continued. [*21 credits will be accrued; 12 credits will be used*] is **cancelled at her request** [*21 credits will be accrued; 0 credits will be used*]. [*Refer to PSC of September 6, 2002*].

**Correction to previously approved minute\_ Acceptance – Appointment of Dr. Marija Drndic** as Assistant Professor of Physics and Astronomy in the Standing Faculty of the School of Arts and Sciences for four years effective July 1, 2003 **SHOULDREAD** **effective August 1, 2003** (full salary; tenure probationary period commences July 1, 2003). Mandatory tenure review is academic year 2008-09. [*Refer to PSCS of June 27, 2003 and September 5, 2003*]

Correction to **previously approved** minute - Scholarly leave of **absence for Dr. Robert T. Powers**, Professor of Mathematics in the Standing Faculty of the School of Arts and Sciences, for the fall semester 2003 with up to full salary; full benefits continued. [*18 credits SHOULD READ 19 credits will be accrued; 12 credits will be used*]. [*Refer to PSCS of 4/4/03*]

Associated Faculty

## Appointment Authorizations

### Reappointments

**Reappointment of Dr. Edward E. Cohen** as Adjunct Professor of Classical Studies in the Associated Faculty of the School of Arts and Sciences for three years effective July 1, 2003 (partial salary dependent on duties assigned; not in tenure probationary status in this appointment).

**Reappointment of Dr. John J. Mulhern** as Adjunct Associate Professor of Classical Studies in the Associated Faculty of the School of Arts and Sciences for three years effective July 1, 2003 or for the duration of his administrative appointment, whichever is the shorter period of time (partial salary dependent on duties assigned, to supplement his 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 four years retroactive to July 1, 2002 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. Paula L.W. Sabloff** as Adjunct Associate Professor of Anthropology in the Associated Faculty of the School of Arts and Sciences for four years effective July 1, 2003 or for the duration of her administrative appointment, whichever is the shorter period of time (partial salary dependent upon duties assigned and to supplement her administrative appointment salary; not in tenure probationary status in this appointment).

### Promotion

**Promotion of Dr. David G. Romano** to Adjunct Professor of Classical Studies in the Associated Faculty of the School of Arts and Sciences and **Reappointment** for three years effective July 1, 2003 or for the duration of his administrative appointment, whichever is the shorter period of time (partial salary dependent on duties assigned, to supplement his administrative appointment salary; not in tenure probationary status in this appointment).

### Emeritus Faculty

#### Reemployment beyond retirement

**Reemployment beyond retirement for Dr. Ralph D. Amado**, Professor Emeritus of Physics and Astronomy in the School of Arts and Sciences for the academic year 2003-04 with partial salary dependent on duties assigned.

**Reemployment beyond retirement for Dr. Francis E. Johnston**, Professor Emeritus of Anthropology in the School of Arts and Sciences for the academic year 2003-04 with partial salary dependent on duties assigned.



**Reemployment beyond retirement for Dr. Robert A. Kraft**, Professor Emeritus of Religious Studies in the School of Arts and Sciences for the academic year 2003-04 with partial salary dependent on duties assigned.

**Reemployment beyond retirement for Dr. Paul F. Watson**, Associate Professor Emeritus of History of Art in the School of Arts and Sciences for the academic year 2003-04 with partial salary dependent on duties assigned.

**Reemployment beyond retirement for Dr. Walter D. Wales**, Professor Emeritus of Physics and Astronomy in the School of Arts and Sciences for the academic year 2003-04 with partial salary dependent on duties assigned.

### **Academic Support Staff**

**Terminal reappointment of Mr. Robert Arnoud Naborn** as Lecturer in Germanic Languages and Literatures in the Academic Support Staff of the School of Arts and Sciences for one year effective July 1, 2003 (full salary; not in tenure probationary status in this appointment). Mr. Naborn has held one-year appointments as Lecturer (full salary) since July 1, 1999.

**Terminal reappointment of Ms. Atsuko Takahashi** as Lecturer in Asian and Middle Eastern Studies in the Academic Support Staff of the School of Arts and Sciences for one year effective July 1, 2003 (full salary; not in tenure probationary status in this appointment). Ms. Takahashi has held one-year appointments as Lecturer (full salary) since July 1, 2000.

## **GRADUATE SCHOOL OF EDUCATION**

### **Standing Faculty**

#### **Leave of Absence**

**Scholarly leave of absence for Dr. Nancy Hornberger**, Professor of Education in the Standing Faculty of the Graduate School of Education, for the 2004-2005 academic year, with up to full salary; full benefits continued. [24 credits will be accrued, 24 credits will be used].

**Miscellaneous Change - Cancellation of previously approved leave**  
**Cancellation of previously approved leave - Scholarly leave of absence for Dr. Kenneth Tobin**, Professor of Education in the Standing Faculty of the Graduate School of Education for the Fall semester 2003 with full salary, full benefits continued is cancelled at his request. [Refer to PSCS of 4/4/03]

## **SCHOOL OF DESIGN**

### **Standing Faculty**

**Miscellaneous Change: Correction to previously approved minute**

Correction to previously approved minute – Scholarly leave of absence for Ms. **Anuradha Mathur**, Associate Professor of Landscape Architecture and Regional Planning in the Standing Faculty of the Graduate School of Fine Arts, for the Spring semester 2004, full salary; full benefits continued. [17 credits will be accrued; 12 credits will be used.] **SHOULD READ:** Associate Professor of Landscape Architecture and Regional Planning in the Standing Faculty of the **School of Design**, for the period **July 1, 2004 to December 31, 2004**, full salary; full benefits continued. [18 credits will be accrued; 12 credits will be used.] [*Refer to PSCS of 4/4/03*]

## **SCHOOL OF ENGINEERING AND APPLIED SCIENCES**

### **Standing Faculty**

#### **Appointment Authorizations**

**Appointment of Dr. Robert Lee Jeffcoat** as Adjunct Professor of Mechanical Engineering and Applied Mechanics in the Associated Faculty of the School of Engineering and Applied Science for three years effective July 1, 2003 (partial salary dependent on duties assigned; not in tenure probationary status in this appointment).

#### **Leaves of Absence**

**Scholarly leave of absence for Dr. Susan B. Davidson**, Professor of Computer and Information Science in the Standing Faculty of the School of Engineering and Applied Science, for the period January 1, 2004 – June 30, 2004 with up to full salary; full benefits continued. [*18 credits accrued; 12 credits will be used*]

Scholarly leave of absence for **Dr. Aravind K. Joshi**, Henry Salvatori Professor of Computer and Cognitive Science and Professor of Computer and Information Science in the Standing Faculty of the School of Engineering and Applied Science, for the period January 1, 2004 – December 31, 2004 with up to full salary; full benefits continued. [*24 credits accrued; 24 credits will be used*]

**Scholarly leave of absence for Dr. Pedro Ponte-Castaneda**, Professor of Mechanical Engineering and Applied Mechanics in the Standing Faculty of the School of Engineering and Applied Science, for two years effective January 1, 2004 with partial salary; appropriate benefits continued. [*3 credits will be accrued; 3 credits will be used, plus appropriate grant monies will be drawn with grantor permission*]

**Leave of Absence for Employment Elsewhere for Dr. Jonathan M. Smith, Olga and Alberico Pompa** Professor of Engineering and Applied Science and Professor of Computer and Information Science in the Standing Faculty of the School of Engineering and Applied Science, for two years effective January 1, 2004 with full salary and benefits continued through IPA/DARPA arrangement with PENN SEAS. [*9 credits will be accrued; 0 credits will be used - Special request to continue accumulation of leave credits during this special two-year assignment*]

### **Secondary Appointment**

**Continuation of the secondary appointment of Dr. Louis J. Soslowsky, Associate Professor of Orthopaedic Surgery in the Standing Faculty of the School of Medicine, as Associate Professor of Bioengineering in the School of Engineering and Applied Science for three years retroactive to July 1, 2003, with voting rights.**

#### Associated Faculty

#### Adjunct Appointment

**Reappointment of Dr. Gabor Herman** as Adjunct Professor of Computer and Information Science in the Associated Faculty of the School of Engineering and Applied Science for three years retroactive to July 1, 2003 (without salary; not in tenure probationary status in this appointment).

**Authorization to offer appointment to Dr. David M. Stephenson** as Adjunct Assistant Professor of Electrical and Systems Engineering in the Associated Faculty of the School of Engineering and Applied Science for the period August 1, 2003 to June 30, 2006 (with partial salary dependent on duties assigned; not in tenure probationary status in this appointment).

#### Miscellaneous Actions

**Extension to the approved leave of absence for Dr. Joseph Bordogna**, Alfred Fidler Moore Professor of Engineering in the Standing Faculty of the School of Engineering and Applied Science, effective July 1, 2003 through June 30, 2004 without salary/full benefits paid by the School continued by Penn. *[24 credits accrued/0 credits used]*

**Continuation of reduction in duties by 50% for Dr. Edward K. Morlok**, UP S Foundation Professor of Transportation in the Standing Faculty of the School of Engineering and Applied Science, for the period August 31, 2003 to February 15, 2004 with a proportional reduction in salary and those benefits which are salary based. *[This reduction is requested in anticipation of retirement.]*

**Change in effective start date for Dr. Matthew Blaze** as Associate Professor of Computer and Information Science in the Standing Faculty of the School of Engineering and Applied Science FROM effective September 1, 2003 TO effective January 1, 2004 (full salary; with tenure). *[Refer to PSCS of November 15, 2002]*

#### Acceptance and change in effective start date

**Acceptance and Change in effective start date for Dr. Jason A. Burdick** as Assistant Professor of Bioengineering in the Standing Faculty of the School of Engineering and Applied Science for four years FROM effective July 1, 2004 TO effective July 1, 2005 (full salary; tenure probationary period commences July 1, 2005). Mandatory tenure review is academic year 2010-2011. *[Refer to PSCS of June 13, 2003]*

#### Resignation

**Resignation of Dr. Takeshi Egami** as Professor of Materials Science and Engineering in the Standing Faculty of the School of Engineering and Applied Science effective May 31, 2003.

**Emeritus Faculty**

**Reemployment beyond retirement of Dr. Abraham Noordergraaf**, Professor Emeritus of Bioengineering in the School of Engineering and Applied Science for the fall semester 2003 with partial salary dependent on duties assigned.

**Reemployment beyond retirement of Dr. Daniel D. Perlmutter**, Professor Emeritus of Chemical Engineering in the School of Engineering and Applied Science, for the period September 1, 2003 to December 31, 2003 with partial salary dependent on duties assigned.

**LAWSCHOOL**

**Standing Faculty**

**Appointment Authorizations**

**Authorization to offer appointment to Dr. Chris W. Sanchirico** as Professor of Law in the Standing Faculty of the Law School effective July 1, 2003 (full salary; with tenure).

**SOCIAL WORK**

**Standing Faculty**

**Promotion**

**Promotion of Dr. Roberta A. Iversen** to Associate Professor of Social Work in the Standing Faculty--Clinician-Educator of the School of Social Work effective July 1, 2003 (full salary; non-tenure; continuation of appointment subject to the stipulations given in Guidelines for Appointments and Promotions, January 8, 1985 or as amended).

**WHARTON SCHOOL**

**Standing Faculty**

**Appointment Authorizations**

**Authorization to offer appointment to Dr. Sigal G. Barsade** as Associate Professor of Management in the Standing Faculty of the Wharton School effective July 1, 2003 (full salary; with tenure).

**Appointment of Dr. David R. Bell** as Associate Professor of Marketing in the Standing Faculty of the Wharton School is converted to tenure effective July 1, 2003 (full salary).  
PSC 4/17/03

**Authorization to offer appointment to Ms. Jennifer L. Blouin** as Assistant Professor of Accounting in the Standing Faculty of the Wharton School for three years effective July 1,

2003 contingent upon completion of all the requirements for the Ph.D. degree by that date, otherwise appointment as Lecturer in the Academic Support Staff for one year (full salary; tenure probationary period commences with appointment as Assistant Professor).

**Authorization to offer appointment to Dr. Alan Philip Bond** as Assistant Professor of Finance in the Standing Faculty of the Wharton School for three years effective July 1, 2003 (full salary; tenure probationary period commences July 1, 2003). Mandatory tenure review is academic year 2008-09.

**Authorization to offer appointment to Dr. Xavier Dreze** as Assistant Professor of Marketing in the Standing Faculty of the Wharton School for three years effective July 1, 2003 (full salary; tenure probationary period commences July 1, 2003). Mandatory tenure review is academic year 2008-09.

**Authorization to offer appointment to Dr. Skander Essegaier** as Assistant Professor of Marketing in the Standing Faculty of the Wharton School for three years effective July 1, 2003 (full salary; tenure probationary period commences July 1, 2003). Mandatory tenure review is academic year 2008-09.

**Authorization to offer appointment to Dr. Nicolae B. Garleanu** as Assistant Professor of Finance in the Standing Faculty of the Wharton School for three years effective July 1, 2003 contingent on appropriate visa permitting employment at the University and remaining in effect for the duration of the appointment (full salary; tenure probationary period commences July 1, 2003). Mandatory tenure review is academic year 2008-09. *[This appointment will be as Lecturer C for one year effective July 1, 2003 or until the H-1 visa is appropriately received.]*

**Authorization to offer appointment to Mr. Kartik Hosanagar** as Assistant Professor of Operations and Information Management in the Standing Faculty of the Wharton School for three years effective July 1, 2003 contingent on appropriate visa permitting employment at the University and remaining in effect for the duration of the appointment and contingent upon the completion of all the requirements for the Ph.D. degree by that date, otherwise appointment as Lecturer in the Academic Support Staff for one year (full salary; tenure probationary period commences with appointment as Assistant Professor).

**Authorization to offer appointment to Dr. Brigitte C. Madrian** as Associate Professor of Business and Public Policy in the Standing Faculty of the Wharton School effective July 1, 2003 (full salary; with tenure).

**Authorization to offer appointment to Dr. Albert Saiz** as Assistant Professor of Real Estate in the Standing Faculty of the Wharton School for three years effective July 1, 2003 contingent on appropriate visa (full salary; tenure probationary period commences July 1, 2003). Mandatory tenure review is academic year 2008-09. *[This appointment will be as Lecturer C for one year effective July 1, 2003 or until the H-1 visa is appropriately received.]*

**Authorization** to offer **appointment to Dr. Stephen H. Shore** as Assistant Professor of Insurance and Risk Management in the Standing Faculty of the Wharton School for three years effective July 1, 2003 (full salary; tenure probationary period commences July 1, 2003). Mandatory tenure review is academic year 2008-09.

**Authorization to offer appointment to Mr. Uri Simonsohn** as Assistant Professor of Operations and Information Management in the Standing Faculty of the Wharton School for three years effective July 1, 2003 contingent on appropriate visa permitting employment at the University and remaining in effect for the duration of the appointment and contingent upon the completion of all the requirements for the Ph.D. degree by that date, otherwise appointment as Lecturer in the Academic Support Staff for one year (full salary; tenure probationary period commences with appointment as Assistant Professor).

**Authorization to offer appointment to Mr. Geoffrey A. Tate** as Assistant Professor of Finance in the Standing Faculty of the Wharton School for three years effective July 1, 2003 contingent upon completion of all the requirements for the Ph.D. degree by that date, otherwise appointment as Lecturer in the Academic Support Staff for one year (full salary; tenure probationary period commences with appointment as Assistant Professor).

**Authorization to offer appointment to Ms. Anita L. Tucker** as Assistant Professor of Operations and Information Management in the Standing Faculty of the Wharton School for three years effective July 1, 2003 contingent upon completion of all the requirements for the D.B.A. degree by that date, otherwise appointment as Lecturer in the Academic Support Staff for one year (full salary; tenure probationary period commences with appointment as Assistant Professor).

#### **Degree Compliances**

**Degree Compliance — Appointment of Dr. Kartik Hosanagar** as Assistant Professor of Operations and Information Management in the Standing Faculty of the Wharton School for three years effective July 1, 2003 contingent on appropriate visa (full salary; tenure probationary period commenced July 1, 2003). Mandatory tenure review is academic year 2008-09. *[Refer to PSC of June 20, 2003] [This appointment will be as Lecturer C for one year effective July 1, 2003 or until the H-1 visa is appropriately received.]*

**Degree Compliance -- Appointment of Dr. Uri Simonsohn** as Assistant Professor of Operations and Information Management in the Standing Faculty of the Wharton School for three years effective July 1, 2003 contingent on appropriate visa (full salary; tenure probationary period commenced July 1, 2003). Mandatory tenure review is academic year 2008-09. *[Refer to PSC of June 20, 2003] [This appointment will be as Lecturer C for one year effective July 1, 2003 or until the H-1 visa is appropriately received.]*

**Degree Compliance — Appointment of Dr. Anita L. Tucker** as Assistant Professor of Operations and Information Management in the Standing Faculty of the Wharton School for three years effective July 1, 2003 (full salary; tenure probationary period commences July 1, 2003). Mandatory tenure review is academic year 2008-09. *[Refer to PSC of June 20, 2003]*

### **Extension to the approved reappointment**

**Extension to the approved reappointment and tenure probationary period for Dr. Balaji Padmanabhan** as Assistant Professor of Operations and Information Management for one year effective July 1, 2005 (full salary; tenure probationary period commenced July 1, 1999). Adjusted mandatory tenure review is academic year 2005-06. *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.]*

### **Scholarly leave of absences**

**Scholarly leave of absence for Dr. Stanley Baiman**, the Ernst & Young Professor of Accounting in the Standing Faculty of the Wharton School, for the period July 1, 2004 to June 30, 2005 with up to full salary, appropriate benefits continued. *[24 credits will be accrued; 24 credits will be used.]*

**Scholarly leave of absence for Dr. Gerald R. Faulhaber**, Professor of Business and Public Policy in the Standing Faculty of the Wharton School, for the period July 1, 2004 to June 30, 2005 with up to full salary, appropriate benefits continued. *[24 credits will be accrued; 24 credits will be used.]*

**Scholarly leave of absence for Dr. Christopher D. Ittner**, Professor of Accounting in the Standing Faculty of the Wharton School, for the period July 1, 2004 to June 30, 2005 with up to full salary, appropriate benefits continued. *[24 credits will be accrued; 24 credits will be used.]*

**Scholarly leave of absence for Dr. Ann Elizabeth Mayer**, Associate Professor of Legal Studies, in the Standing Faculty of the Wharton School, for the period July 1, 2004 to June 30, 2005 with up to one-half salary, appropriate benefits continued. *[12 credits will be accrued; 12 credits will be used.]*

### **Terminal Reappointments**

**Terminal reappointment of Dr. Patrik Sandas** as Assistant Professor of Finance in the Standing Faculty of the Wharton School for one year effective July 1, 2004 (full salary; tenure probationary period commenced July 1, 1998).

**Terminal reappointment of Dr. Steffanie L. Wilk** as Assistant Professor of Management in the Standing Faculty of the Wharton School for one year effective July 1, 2004 (full salary; tenure probationary period commenced July 1, 1995).

### **Associated Faculty**

#### **Appointment Authorizations**

**Authorization to offer appointment to Dr. Allan N. Afuah** as Visiting Associate Professor of Management in the Associated Faculty of the Wharton School for the period

July 1, 2003 to June 30, 2004 (full salary with health and life insurance benefits; not in tenure probationary status in this appointment).

**Authorization to offer appointment to Dr. George A. Alessandria** as Visiting Assistant Professor of Finance in the Associated Faculty of the Wharton School for the period September 1, 2003 to June 30, 2004 (full salary with health and life insurance benefits; not in tenure probationary status in this appointment).

**Authorization to offer appointment to Dr. Sayan Chatterjee** as Visiting Professor of Management in the Associated Faculty of the Wharton School for the period July 1, 2003 to June 30, 2004 (full salary with health and life insurance benefits; not in tenure probationary status in this appointment).

**Appointment of Dr. Armeane M. Choksi** as Adjunct Professor of Business and Public Policy in the Associated Faculty of the Wharton School for the period July 1, 2003 to December 31, 2003. (partial salary dependent upon duties assigned; not in tenure probationary status in this appointment).

**Authorization to offer appointment to Dr. Ira N. Gang** as Visiting Professor of Business and Public Policy in the Associated Faculty of the Wharton School for the period January 1, 2004 to June 30, 2004 (full salary with health and life insurance benefits; not in tenure probationary status in this appointment).

**Authorization to offer appointment to Dr. Robert S. Marquez** as Visiting Assistant Professor of Finance in the Associated Faculty of the Wharton School for the period August 1, 2003 to July 31, 2004 (full salary with health and life insurance benefits; not in tenure probationary status in this appointment).

**Authorization to offer appointment to Dr. David F. Midgley** as Visiting Professor of Marketing in the Associated Faculty of the Wharton School for the period January 1, 2003 to June 30, 2003 (without salary; not in tenure probationary status in this appointment).

**Authorization to offer appointment to Dr. Richard D. Morgenstern** as Visiting Professor of Business and Public Policy in the Associated Faculty of the Wharton School for the period January 1, 2004 to June 30, 2004 (full salary with health and life insurance benefits; not in tenure probationary status in this appointment).

**Authorization to offer appointment to Dr. David B. Silver** as Visiting Associate Professor of Legal Studies in the Associated Faculty of the Wharton School for the period July 1, 2003 to June 30, 2004 (full salary with health and life insurance benefits; not in tenure probationary status in this appointment).

**Authorization to offer appointment to Dr. Menahem Spiegel** as Visiting Associate Professor of Business and Public Policy in the Associated Faculty of the Wharton School for the period July 1, 2003 to December 31, 2003 (full salary with health and life insurance benefits; not in tenure probationary status in this appointment).



**Authorization to offer appointment to Dr. Deborah Bolton Stagg** as Adjunct Assistant Professor of Operations and Information Management in the Associated Faculty of the Wharton School for the period January 1, 2003 to December 31, 2003 (partial salary dependent upon duties assigned; not in tenure probationary status in this appointment).

**Authorization to offer appointment to Dr. Thomas D. Tallarini, Jr.** as Visiting Assistant Professor of Finance in the Associated Faculty of the Wharton School for the period July 1, 2003 to June 30, 2004 (full salary with health and life insurance benefits; not in tenure probationary status in this appointment).

**Authorization to offer appointment to Dr. Jessica A. Wachter** as Visiting Assistant Professor of Finance in the Associated Faculty of the Wharton School for the period July 1, 2003 to June 30, 2004 (full salary with health and life insurance benefits; not in tenure probationary status in this appointment).

**Authorization to offer appointment to Dr. Richard P. Voith** as Adjunct Professor of Business and Public Policy in the Associated Faculty of the Wharton School for the period January 1, 2004 to June 30, 2004. (partial salary dependent upon duties assigned; not in tenure probationary status in this appointment).

**Authorization to offer appointment to Dr. Jacob Zahavi** as Visiting Professor of Operations and Information Management in the Associated Faculty of the Wharton School for the period July 1, 2003 to June 30, 2004 (full salary with health and life insurance benefits; not in tenure probationary status in this appointment).

**Extension to Approved Appointment Authorization and Tenure Probationary Period**  
**Extension to the approved appointment and tenure probationary period for Dr. Skander Van den Heuvel** as Assistant Professor of Finance in the Standing Faculty of the Wharton School for one year effective July 1, 2004 (*full* salary; tenure probationary period commenced July 1, 1999). **Adjusted mandatory** tenure review is academic year 2007-2008. *This extension is granted pursuant to paragraph A.1. of the policy on extension of tenure probationary period, March 18, 1997 or as amended.*

#### **Terminal Reappointment**

**Terminal reappointment of Dr. Armando R. Gomes** as Assistant Professor of Finance of the Standing Faculty of the Wharton School for one year effective July 1, 2004 (full salary; tenure probationary period commenced July 1, 1997.)

### **HEALTH SCHOOLS**

#### **SCHOOL OF DENTAL MEDICINE**

##### **Standing Faculty**

##### **Appointment Authorizations**

**Authorization to offer appointment to Dr. Sunday Akintoye** as Assistant Professor of Oral Medicine in the Standing Faculty of the School of Dental Medicine for a period of three years effective July 1, 2003 (full salary; a ten-year tenure probationary period commences July 1, 2003). The Mandatory Tenure review is academic year 2011-2012.

**Authorization to offer appointment to Dr. Elisabeth Ruth Barton** as Assistant Professor of Anatomy/Cell Biology in the Standing Faculty of the School of Dental Medicine for the period March 1, 2003 to June 30, 2006 (full salary; tenure probationary period commences July 1, 2003). Mandatory Tenure Review is Academic Year 2008-09.

### **Associated Faculty**

#### **Appointment Authorizations**

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

**Authorization to offer appointment to Dr. Robert Benedon** as Clinical Associate Professor of Periodontics in the Associated Faculty of the School of Dental Medicine for three years effective July 1, 2003 (unsalaried; not in tenure probationary status with this appointment).

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

**Authorization to offer appointment to Dr. Elisabetta Ada Cavalcanti-Adam** as Adjunct Assistant Professor of Orthodontics in the Associated Faculty of the School of Dental Medicine for a period of three years retroactive to September 1, 2002 (unsalaried; not in tenure probationary status with this appointment).

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

**Authorization to offer appointment to Dr. Stephanie Dowker** as Adjunct Assistant Professor of Community Oral Health in the Associated Faculty of the School of Dental Medicine for three years effective July 1, 2002 (unsalaried; not in tenure probationary status with this appointment).

**Authorization to offer appointment to Dr. Howard Goldstein** as Clinical Assistant Professor of General Restorative Dentistry in the Associated Faculty of the School of

Dental Medicine for three years effective July 1, 2003 (partial salary dependent on duties assigned; not in tenure probationary status with this appointment).

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

**Authorization to offer appointment to Dr. Jin Hahn** as Clinical Assistant Professor of Endodontics in the Associated Faculty of the School of Dental Medicine for three years effective September 1, 2003 (unsalaries; not in tenure probationary status with this appointment).

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

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

**Authorization to offer appointment to Dr. Nancy Minugh-Purvis** as Adjunct Assistant Professor of Anatomy and Cell Biology in the Associated Faculty of the School of Dental Medicine for three years effective July 1, 2003 (partial salary dependent on duties assigned; not in tenure probationary status with this appointment).

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

**Authorization to offer appointment to Dr. Hari Parkash** as Adjunct Professor of Community Oral Health in the Associated Faculty of the School of Dental Medicine for a period of three years effective July 1, 2002 (unsalaries; not in tenure probationary status with this appointment).

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

**Authorization to offer appointment to Dr. Dale E. Scanlon** as Clinical Assistant Professor of General Restorative Dentistry in the Associated Faculty of the School of

Dental Medicine for a period of three years effective July 1, 2002 (full salary; not in tenure probationary status with this appointment).

**Authorization to offer appointment to Dr. Maria-Paz U. Smith** as Clinical Assistant Professor of Community Oral Health in the Associated Faculty of the School of Dental Medicine for the period March 31, 2003 to June 30, 2006 (unsalaried; not in tenure probationary status with this appointment).

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

## **SCHOOL OF MEDICINE**

### **Standing Faculty**

#### **Appointment Authorizations**

**Authorization to offer appointment to Dr. Benjamin M. Braslow** 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 three years effective July 1, 2003 (full salary; appointment subject to the stipulations given in *Guidelines for Appointments and Promotions*, January 8, 1985, or as amended). This appointment carries a ten-year, non-tenure probationary period that commences July 1, 2003. The clinician-educator review date is academic year 2011-12.

**Authorization to offer appointment to Dr. Alexander G. Chiu** as Assistant Professor of Otorhinolaryngology: Head and Neck Surgery at the Hospital of the University of Pennsylvania in the Standing Faculty -- Clinician-Educator of the School of Medicine for three years effective August 1, 2003 (full salary; appointment subject to the stipulations given in *Guidelines for Appointments and Promotions*, January 8, 1985 or as amended). This appointment carries a ten-year, non-tenure probationary period that commences July 1, 2003. The clinician-educator review date is academic year 2011-12.

**Authorization to offer appointment to Dr. William G. DeLong, Jr.**, as Associate Professor of Orthopaedic Surgery at the Hospital of the University of Pennsylvania in the Standing Faculty -- Clinician-Educator of the School of Medicine effective July 1, 2003 (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. Alden M. Doyle** 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, 2003 (full salary; appointment subject to the stipulations given in *Guidelines for Appointments and Promotions*, January 8, 1985 or as amended). This appointment carries a ten-year, non-

tenure probationary period that commences July 1, 2003. The clinician-educator review date is academic year 2011-12.

**Authorization to offer appointment to Dr. Deborah J. Franklin** as Assistant Professor of Rehabilitation Medicine at the Hospital of the University of Pennsylvania in the Standing Faculty -- Clinician-Educator of the School of Medicine for three years effective July 1, 2003 (full salary; appointment subject to the stipulations given in *Guidelines for Appointments and Promotions*, January 8, 1985 or as amended). This appointment carries a ten-year, non-tenure probationary period that commences July 1, 2003. The clinician-educator review date is academic year 2011-12.

**Authorization to offer appointment of Dr. Eric J. Rulifson** as Assistant Professor of Cell and Developmental Biology in the Standing Faculty of the School of Medicine for three years effective July 1, 2003 (full salary; tenure probationary period commences July 1, 2003). The mandatory tenure review is academic year 2008-09.

**Authorization to offer appointment to Dr. Joseph B. Straton** as Assistant Professor of Family Practice and Community Medicine at the Hospital of the University of Pennsylvania in the Standing Faculty -- Clinician-Educator of the School of Medicine for three years effective July 1, 2003 (full salary; appointment subject to the stipulations given in *Guidelines for Appointments and Promotions*, January 8, 1985 or as amended). This appointment carries a ten-year, non-tenure probationary period that commences July 1, 2003. The clinician-educator review date is academic year 2011-12.

#### Secondary Appointments

**Continuation of a secondary appointment for Dr. Paul J. Honig**, Professor of Pediatrics at the Children's Hospital of Philadelphia in the Standing Faculty - Clinician-Educator of the School of Medicine, as **Professor of Pediatrics in Dermatology** for three years effective July 1, 2003 with voting rights.

#### Scholarly leave of absences

**Scholarly leave of absence for Dr. Roberta A. Ballard**, Professor of Pediatrics at the Children's Hospital of Philadelphia in the Standing Faculty -- Clinician-Educator of the School of Medicine for the period of September 1, 2004 to March 1, 2005 with up to full salary; full benefits continued. *[12 credits have been accrued; 12 credits will be used].*

**Continuation of leave of absence for employment elsewhere for Dr. Mark E. Fortini**, Associate Professor of Genetics in the Standing Faculty of the School of Medicine for one-year effective November 3, 2003 without salary; any benefits continued are without University contribution. *[10 credits accrued; 0 credits will be used].*

**Scholarly leave of absence for Dr. Michael P. Madaio**, Professor of Medicine in the Standing Faculty of the School of Medicine for one-year effective January 15, 2004 with up to full salary; full benefits continued. *[24 credits will be accrued; 24 credits will be used].*

Scholarly leave **of absence for Dr. Allan I. Pack**, Professor of Medicine in the Standing Faculty of the School of Medicine for the period of September 1, 2004 to December 31, 2004 with up to full salary; full benefits continued. [*18 credits will be accrued; 8 credits will be used*].

A **leave of absence for employment elsewhere for Dr. Debra G. Silberg**, Assistant Professor of Medicine in the Standing Faculty of the School of Medicine for one-year effective November 24, 2003 without salary; any benefits continued are without University contribution. [*9 credits will be accrued; 0 credits will be used*].

### **Reappointments**

**Reappointment of Dr. Scott Cook-Sather** as Assistant Professor of Anesthesia at the Children's Hospital of Philadelphia **and** the Hospital of the University of Pennsylvania in the Standing Faculty — Clinician-Educator of the School of Medicine for three years effective July 1, 2003 (full salary; appointment subject to the stipulations given in *Guidelines for Appointments and Promotions*, January 8, 1985 or as amended). This appointment carries a ten-year, non-tenure probationary period that commenced July 1, 1997. The clinician-educator review date is academic year 2005-06.

**Reappointment of Dr. Robin D. Kaye** as Assistant Professor of Radiology at the Children's Hospital of Philadelphia in the Standing Faculty — Clinician-Educator of the School of Medicine for three years effective July 1, 2003 (full salary; appointment subject to the stipulations given in *Guidelines for Appointments and Promotions*, January 8, 1985 or as amended). This appointment carries a ten-year, non-tenure probationary period that commenced July 1, 2000. The clinician-educator review date is academic year 2008-09.

**The reappointment of and change in title and tenure status for Dr. Sara B. Kinsman** from Assistant Professor (in tenure probation) to Assistant **Professor of Pediatrics at the Children's Hospital of Philadelphia in the Standing Faculty — Clinician-Educator** of the School of Medicine for three years effective July 1, 2003 (full salary; appointment subject to the stipulations given in *Guidelines for Appointments and Promotions*, January 8, 1985 or as amended). This appointment carries a ten-year, non-tenure probationary period that commenced July 1, 1999 and was previously adjusted pursuant to paragraph A.1. of the policy on extension of tenure probationary period, March 18, 1997 or as amended. The clinician-educator review date is academic year 2008-09.

**Reappointment of Dr. Kurt T. Barnhart** as Assistant Professor of Obstetrics and Gynecology in the Standing Faculty of the School of Medicine for three years effective July 1, 2003 (full salary; ten-year clinical tenure probationary period commenced July 1, 1997). The mandatory tenure review is academic year 2005-06. **With a secondary appointment** as Assistant Professor of Epidemiology in Biostatistics and Epidemiology for the same period of time with voting rights.

**Reappointment of Dr. Anna Gunhild Christina Bergqvist** as Assistant Professor of Neurology at the Children's Hospital of Philadelphia in the Standing Faculty — Clinician-Educator of the School of Medicine for three years effective July 1, 2003 (full salary;

appointment subject to the stipulations given in *Guidelines for Appointments and Promotions*, January 8, 1985 or as amended). This appointment carries a ten-year, non-tenure probationary period that commenced July 1, 1999 and was previously adjusted pursuant to paragraph A.1. of the policy on extension of tenure probationary period, March 18, 1997 or as amended. The clinician-educator review is academic year 2008-09. **Continuation of secondary appointment as** Assistant Professor of Pediatrics for the same period of time with voting rights.

**The Reappointment of Dr. Robert F. Forman** as Assistant Professor of Psychology in Psychiatry at the Presbyterian Medical Center of Philadelphia in the Standing Faculty -- Clinician-Educator of the School of Medicine for three years effective July 1, 2003 (full salary; appointment subject to the stipulations given in *Guidelines for Appointments and Promotions*, January 8, 1985 or as amended). This appointment carries a ten-year, non-tenure probationary period that commenced July 1, 2000. The clinician-educator review date is academic year 2008-09.

**Reappointment of Dr. Henry H. Hsia** as Assistant Professor of Medicine at the Hospital of the University of Pennsylvania **and** the Presbyterian Medical Center of Philadelphia in the Standing Faculty -- Clinician-Educator of the School of Medicine for two years effective July 1, 2003 (full salary; appointment subject to the stipulations given in *Guidelines for Appointments and Promotions*, January 8, 1985 or as amended). This appointment carries a ten-year, non-tenure probationary period that commenced July 1, 1999. The clinician-educator review date is academic year 2007-08.

**The reappointment of Dr. Mary Anne Layden** 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 one year effective July 1, 2003 (full salary; appointment subject to the stipulations given in *Guidelines for Appointments and Promotions*, January 8, 1985 or as amended). This appointment carries a ten-year, non-tenure probationary period that commenced July 1, 2000. The clinician-educator review date is academic year 2008-09.

A Terminal **Reappointment of Dr. Mary Anne Layden** 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 one year effective July 1, 2004 (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 that commenced July 1, 2000.

**Reappointment of Dr. Kathleen M. Loomes** as Assistant Professor of Pediatrics in the Standing Faculty of the School of Medicine for three years effective July 1, 2003 (full salary; ten-year clinical tenure probationary period commenced July 1, 2000). The mandatory tenure review is academic year 2008-09.

**Reappointment of Dr. Amit Maity** 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 three years effective July 1, 2003 (full salary; appointment subject to the stipulations given in Guidelines for Appointments and Promotions, January 8, 1985 or as amended). This appointment carries a ten-year, non-tenure probationary period that commenced July 1, 1997. The clinician-educator review date is academic year 2005-06.

**Reappointment of Dr. Monte Mills** as Assistant Professor of Ophthalmology at the Children's Hospital of Philadelphia in the Standing Faculty – Clinician-Educator of the School of Medicine for three years effective July 1, 2003 (full salary; appointment subject to the stipulations given in Guidelines for Appointments and Promotions, January 8, 1985 or as amended). This appointment carries a ten-year, non-tenure probationary period that commenced July 1, 2000. The clinician-educator review date is academic year 2008-09.

**Reappointment of Dr. Kim Smith-Whitley** as Assistant Professor of Pediatrics at the Children's Hospital of Philadelphia in the Standing Faculty - Clinician-Educator of the School of Medicine for three years effective July 1, 2003 (full salary; appointment subject to the stipulations given in Guidelines for Appointments and Promotions, January 8, 1985 or as amended). This appointment carries a ten-year, non-tenure probationary period that commenced July 1, 1996 and was previously adjusted pursuant to paragraph A.1. of the policy on extension of tenure probationary period, March 18, 1997 or as amended. The clinician-educator review is academic year 2005-06.

**Reappointment of Dr. Serdar H. Ural** 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, 2003 (full salary; appointment subject to the stipulations given in Guidelines for Appointments and Promotions, January 8, 1985 or as amended). This appointment carries a ten-year, non-tenure probationary period that commenced July 1, 2000. The clinician-educator review date is academic year 2008-09.

#### **Reduction of duties**

**Reduction of duties to 50% for child care and change in name from Dr. Mary Beth Connolly, to Dr. Mary Beth Gibbons** 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 July 14, 2003 to July 13, 2004 with a proportional reduction in salary and those benefits which are salary-based.

**Reduction of duties to 70% for Dr. Sandra S. Kramer**, Professor of Radiology at the Children's Hospital of Philadelphia in the Standing Faculty – Clinician-Educator of the School of Medicine, in anticipation of a change to emeritus status, for one year effective July 1, 2003 with proportional reduction in salary and in those benefits which are salary-based.

#### **Extensions**

**Extension to the approved appointment and tenure probationary period for Dr. Indira Gurubhagavatula** as Assistant Professor of Medicine in the Standing Faculty of the School



of Medicine for one year effective July 1, 2004 (full salary; ten-year clinical tenure probationary period commenced July 1, 2001). 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 appointment and tenure probationary period for Dr. Joshua H. Lipschutz** as Assistant Professor of Medicine in the Standing Faculty of the School of Medicine for one year effective July 1, 2005 (full salary; ten-year clinical tenure probationary period commenced July 1, 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 mandatory tenure review is academic year 2011-12. [This extension is granted pursuant to paragraph A.1. of the policy on extension of tenure probationary period, March 18, 1997 or as amended].

**Extension to the approved reappointment and tenure probationary period for Dr. Doris A. Stoffers** as Assistant Professor of Medicine in the Standing Faculty of the School of Medicine for one year effective July 1, 2004 (full salary; ten-year clinical tenure probationary period commenced July 1, 1998). Adjusted mandatory tenure review is academic year 2007-08. [This extension is granted pursuant to paragraph A.3. of the policy on extension of tenure probationary period, March 18, 1997 or as amended].

**Extension to the approved reappointment and clinician-educator probationary period for Dr. Mary Beth Gibbons**, 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 one year effective July 1, 2004 (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, 1998. Adjusted Clinician-Educator review is academic year 2007-08. [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. Joshua I. Gold** as Assistant Professor of Neuroscience in the Standing Faculty of the School of Medicine for one year effective July 1, 2005 (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.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. Carmen E. Guerra** 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, 2004 (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, 1997 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 2007-08. [This extension is granted pursuant to paragraph A.1. of the policy on extension of tenure probationary period, March 18, 1997 or as amended].

**Extension to the approved appointment and tenure probationary period for Dr. Hooman Noorchashm** as Assistant Professor of Surgery in the Standing Faculty of the School of Medicine for one year effective July 1, 2006 (full salary; tenure probationary period commenced July 1, 2003). Adjusted mandatory tenure review is academic year 2009-10. [This extension is granted pursuant to paragraph A.1. of the policy on extension of tenure probationary period, March 18, 1997 or as amended].

**Extension to the approved reappointment and tenure probationary period for Dr. Valerie M. Weaver** as Assistant Professor of Pathology and Laboratory Medicine in the Standing Faculty of the School of Medicine for one year effective July 1, 2005 (full salary; tenure probationary period commenced July 1, 1994). Adjusted mandatory tenure review is academic year 2005-06. [This extension is granted pursuant to paragraph A.3. 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].

### Promotions

**Promotion of Dr. Maja Bucan** to Professor of Genetics in the Standing Faculty of the School of Medicine effective July 1, 2003 (full salary; has tenure). With a secondary promotion to Professor of Molecular Genetics in Psychiatry for three years effective July 1, 2003 with voting rights.

**Promotion of Dr. Nancy J. Bunin** 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, 2004 (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. Mark A. Helfaer** to Professor of Anesthesia at the Children's Hospital of Philadelphia **and** the Hospital of the University of Pennsylvania in the Standing Faculty - - Clinician-Educator of the School of Medicine effective July 1, 2004 (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. Erika L.F. Holzbaur** to Professor of Physiology in the Standing Faculty of the School of Medicine effective July 1, 2004 (full salary; has tenure).

**Promotion of Dr. Mariell L. Jessup** to Professor of Medicine at the Hospital of the University of Pennsylvania **and** the Presbyterian Medical Center of Philadelphia in the Standing Faculty -- Clinician-Educator of the School of Medicine effective July 1, 2003 (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. Susan J. Mandel** to Associate 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, 2003 (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. Stephan C. Mann** to Professor of Psychiatry at the Veterans Administration Medical Center in the Standing Faculty -- Clinician-Educator of the School of Medicine effective July 1, 2004 (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. Catherine S. Manno** 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, 2004 (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. Nancy B. Spinner** to Professor of Genetics in Pediatrics at the Children's Hospital of Philadelphia in the Standing Faculty -- Clinician-Educator of the School of Medicine effective July 1, 2004 (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. Timothy C. Zhu** to Associate Professor of Radiation Oncology at the Hospital of the University of Pennsylvania in the Standing Faculty -- Clinician-Educator of the School of Medicine effective July 1, 2004 (full salary; non-tenure; continuation of appointment subject to the stipulations given in *Guidelines for Appointments and Promotions*, January 8, 1985 or as amended).

### **Associated Faculty**

#### **Appointment Authorizations**

**Authorization to offer appointment to Dr. Winona D. Chua** as Clinical Assistant Professor of Pediatrics in the Associated Faculty of the School of Medicine for the period of October 1, 2003 to June 30, 2006 (without salary; not in tenure probationary status in this appointment).

**Authorization to offer appointment to Dr. Leonard M. Dzubow** as Clinical Professor of Dermatology in the Associated Faculty of the School of Medicine for three years effective July 1, 2003 (without salary; not in tenure probationary status in this appointment).

**Authorization to offer appointment to Dr. Marilyn V. Howarth** as Clinical Assistant Professor of Emergency Medicine in the Associated Faculty of the School of Medicine for three years effective July 1, 2003 (with salary; not in tenure probationary status in this

appointment). Eight years (July 1, 1995 to June 30, 2003) was spent in Clinician-Educator probation.

**Authorization to offer appointment of Dr. Michael E. Kafrissen** as Adjunct Professor of Obstetrics and Gynecology in the Associated Faculty of the School of Medicine for three years effective July 1, 2003 (without salary; not in tenure probationary status in this appointment).

**Authorization to offer appointment to Dr. Andrea McGeary** as Clinical Assistant Professor of Pediatrics in the Associated Faculty of the School of Medicine for three years effective July 1, 2003 (without salary; not in tenure probationary status in this appointment).

**Authorization to offer appointment to Dr. Paul C. McGovern** as Clinical Assistant Professor of Medicine in the Associated Faculty of the School of Medicine for the period of September 1, 2003 to June 30, 2006 (with salary; not in tenure probationary status in this appointment).

**Authorization to offer appointment to Dr. Noel Benitez Rosales** as Clinical Assistant Professor of Pediatrics in the Associated Faculty of the School of Medicine for three years effective July 1, 2003 (without salary; not in tenure probationary status in this appointment).

**Authorization to offer appointment to Dr. Preethi Thomas** as Clinical Assistant Professor of Medicine in the Associated Faculty of the School of Medicine for the period of September 1, 2003 to June 30, 2006 (with salary; not in tenure probationary status in this appointment).

**Authorization to offer appointment to Dr. Deborah J. Watson** as Research Assistant Professor of Neurosurgery in the Associated Faculty of the School of Medicine for three years effective July 1, 2003 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, 2003). The mandatory review year is academic year 2008-09.

**Authorization to reinstate the appointment of Dr. Paul W. Weibel, Jr.**, as Clinical Assistant Professor of Medicine in the Associated Faculty of the School of Medicine for three years effective July 1, 2003 (without salary; not in tenure probationary status in this appointment).

### **Promotions**

**Promotion and reappointment of Dr. Nicholas Tsarouhas** to Clinical Associate Professor of Pediatrics in the Associated Faculty of the School of Medicine for three years effective July 1, 2004 (with salary; not in tenure probationary status in this appointment).

**Promotion and reappointment of Dr. Lucy W. Tuton** to Adjunct Associate Professor of Medicine **and** Adjunct Associate Professor of Epidemiology in Biostatistics and Epidemiology in the Associated Faculty of the School of Medicine for three years effective July 1, 2003 or for the duration of her administrative appointment, whichever is the shorter period of time (without salary; not in tenure probationary status in this appointment).

**Reappointments**

**Promotion and reappointment of Dr. Anthony A. Luberti** to Clinical Associate Professor of Pediatrics in the Associated Faculty of the School of Medicine for three years effective July 1, 2004 (without salary; not in tenure probationary status in this appointment).

**Promotion and reappointment of Dr. Sally Pullman-Mooar** to Clinical Associate Professor of Medicine in the Associated Faculty of the School of Medicine for three years effective July 1, 2003 (without salary; not in tenure probationary status in this appointment).

**Promotion and reappointment of Dr. Kathleen M. Zsolway** to Clinical Associate Professor of Pediatrics in the Associated Faculty of the School of Medicine for three years effective July 1, 2004 (with salary; not in tenure probationary status in this appointment).

**Reappointment of Dr. Marguerite Diggs-Thew** as Clinical Associate Professor of Dermatology in the Associated Faculty of the School of Medicine for three years effective July 1, 2003 (without salary, not in tenure probationary status in this appointment).

**Reappointment of Dr. Warren R. Heymann** as Clinical Associate Professor of Dermatology in the Associated Faculty of the School of Medicine for three years effective July 1, 2003 (without salary, not in tenure probationary status in this appointment).

**Reappointment of Dr. Harry J. Hurley, Jr.,** as Clinical Professor of Dermatology in the Associated Faculty of the School of Medicine for three years effective July 1, 2003 (without salary, not in tenure probationary status in this appointment).

**Reappointment of Dr. Wayne C. Johnson** as Clinical Professor of Dermatology in the Associated Faculty of the School of Medicine for three years effective July 1, 2003 (without salary, not in tenure probationary status in this appointment).

**Reappointment of Dr. Frank Kern** as Clinical Associate Professor of Dermatology in the Associated Faculty of the School of Medicine for three years effective July 1, 2003 (without salary, not in tenure probationary status in this appointment).

**Reappointment of Dr. Marc W. McKenna** as Clinical Associate Professor of Family Practice and Community Medicine in the Associated Faculty of the School of Medicine for three years effective July 1, 2003 (without salary; not in tenure probationary status in this appointment).

**Reappointment of Dr. Victor G. Mellul** as Clinical Assistant Professor of Dermatology in the Associated Faculty of the School of Medicine for three years effective July 1, 2003 (without salary, not in tenure probationary status in this appointment).

**Reappointment of Dr. Howard Rosenman** as Clinical Associate Professor of Dermatology in the Associated Faculty of the School of Medicine for three years effective July 1, 2003 (without salary, not in tenure probationary status in this appointment).

**Reappointment of Dr. Maurice A. Thew** as Clinical Professor of Dermatology in the Associated Faculty of the School of Medicine for three years effective July 1, 2003 (without salary, not in tenure probationary status in this appointment).

**Reappointment of Dr. Robert E. Campbell** as Clinical Professor of Radiology in the Associated Faculty of the School of Medicine for three years effective July 1, 2003 (without salary, not in tenure probationary status in this appointment).

A terminal **reappointment of Dr. Stephen M. Ehteler** as Research Assistant Professor of Otorhinolaryngology: Head and Neck Surgery in the Associated Faculty of the School of Medicine for one year effective July 1, 2004 or for the duration of the grant or contract which supports his work, whichever is the shorter period of time (full salary, without obligation on the part of the University to continue salary and benefits beyond termination of these research funds; with a non-tenure probationary period commenced July 1, 1995).

**Reappointment of Dr. Richard A. Lippin** as Adjunct Assistant Professor of Emergency Medicine in the Associated Faculty of the School of Medicine for three years effective July 1, 2003 (without salary, not in tenure probationary status in this appointment).

**Reappointment of Dr. C. Richard Lyttle** as Adjunct Professor of Research in Reproductive Biology in Obstetrics and Gynecology **and** Adjunct Professor of Research in Pharmacology in the Associated Faculty of the School of Medicine for three years effective July 1, 2003 (without salary, not in tenure probationary status in this appointment).

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

**Reappointment of Dr. Dahlia M. Sataloff** as Clinical Associate Professor of Obstetrics and Gynecology in the Associated Faculty of the School of Medicine for three years retroactive to July 1, 2002 (without salary; not in tenure probationary status in this appointment).

A terminal **reappointment of Dr. David M. Standiford** as Research Assistant Professor of Cell and Developmental Biology in the Associated Faculty of the School of Medicine for one year effective July 1, 2004 or for the duration of the grant or contract which supports

his work, whichever is the shorter period of time (full salary, without obligation on the part of the University to continue salary and benefits beyond termination of these research funds; with a non-tenure probationary period which commenced July 1, 1998).

**Reappointment of Dr. Scott L. Gottlieb** as Clinical Assistant Professor of Dermatology in the Associated Faculty of the School of Medicine for three years effective July 1, 2003 (partial salary dependent on duties assigned; not in tenure probationary status in this appointment).

**Reappointment of Dr. Thomas D. Griffin** as Clinical Assistant Professor of Dermatology in the Associated Faculty of the School of Medicine for three years effective July 1, 2003 (without salary, not in tenure probationary status in this appointment).

**Reappointment of Dr. Francis C. Lazorik** as Clinical Associate Professor of Dermatology in the Associated Faculty of the School of Medicine for three years effective July 1, 2003 (without salary, not in tenure probationary status in this appointment).

**Reappointment of Dr. George Preti** as Adjunct Professor of Dermatology in the Associated Faculty of the School of Medicine for three years effective July 1, 2003 (without salary, not in tenure probationary status in this appointment).

**Reappointment of Dr. Robert I. Rudolph** as Clinical Professor of Dermatology in the Associated Faculty of the School of Medicine for three years effective July 1, 2003 (without salary, not in tenure probationary status in this appointment).

**Reappointment of Dr. Tung-Tien Sun** as Adjunct Professor of Dermatology in the Associated Faculty of the School of Medicine for three years effective July 1, 2003 (without salary, not in tenure probationary status in this appointment).

#### **Secondary Appointment**

**Continuation of a secondary appointment as Research Associate Professor of Pharmacology** in the School of Medicine for **Dr. Michael B. Robinson**, Research Associate Professor of Pediatrics in the Associated Faculty for five years effective July 1, 2003 with voting rights.

#### **Miscellaneous Change: Correction to previous minute**

**The approved reappointment of Dr. Paul J. Fudala** as Research Professor of Pharmacology in Psychiatry **should be corrected to read: Research Associate Professor of Pharmacology in Psychiatry** in the Associated Faculty of the School of Medicine for five years effective July 1, 2003 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). [*Refer to PSC Subcommittee of June 27, 2003*]

Correction to **previous minute - Authorization** to offer **appointment to Dr. David M. Stamilio** 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, 2003 should read effective October 1, 2003 (full salary; appointment subject to the stipulations given in Guidelines for Appointments and Promotions, January 8, 1985 or as amended). This appointment carries a ten-year, non-tenure probationary period that commences July 1, 2003 contingent upon return from Iraq. The clinician-educator review date is academic year 2011-12. [*Refer to PSCS of May 30, 2003*]

**Correction to previous minute- The approved promotion and reappointment of Dr. Lucy W. Tuton** as Adjunct Associate Professor of Medicine and Adjunct Associate Professor of Epidemiology in Biostatistics and Epidemiology should be corrected to read: Adjunct Associate Professor of Medicine and Adjunct Associate Professor of Prevention and Population Health in the Department of Biostatistics and Epidemiology in the Associated Faculty of the School of Medicine for three years effective July 1, 2003 or for the duration of her administrative appointment, whichever is the shorter period of time (without salary; not in tenure probationary status in this appointment). [*Refer to PSC Subcommittee of September 5, 2003, page 10J*]

#### **Reduction of duties**

**Reduction of duties to 50% for child care for Dr. Erica L. Gollub** as Research Assistant Professor of Epidemiology in Psychiatry in the Associated Faculty of the School of Medicine for one year effective July 1, 2003 or for the duration of the grant or contract which supports her work, whichever is the shorter period of time and with a proportional reduction in those benefits which are salary-based. The non-tenure probationary period commenced July 1, 1999). The mandatory review is extended by one year for two years in half-time status. The adjusted mandatory review is academic year **2006-07**. [This extension is granted pursuant to paragraph A.1 of the policy on extension of tenure probationary period, March 18, 1997 or as amended].

#### **Academic Support Staff**

**Terminal reappointment of Dr. Autumn M. Fiester** as Lecturer in Medical Ethics in the Academic Support Staff of the School of Medicine for one year effective July 1, 2004 (full salary; not in tenure probationary status in this appointment). **Dr. Fiester's** appointment as Lecturer (full salary) began August 1, 2001.

**Terminal reappointment of Dr. Sheldon L. Zink** as Lecturer in Medical Ethics in the Academic Support Staff of the School of Medicine for one year effective July 1, 2004 (full salary; not in tenure probationary status in this appointment). **Dr. Zink's** appointment as Lecturer (full salary) began July 1, 2001.

### **SCHOOL OF NURSING**

#### **Standing Faculty**



## Associated Faculty

### Appointment Authorizations

**Appointment of Dr. Sabina M. DeGeest** as Adjunct Professor of Nursing in the Associated Faculty of the School of Nursing for 5 years retroactive to July 1, 2002 (without salary; not in tenure probationary status in this appointment).

**Authorization to offer appointment to Dr. Suzanne L. Feetham** as Adjunct Professor of Nursing in the Associated Faculty of the School of Nursing retroactive to the period December 1, 2002 to June 30 2007 (without salary; not in tenure probationary status in this appointment).

**Authorization to offer appointment to Dr. Ellen Giarelli** as Research Assistant Professor of Nursing in the Associated Faculty of the School of Nursing for three years effective July 1, 2003 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, 2003). Mandatory review is academic year 2008-09.

**Authorization to offer appointment to Dr. Francis M. Lewis** as Adjunct Professor of Nursing in the Associated Faculty of the School of Nursing retroactive to July 1, 2003 to June 30, 2006 (with compensation appropriate to her consultative assignments; without voting rights; not in tenure probationary status in this appointment).

**Authorization to offer appointment to Dr. M. Kathleen Philbin** as Adjunct Associate Professor of Nursing in the Associated Faculty of the School of Nursing for three years effective July 1, 2003 (without salary; not in tenure probationary status in this appointment.)

**Authorization to offer appointment to Dr. Janet K. Williams** as Adjunct Professor of Nursing in the Associated Faculty of the School of Nursing retroactive to July 1, 2003 to June 30, 2006 (with compensation appropriate to her consultative assignments; without voting rights; not in tenure probationary status in this appointment).

### Miscellaneous Change: Correction to previously approved minute

**Correction to previously approved minute: Scholarly leave of absence for Dr. Barbara Medoff-Cooper**, Professor of Nursing in the Standing Faculty of the School of Nursing for the period September 1, 2003 to May 31, 2004 with full salary (47% from the sabbatical budget and 53% from grants); full benefits continued. [21 credits will be accrued; 11 credits will be used] **is corrected to read** for the period **January 1, 2004 to December 1, 2004** with full salary (**50% from the sabbatical budget and 50% from grants**) full benefits continued. [21 credits will be accrued; 12 credits will be used]

### Leaves of Absence

Scholarly leave of **absence for Dr. Arlene Houldin**, Associate Professor of Psychosocial Nursing in the Standing Faculty of the School of Nursing for the period September 1, 2003 to May 31, 2004 with up to full salary (40% from the sabbatical budget, 20% from restricted sources, and 40% from clinical sources); full benefits continued. *[24 credits are accrued; 10 credits will be used].*

**Leave of absence for employment** elsewhere for **Dr. Freida Outlaw**, Associate Professor of Psychiatric Mental Health Nursing in the Standing Faculty of the School of Nursing for the period September 15, 2003 to August 31, 2004 without salary; any benefits continued are without University contribution. *[8 credits will be accrued; 0 credits used].*

Scholarly leave of **absence for Dr. Lorraine Tulman**, Associate Professor of Nursing in the Standing Faculty of the School of Nursing for the period September 1, 2004 to May 31, 2005 with half salary; full benefits continued. *[13 credits will be accrued; 12 credits will be used].*

## SCHOOL OF VETERINARY MEDICINE

### Standing Faculty

#### Appointment Authorizations

**Authorization to offer appointment of Dr. Tracy L. Bale** as Assistant Professor of Neuroscience in the Standing Faculty of the School of Veterinary Medicine for three years, effective May 1, 2003 (full salary; tenure probationary period commences July 1, 2003). Mandatory tenure review is academic year 2008-2009

**Authorization to offer appointment to Dr. David K. Johnson** as Adjunct Professor of Laboratory Animal Medicine in the Department of Clinical Studies, Philadelphia, in the Associated Faculty of the School of Veterinary Medicine for the period January 1, 2003 to June 30, 2008 (no salary; not in tenure probationary status in this appointment).

#### Promotions

**Promotion of Dr. Fabio Del Piero** to Associate Professor of Pathology in the Standing Faculty – Clinician Educator of the School of Veterinary Medicine effective July 1, 2003 (full salary; non-tenure; appointment subject to stipulations in *Guidelines for Appointment and Promotions*, January 8, 1985 or as amended).

**Promotion of Dr. James B. Lok** to Professor of Parasitology in Pathobiology in the Standing Faculty of the School of Veterinary Medicine effective July 1, 2004 (full-salary; with tenure).

#### Extensions to the approved appointments

**Extension to the approved appointment for Dr. Dorothy C. Brown** as Assistant Professor of Surgery in the Standing Faculty -- Clinician-Educator of the School of Veterinary Medicine for one year effective July 1, 2003 (full salary; ten-year clinical tenure

probationary period commenced July 1, 1997). Clinician-Educator review date is academic year 2006-07.

**Extension to the approved appointment for Dr. Mary Beth Callan as Assistant Professor of Medicine in the Standing Faculty -- Clinician-Educator of the School of Veterinary Medicine for one year effective July 1, 2003 (full salary; ten-year clinical tenure probationary period commenced July 1, 1997). Clinician-Educator review date is academic year 2006-07.**

**Extension to the approved appointment for Dr. Karin U. Sorenmo as Assistant Professor of Oncology in the Standing Faculty -- Clinician-Educator of the School of Veterinary Medicine for one year effective July 1, 2003 (full salary; ten-year clinical tenure probationary period commenced July 1, 1997). Clinician-Educator review date is academic year 2006-07.**

### **Leaves of Absence**

**Scholarly leave of absence for Dr. Dorothy C. Brown**, Assistant Professor of Surgery, Clinician Educator, in the Department of Clinical Studies – Philadelphia in the Standing Faculty of the School of Veterinary Medicine, for the period September 1, 2003 through February 29, 2004, with full salary and benefits continued. (12 credits will be accrued; 12 credits will be used).

**Scholarly leave of absence for Dr. Ina Dobrinski**, Associate Professor of Large Animal Reproduction in the Standing Faculty of the School of Veterinary Medicine for the period December 1, 2003 through May 31, 2004, with up to full salary; full benefits continued. (12 credits will be accrued; 12 credits will be used).

### **Associated Faculty**

#### **Reappointment**

**Reappointment of Dr. Charlotte Lacroix** as Adjunct Assistant Professor of Veterinary Law and Ethics in Clinical Studies – Philadelphia in the Associated Faculty of the School of Veterinary Medicine for five years, retroactive to July 1, 2003 (without salary; not in tenure probationary status in this appointment).

### **Emeritus Faculty**

#### **Reemployment Beyond Retirement**

**Reemployment beyond retirement of Dr. Lin Klein**, Associate Professor Emeritus of Anesthesia in Clinical Studies/New Bolton Center in the School of Veterinary Medicine, for one year effective July 1, 2003 with partial salary dependent on duties assigned.

### **Academic Support Staff**

**Terminal Reappointment**

**Terminal reappointment of Dr. Helen Aceto** as Lecturer in Clinical Studies – New Bolton Center in the Academic Support Staff of the School of Veterinary Medicine for one year effective July 1, 2003. (Full salary, not in tenure probationary status, in this appointment). Dr. Aceto had held one-year appointments as Lecturer (full salary) since 2000.

## **Resolution to Establish a Master of Science Program in Translational Research**

### **Intention:**

One of the primary endeavors of academic medicine is to foster research that makes important contributions to patient care and medical education, a process that is termed translational research. However, despite the need for investigators to facilitate translation of discoveries in basic research into clinical medicine, few formal training programs that foster expertise in patient-oriented research exist. As a result, the rate of expansion and the quality of this type of research are hindered by the paucity of adequately trained clinical investigators.

While clinical research in such areas as clinical epidemiology and health services has thrived at Penn, it has not been matched in breadth or scale by research involving actual contact between the investigator and the volunteer participant, nor has there been much focus on studies involving novel therapeutic interventions, imaging modalities, or investigations of the influence of genetic variation on drug response and disease expression.

The School of Medicine proposes to establish a master's degree program in Translational Research to meet the growing demand for clinical researchers in this area. The objectives of the program's curriculum would be to: a) provide relevant information on advances in basic molecular and cell biology; b) provide a series of didactic courses in patient-oriented research; c) ensure knowledge and understanding of research ethics; and d) provide close monitoring of the candidates by experienced clinical researchers in a supportive academic environment. Graduates of the program, who would already hold such degrees as PhD or MD, would be positioned competitively for NIH funding and subsequently for original and independent clinical research projects, and to pursue future careers in translational research.

The proposed new program in Translational Research would complement the School's masters' programs in Clinical Epidemiology and in Public Health. It has been endorsed by the School of Medicine's Standing Committee of Department Chairs and Directors of Centers and Institutes, the Dean of the School of Medicine, the University's Academic Planning and Budget Committee, and the Provost and President.

**RESOLVED**, that there shall be established within the School of Medicine a new Master of Science program in Translational Research.

**Resolution to Authorize the Design and Construction of Renovations to  
Bennett Hall — Phase 1 in the Amount of \$16.4 Million**

**Intention:**

The School of Arts and Sciences wishes to proceed with the design and construction of major renovations to Bennett Hall. The purpose of this project is to renovate this heavily used, prominently located, historic, and architecturally important building to provide programmatically efficient and updated academic spaces for the departments of English and Music. Bennett Hall was constructed in 1924 as the College for Women, and the last significant renovation of the building was completed in 1966. The project will upgrade the infrastructure components of the entire building (HVAC, electrical, tele/data, fire alarm, security), replace windows and fully renovate spaces throughout, including new bathrooms and repartitioning to improve the use of space. Renovations will include 66,500 gross square feet of classrooms, department offices, and associated support space. The project is estimated to cost \$16.4 million and will be funded by a combination of SAS bank funds, gifts, and an internal loan.

RESOLVED, that the design and construction of Bennett Hall Renovations, estimated to cost \$16.4 million, be and the same hereby are approved and that the Senior Vice President for Finance and Treasurer, the Senior Vice President for Facilities and Real Estate Services, or another appropriate officer of the University be and hereby is authorized to take such actions, execute such contracts and incur such expenses and obligations — not, however, in excess of 110 percent of the estimated cost as presented to the Budget and Finance Committee — as may, in his or her judgment, be necessary or desirable to accomplish the purposes of this resolution.

**Resolution to Authorize the Design and Construction of the Learning Resource Center in the Amount of \$2.043 Million**

**Intention:**

The Vice Provost for University Life wishes to proceed with the design and construction of the Learning Resource Center on the upper floor of Stouffer at 38<sup>th</sup> and Spruce Streets. The new Learning Resource Center will provide for a centralized office and the opportunity to expand the staff, programs, and activities that are needed to assist the increasing number of students with physical, learning, and psychiatric disabilities.

The Student Disabilities Office and Learning Resource Center are currently located in Harnwell College House, which is scheduled for renovation in 2004. A new location must be found for these two units, which are to be merged into one center. The proposed plan provides for approximately 8,800 usable square feet and eight new private offices, nine instructional rooms, a computer lab with assisted technology software rooms, a proctoring lab with testing rooms, and a student study lounge. Supporting spaces include meeting and conference rooms, reception and waiting area, ADA compliant bathrooms, a small workroom, and a kitchen. The project is estimated to cost \$2.043 million and will be funded primarily by gifts and funding to be included in the Harnwell House renovation project.

RESOLVED, that the design and construction of the Learning Resource Center, estimated to cost \$2.043 million, be and the same hereby are approved and that the Senior Vice President for Finance and Treasurer, the Senior Vice President for Facilities and Real Estate Services, or another appropriate officer of the University be and hereby is authorized to take such actions, execute such contracts and incur such expenses and obligations — not, however, in excess of 110 percent of the estimated cost as presented to the Budget and Finance Committee — as may, in his or her judgment, be necessary or desirable to accomplish the purposes of this resolution.

**Resolution to Appoint Rosemary Mazanet, M.D., Ph.D.,  
to the Penn Medicine Executive Committee**

**Intention:**

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

**ACCORDINGLY, IT IS HEREBY**

RESOLVED, that Dr. Rosemary Mazanet, a Penn Medicine Trustee, be appointed to the Penn Medicine Executive Committee, effective November 7, 2003, to serve in accordance with the Bylaws of Penn Medicine.



**Resolution to Appoint Peter Shedd Reed and Richard Rosan  
to the Board of Overseers of the School of Design**

RESOLVED, that Peter Shedd Reed and Richard Rosan be appointed to the Board of Overseers of the School of Design for three-year terms, effective November 7, 2003.

Peter Shedd Reed, G'83, GR'89, is Curator of Architecture and Design at the Museum of Modern Art in New York (MoMA). Dr. Reed was the organizer of the *AUTObody* exhibition at MoMA from June to September 2002. He joined the staff in 1992 as an Assistant Curator and was appointed Associate Curator in 1994. Dr. Reed was a co-Organizer of *The Long View* (2000), a collaboration between the Museum of Modern Art and the Municipal Art Society, and of *ModernStarts* (1999), the first cycle of exhibitions in the MoMA2000 series. He also organized *Alvar Aalto: Between Humanism and Materialism* (1998), *The United Nations in Perspective* (1995), and *Civic Architecture* (1995). His work on Alvar Aalto was named best architecture exhibition by the U.S. Chapter of the International Association of Art Critics in 1998. Dr. Reed was knighted by the President of Finland with the Order of the White Rose for this work. After receiving his doctorate from Penn, Dr. Reed was named the G. Holmes Perkins post-Doctoral Fellow in the Architectural Archives, where he served as Director of Research for the Kahn documentation project in preparation for the 1992 opening of the Kahn retrospective at the Philadelphia Museum of Art. Dr. Reed has a bachelor of art degree in art history from Lake Forest College.

Richard Rosan, GAR'67, is President of the Urban Land Institute (ULI), headquartered in Washington, D.C. Mr. Rosan is also President of the ULI Foundation, the philanthropic arm of ULI, which funds research, education and community outreach programs. He previously served for six years as Executive Vice President and Chief Operating Officer of ULI. Prior to his service at ULI, he spent twelve years with the City of New York, concluding with his service as the City's Economic Development Director. He also served for six years as President of the Real Estate Board of New York, and spent five years as a project director for several large New York development projects. He serves on the Board of the National Building Museum in Washington and he is a member of the College of Fellows of the American Institute of Architects. Mr. Rosan previously served on the then-GSFA Board from 1989 to 2000.

**Resolution to Appoint Dr. Linda G.J. Gilliam  
to the Board of Overseers of the School of Dental Medicine**

RESOLVED, that Linda G.J. Gilliam be appointed to the Board of Overseers of the School of Dental Medicine for a three-year term, effective November 7, 2003.

Dr. Linda G.J. Gilliam, D '89, is a dentist in private practice in Philadelphia. In addition, she is Vice President and a member of the board of directors of the Gilliam Foundation, which has funded a variety of programs in support of the arts, education, and child welfare in the Delaware and Baltimore areas. Dr. Gilliam also serves as a Trustee and member of the Executive Committee of the Board of Trustees of the Grand Opera House in Wilmington, and a member of the Excellence in Education Grants Committee of the MBNA Foundation. She received her bachelor's degree from Temple University.

**Resolution to Appoint Jeffrey L. Seltzer  
to the Board of Overseers of the University Libraries  
and to appoint Joseph Glossberg as Overseer Chair Emeritus**

RESOLVED, that Jeffrey L. Seltzer be appointed to the Board of Overseers of the University Libraries for a three-year term, and that Joseph Glossberg be appointed as Overseer Chair Emeritus, both effective November 7, 2003.

Jeffrey L. Seltzer, W'78, is Executive Vice President and Chief Operating Officer of Adirondack Trading Partners. Previously, Mr. Seltzer was Managing Director and Deputy Chairman of CIBC World Markets Corporation. He was Project Manager for the acquisition and integration into CIBC of Oppenheimer & Co. Prior to his work at CIBC, Mr. Seltzer was a managing director of Lehman Brothers and a securities lawyer in private practice in New York City. He is Special Professor of Law at Hofstra School of Law and a faculty associate at the Merrill Lynch Center for the Study of International Financial Services and Markets at Hofstra's Frank G. Zarb School of Business. Mr. Seltzer is a member of the Executive Committee of the Board of Directors of the Nassau County Sports Commission. He has also served as an advisor to the U.S. Department of Commerce, U.S. Trade Representative, U.S. Small Business Administration, Nassau County, and the Republican National Committee. Mr. Seltzer earned his Juris Doctor from Georgetown University. At Penn, he is a member of Friends of the Library and of the advisory board for the Huntsman Program in International Studies.

Joseph Glossberg, W'63, WG'65, is a principal in the Chicago-based investment counseling firm of Gofen and Glossberg. He is both a Chartered Financial Analyst and Chartered Investment Counselor and holds memberships in numerous professional finance organizations. He is a member of the Board of Directors of the Jazz Institute of Chicago and also serves as a trustee of the Merit School of Music, the National Jazz Museum, the Chicago Symphony Orchestra, and Knox College. At Penn, he served as an alumni trustee of the University from 1989 to 1994 and as Chair of the Board of Overseers of the University Libraries from 1993 to 1999. He received the Alumni Award of Merit in 1977. Mr. Glossberg has been Vice Chairman for the Midwest President's Council and a founding member of the Alumni Council on Admissions.

**Resolution to Appoint Ronnie Friedman Wiener to the Board of Overseers  
of the Institute of Contemporary Art**

RESOLVED, that Ronnie Friedman Wiener be appointed to the Board of Overseers of the Institute of Contemporary Art for a three-year term, effective November 7, 2003.

Ronnie Friedman Wiener, PAR'03, PAR'07, has worked in advertising as both an account executive and copywriter. She is a collector of modern art and is a member of Caring At Columbia, an organization that arranges local artists' involvement in inner city schools in New York. Mrs. Wiener formerly served on the fundraising committee for the Parent Teachers Association at the Dalton School in Manhattan. Mrs. Wiener attended Cornell University where she majored in Romance Languages. She has served on the Penn Parents Executive Board since 1999.

**Resolution to Appoint Paul S. Greenberg and Dr. David M. Magerman  
to the Board of Overseers  
of the School of Engineering and Applied Science**

RESOLVED, that Paul Greenberg and Dr. David M. Magerman be appointed to the Board of Overseers of the School of Engineering and Applied Science for three-year terms, effective November 7, 2003.

Paul S. Greenberg, EE'83, WG'87, is founding Partner and Head of Research at Trilogy Capital LLP, a New York-based financial services company engaged in financial marketing, strategic planning, corporate finance and communications. Mr. Greenberg founded Trilogy Capital in 2001. Prior to this, he was Director of High Yield and International Research and Senior Managing Director at Bear, Stearns & Company, Inc., for ten years. From 1989 to 1991, he was with GE Capital, and from 1987 to 1989 with Cambridge Management group. Following graduation from Penn Engineering, Mr. Greenberg worked as an engineer for General Electric before returning to Penn to receive his MBA from Wharton.

Dr. David Magerman, ENG'90, C'90, is a Partner in Renaissance Technologies Corporation, a private investment management company on Long Island. Dr. Magerman's work focuses on building mathematical models to predict prices of financial instruments, which are then used as a basis for all of the firm's trading. He received his Ph.D. from Stanford University.

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**Resolution to Appoint Pamela F. Craven to the Board of Overseers  
of the Law School**

RESOLVED, that Pamela Craven be appointed to the Board of Overseers of the Law School for a three-year term, effective November 7, 2003.

Pamela Craven, CW'74, L'77, is Vice President, Secretary and General Counsel of Avaya, Inc., in Basking Ridge, NJ. Avaya develops communication systems and software for Fortune 500 companies, as well as many other corporate and government entities. Ms. Craven was formerly Vice President and Corporate Secretary for Lucent, where she was responsible for corporate and securities law, mergers and acquisitions, labor and employment practice, and shareholder relations. Ms. Craven joined Lucent directly from AT&T in 1996. Ms. Craven is a director of New Jersey Network. At Penn, she serves on the Law Alumni Society Board of Managers.

**Resolution to Appoint Michael Kuritzkes, Esq.**  
as Chair of the Board of Overseers  
**of the Annenberg Center for the Performing Arts**

RESOLVED, that Michael Kuritzkes, Esq. be appointed as Chair of the Board of Overseers of the Annenberg Center for the Performing Arts for a three-year term, effective, November 7, 2003.

Michael Kuritzkes, Esq., L'85, is Vice President and General Counsel of Sunoco, Inc., and is advisor to John Drosdick, Chairman, CEO, and President of Sunoco. Elected to his current position in May 2000, Mr. Kuritzkes was General Attorney at Sunoco from 1997 to 2000. Mr. Kuritzkes is responsible for the legal affairs of a number of business divisions, as well as the health, environment and safety group. Prior to joining Sunoco, Mr. Kuritzkes was Vice President and General Counsel of Ultramar, Inc., a subsidiary of the Ultramar Corp. Mr. Kuritzkes is a member of the Executive Board of the Citizens' Crime Commission of Delaware Valley and serves on the Board of Directors of the Hero Fellowship Foundation, which provides scholarships and financial assistance to local police and firefighters who were injured in the line of duty. At Penn, Mr. Kuritzkes has served on the Annenberg Center for the Performing Arts Board of Overseers since June 2001 and as Chair of its Finance Committee since January 2002.

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## **Resolution to Appoint Susan C. Taylor, MD, to the WXPB Policy Board**

RESOLVED, that Susan C. Taylor be appointed to the WXPB Policy Board effective November 7, 2003.

Dr. Taylor (C '79) is a Harvard-trained physician who is an internationally recognized expert in dermatology and ethnic skin disease. She is board certified in both internal medicine and dermatology and lectures frequently domestically and abroad. Author of *Brown Skin: Dr. Susan Taylor's Prescription for Flawless Skin, Hair, and Nails*, Dr. Taylor is quoted extensively in the nation's leading newspapers and in national women's magazines. Dr. Taylor has practiced at Society Hill Dermatology in Philadelphia for 14 years.

In 1998, Dr. Taylor became the Director of the Skin of Color Center at St. Luke's-Roosevelt Hospital in New York City, the first center of its type in the nation. The mission of the center is the diagnosis, treatment, and investigation of diseases in individuals with skin of color, including those of African American, Hispanic, and Asian ancestry. Dr. Taylor is also an Assistant Clinical Professor of Dermatology at the University of Pennsylvania School of Medicine and at the College of Physicians and Surgeons at Columbia University. She currently serves as a member of the Board of Trustees of the Baldwin School and of the United Way of Southeastern Pennsylvania.

Dr. Taylor serves on the External Affairs and Neighborhood Initiatives committees of the Board of Trustees in addition to the Ad Hoc Committee on Diversity. She also serves on the Board of Overseers of the Graduate School of Education and is co-Chair of the James Brister Society. She is a member of the Trustees' Council of Penn Women and served on the committee that organized the 125 Years of Women at Penn celebration in November 2001. Dr. Taylor has been a member of the Penn Alumni Board since 1999 and received the Alumni Award of Merit in 2000. She is a loyal supporter of the Brister Society and the Graduate School of Education. Dr. Taylor established the Susan Taylor Scholarship.



**Resolution to Appoint David W. Sweet, Esq., to the WXPB Policy Board**

RESOLVED, that David W. Sweet be appointed to the WXPB Policy Board effective November 7, 2003.

Mr. Sweet (C70) is a partner with the Philadelphia law firm of Pepper Hamilton LLP. Working principally in the Harrisburg office, he practices in the areas of administrative and regulatory matters and public finance. Mr. Sweet has represented clients before state and local government agencies, boards, and commissions, as well as the General Assembly and the Governor's office. As bond counsel, he has participated in bond and note issues totaling more than \$3 billion. In addition to his Penn degree, Mr. Sweet earned a master's degree at the University of Chicago and received his juris doctor degree from the Dickinson School of Law.

Mr. Sweet was the manager of Edward Rendell's successful campaign for Governor of Pennsylvania and was Executive Director of the transition effort. Mr. Sweet chaired Governor Robert Casey's Commission on Corrections Planning and the Pennsylvania Chamber of Business and Industry's State Government Committee. At Pepper Hamilton, he serves as Vice Chair of the Executive Committee, has been managing partner of the Pittsburgh office, and has chaired both the Contributions and Compensation committees. Mr. Sweet served in the Pennsylvania House of Representatives from 1977 to 1988.

As a trustee Mr. Sweet serves on the Audit and Compliance, External Affairs, and Facilities and Campus Planning Committees. He is a member of the Board of Overseers of the School of Nursing. Mr. Sweet's support of the University has included undergraduate financial aid and the School of Nursing.