

# UNIVERSITY of PENNSYLVANIA *Almanac*

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## FROM THE PRESIDENT

### Welcome Back

### We Write the Next Chapter

In David Lean's great epic film, *Lawrence of Arabia*, Peter O'Toole's T.E. Lawrence, already accused of madness for daring to cross the murderously scorched and waterless Nefud Desert to reach Aqaba, resolves to go back and rescue a member of his expedition party whom everyone else has given up for dead.

Sherif Ali and his friends plead frantically with Lawrence to abort his pointless and dangerous mission, because, as one comrade says, "It is written!"

Lawrence replies with one of the most memorable lines in movie history: "Nothing is written." As he rides off alone, Lawrence defiantly predicts: "I shall be at Aqaba. That is written"—he points toward his head—"in here!"

Lawrence patiently retraces his itinerary, finds the missing man alive, and returns parched and famished to the camp, repeating his words, "Nothing is written." As Sherif Ali later concedes, "Truly for some men, nothing is written unless they write it."

For me this is not only an inspiring rallying cry from a great movie, but a practical and necessary posture to take as we charge into the new year. Especially after witnessing countless acts of giving and even ultimate sacrifice by so many brave men and women, I believe even more strongly in our individual and collective power to take control of our own lives, recover the joy of living and learning, and prevail in our unending fight against ignorance, injustice, and evil.

As I write these words, I am aware that many members of our University community—including a large number of students—find themselves afflicted with fear, heightened anxiety, or, in some cases, depression. More than ever, we must continue to rally together to help a friend or colleague in need or great distress.

At the same time, we seem to be weathering the post-September 11 storm remarkably well. No one can confidently predict the end of terrorism, but there are growing indications that both the war on terrorism abroad and homeland defense effort have reduced the terrorist threat. Even New York, which seemed drained of its vitality just two months ago, now feels like New York again. The bounce, verve, and energy are back.

While we cannot backslide into a false sense of security and complacency, we should feel safe and secure enough to write our own lives and pursue our goals and dreams. Penn's scholars—faculty, students, and staff—share a unique privilege: We wake up each day with a chance to make new discoveries that can save lives and bring more joy, comfort, and prosperity to the world.

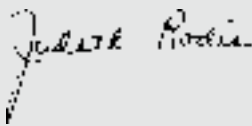
We also greet each day as members of a community whose rich diversity of persons, groups, views, and academic disciplines boosts our moral and intellectual capacity for greatness. Nourishing our diversity, therefore, not only creates a more dynamic and vibrant community; it also enhances our understanding of the world whose problems we seek to solve.

In this context, this month's celebration of Dr. Martin Luther King Jr.'s birthday takes on even greater importance. Infused with the fires of the Prophets, Dr. King goaded society to live by what Abraham Lincoln called the better angels of our nature. When faced with the brutal laws and legacy of Jim Crow, he did not despair. Nor did he resign himself to "segregation forever." Rather, he chose to write a different script for humanity and posterity to follow.

We know we are living through perilous and challenging times. We need to mobilize our wisdom, our energy, and our "soul force" to meet every challenge, fight injustice, and reach higher ground. What better way to begin the new year than to participate in the events, programs and community service projects that form the heart of this year's annual observance and celebration of Dr. King's birthday. (The full calendar of events can be found at [www.upenn.edu/aarc](http://www.upenn.edu/aarc)).

The theme of this year's celebration is *Remembering the Dream, Living the Vision*. I encourage everyone to join in drawing inspiration from Dr. King's dream of equality, and in living by the lights of his enduring vision of freedom and justice for all.

Let's make sure we write the next chapter of history ourselves.



## Reappointment of GSE Dean

Having received the report of the Dean Review Committee, President Judith Rodin and Provost Robert Barchi announced that they will recommend to the Trustees at their February meeting the reappointment of Susan Fuhrman as Dean of the Graduate School of Education.

They noted, "the report of the Review Committee makes clear, Dean Fuhrman's accomplishments during her first six years in office underscore both her strength and vision as a leader and her ability to achieve the goals she has set. This year the School was ranked eighth in *U.S. News and World Report* rankings—up from 20 in 1999—and the faculty lead the nation's schools of education in funded research per faculty member. Excellent new faculty have been recruited, all of whom have distinguished research records; Ph.D. selectivity has improved, with full funding provided such students; a five-year cycle of self-study and curriculum review has been established; and a new executive education program has been implemented. The School has also significantly expanded its international efforts, greatly enhancing its prestige and visibility.

"We are confident that under Dean Fuhrman's leadership, GSE will continue the outstanding development of its research and professional programs and play an increasingly important leadership role within Penn and the broader international community."

## Ben's Birthday Bash: January 17

Penn and 15 other organizations will participate in the *Celebration! Benjamin Franklin, Founder* on January 17. The Celebration begins at 11 a.m. with a procession from The American Philosophical Society Library, to Christ Church graveyard for a wreath laying and tributes at Franklin's grave. Afterwards, there is a luncheon in honor of the 250th anniversary of the founding of The Philadelphia Contributionship—America's oldest insurance company, founded by Franklin in 1752. The fourth annual *Celebration! Benjamin Franklin, Founder* is also in honor of Franklin's 296th birthday and the 250th anniversary of his invention of the lightning rod. John Bogle, founder and former chairman of the Vanguard Group will deliver a keynote address, *Energy and Persistence Conquer All Things: Applying Benjamin Franklin's Entrepreneurship in the 21st Century*.

This year's themes are *Insurance—Risk Protection, Insurance—Investment in Developing Economies*. Two seminars will be presented after the luncheon on the science of lightning and the role of insurance in the economies of developing countries.

Info/reservations: call Charles Ludwig (215) 981-3525, Carol Smith (215) 627-1752 ext. 1286 or Arthur Saxton (610) 891-7100 ext. 2665.

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## BEN Financials Open for Business

We are pleased to announce that the upgrade from FinMIS to BEN Financials was completed successfully over the winter break, and BEN Financials was available for business on January 2.

BEN Financials introduces a new, web-based purchasing environment featuring the Penn Marketplace, where users can select from thousands of products and services offered by dozens of Penn's contract suppliers. In addition, it includes updated, web-based versions of the payables and general ledger functions, known as BEN Pays and BEN Balances, respectively. BEN Financials, and the Penn Marketplace in particular, are recognized within the higher education community as outstanding examples of how a large research university can apply technology to meet its unique business needs.

The upgrade from FinMIS to BEN Financials is the culmination of much hard work within a cooperative enterprise. The project team, comprised mainly of staff from ISC, the Comptroller's Office, and Acquisition Services, has spent more than two years on the planning, development, testing, and implementation of this complex, multi-faceted system. Staff and administrators across the University have participated in numerous feedback forums and contributed their insights throughout the development process.

On the front lines, BEN Reps have ably managed the transition within their respective Schools and Centers. The Financial Training Department has created and delivered comprehensive online and classroom training, assisted by trainers and proctors from across the University. Financial Support Providers (FSPs) have been on hand to answer questions about the applications, and local support providers (LSPs), to update hardware and software.

We thank each of them for their commitment and efforts and proudly applaud their achievement.

—Robin H. Beck, Vice President, Information Systems and Computing

—Kenneth B. Campbell, Comptroller

—Michael J. Masch, Vice President, Budget and Management Analysis

—Robert Michel, Director, Acquisition Services



## Tax Eligibility: Foreign Nationals

Please advise all Foreign Nationals working for the University of Pennsylvania who believe they are entitled to a Tax Treaty to come to the Corporate Tax Office to confirm their eligibility and to sign the appropriate Tax Treaty documents for the 2002 tax year (if applicable).

They must bring their Social Security Card and a current copy of their immigration document (I-20, IAP-66, I797A) with them. In order to meet the deadline for the January payroll they must come to the Tax Office by *January 17, 2002*. In order for any individual to be exempted from federal taxation they must sign the proper documents with the Tax Office.

Office hours are as follows:

Monday: CLOSED

Tuesday, Thursday, Friday:

10 a.m.-12:30 p.m.; 1:30-4 p.m.

Wednesday: 10 a.m.-12:30 p.m.

—Anthony G. Sapnas,  
Corporate Tax Office

## BEN Buys: No Procards Allowed in the Penn Marketplace

On January 2, 2002, the University introduced BEN Buys and the Penn Marketplace. BEN Buys, the new and enhanced purchasing system and the Penn Marketplace, an integrated online marketplace containing product and pricing from Penn's contract suppliers, will significantly streamline the University procurement process. BEN Buys and the Penn Marketplace will make it easier to find commonly ordered items, search for and compare products and prices, and create multiple supplier purchase orders in a single session using the new BEN Requisition.

This new procurement environment will impact the University's MasterCard Procurement Credit Card Program. Effective January 2, 2002, authorized cardholders are no longer permitted to use their Procurement Credit Card for purchases from suppliers that are available in the Penn Marketplace. All Penn Marketplace supplier purchase activity must be processed via the BEN Buys purchasing system.

Penn Marketplace suppliers, who have developed Penn specific Procard enabled ordering sites for University cardholders (Staples, Fisher, BOC, Newark Electronics & Sigma Aldrich), will disable the ordering capability in their Penn-specific web sites. The sites will continue to be available to the Penn community for information purposes only. All five suppliers are participating in the Penn Marketplace.

In addition, all purchase activity for suppliers who have declined to participate in the Penn Marketplace must be processed via the BEN Buys Purchasing System. Since the supplier's catalog content is not available in the Penn Marketplace, all items purchased from these suppliers must be "free-formatted," that is the requisitioner must enter all line item detail in the BEN Requisition. The MasterCard Procurement Credit Card cannot be used for purchases from these suppliers.

Effective February 1, 2002, Acquisition Services will monitor cardholder activity to ensure compliance with Use of Procurement Credit Card (Procard) policy #2303 (*at right*).

—Robert Michel, Director, Acquisition Services

### Use of a Procurement Credit Card (Procard)

#### PROCUREMENT/DISBURSEMENTS

No.: 2303

Effective: January 2, 2002

Title: USE OF A PROCUREMENT CREDIT CARD (PROCARD)

Revised: January 2, 2002

Resp. Office: Acquisition Services

Approval: Acquisition Services

#### PURPOSE:

To establish the policies related to the proper use of a University of Pennsylvania Procurement Credit Card (Procard)

#### POLICY:

1. School or Center senior financial officer approval is required to receive a University procurement credit card.

2. All cardholders must attend a formal training session prior to receiving a procurement credit card.

3. All cardholders must sign and accept the terms and conditions of the University of Pennsylvania Cardholder Agreement prior to receiving a procurement credit card.

4. All procurement credit card transactions must be processed in accordance with the established procedures as communicated in the Acquisition Services Procurement Credit Card Training Program.

5. The maximum procurement credit card transaction limit is \$4,999. The standard transaction limit is \$1,000. Changes to the standard limit must be approved by the Comptroller. The procurement credit card cannot be used to purchase restricted commodities.

6. A procurement credit card cannot be used for purchases from Penn Marketplace suppliers or from suppliers that have declined to participate in the Penn Marketplace.

7. All procurement credit card transactions must be made by the individual to whom the card has been issued.

8. All procurement credit card transactions must be made for the use and benefit of the University. Personal purchases are not permitted in any circumstances.

9. As an authorized agent of the University, it is the cardholder's responsibility to ensure proper use of the University's sales tax registration number.

10. It is the cardholders or designee's responsibility to maintain adequate documentation of all transactions.

11. Acquisition Services is authorized to review procurement card purchasing activity to ensure compliance with this policy. Acquisition Services is authorized to suspend the procurement credit card privileges of any cardholder who is deemed to be in violation of this policy.

12. Violation of this policy, and/or the duties and responsibilities listed in the Procurement Credit Card Training Program, will result in further action to be taken by the Dean or Director or the School or Center Senior Business Officer in accordance with the University of Pennsylvania Human Resources policies.

13. Fraudulent use of the procurement credit card will result in actions being taken in accordance with the procedures established in the Cardholder Agreement form.

## Death of Dr. Rubinstein, Political Scientist



Alvin Rubinstein

*Nation-State; Soviet Policy Toward Turkey, Iran, and Afghanistan; Red Star on the Nile: The Soviet Egyptian Influence Relationship Since the June War; and Yugoslavia and the Nonaligned World.* He received the Marshall Shulman Prize for his book *Moscow's Third World Strategy*, awarded by the American Association for the Advancement of Slavic Studies.

In addition to his writing of many books and articles, Dr. Rubinstein's professional activities included: Speaker for the U.S. Information Agency (U.S.I.A.) in Hungary, The Netherlands, Sweden, Germany, France, South Korea, Pakistan and India. He was also a the recipient of numerous fellowships including Ford, Rockefeller, Guggenheim, Earhart foundations, the National Science Foundation, the Social Science Research Council, and the American Philosophical Society. Dr. Rubinstein was also a senior fellow at the Foreign Policy Research Institute. He was a visiting fellow at Clare Hall, Cambridge University (1974-1975), and a Senior Associate at St. Anthony's College, Oxford University (1985).

He is survived by his wife, Frankie, and a sister. A memorial service will be held on Sunday January 20, at 1 p.m. in the Hall of Flags, Houston Hall.

**Note:** See the back page of this issue for the death of Dr. Jonathan Rhoads, professor of surgery. At press time, *Almanac* learned of the deaths of Subin and Sajani Shrestha, University employees, and of Yash Kasbekar, a Wharton junior. Their deaths will be reported in the next issue of *Almanac*.

## Postdoctoral Stipend Levels for FY03

### Preamble

Several recent developments have led to a revised approach to guidelines for stipend levels for Postdoctoral Fellows (PDFs). These events include: (1) a proposed new set of NIH guidelines for NSRA (National Research Service Awards) postdoctoral stipends that involve substantial annual increases above present levels (it is presumed that NIH expects these new levels to be implemented for NIH FY02 for all PDFs supported on NIH grants); (2) the potential lack of supplements for existing NIH research grants to accommodate the new stipend levels; and (3) the minimal increases in grants awarded by NSF and other federal agencies. As a result fiscal realities have created increasingly disparate financial situations for faculty, depending upon their source of support. In view of these considerations, the *recommended minimum stipend levels are no longer based on NIH guidelines*.

It is important to remember that recommended stipend levels represent minimums. Penn investigators are also expected to comply with any postdoctoral stipend guidelines that are promulgated by their sponsors, if these sponsor-specified guidelines exceed the Penn minimum stipend levels.

### Recommended Minimum Stipend Levels for Penn FY03 (Penn FY: July 1, 2002 through June 30, 2003)

1. Beginning postdoctoral fellows, with no prior experience at Penn, will be paid a minimum of \$29,981. This represents a 3% increase above the minimum for FY02.

Levels for all years are:

Years of experience	Compensation FY03
00	\$29,981
01	30,880
02	31,807
03	32,761
04	33,744

2. All continuing postdoctoral fellows will receive an increase of at least 3% above their present stipend levels.

### Other Items

- Stipends should be adjusted upwards during the course of the Penn fiscal year, either at the time of the annual postdoctoral reappointment, at the time of the annual grant renewal, or at the beginning of the NIH fiscal year.
- Individual Schools can set their own stipend levels above those recommended in this revision.
- For FY03, University of Pennsylvania postdoctoral stipend levels apply to all postdoctoral fellows.
- Under postdoctoral policy, no one should hold a postdoctoral position at the University of Pennsylvania for more than five years.

—Neal Nathanson, Vice Provost for Research

## Penn Humanities Forum: Call for Topics

Each year, the seminars and public lectures of the Penn Humanities Forum focus on a single topic or theme. Past subjects have included *Human Nature and Style*. This year, our topic is *Time* (faculty planner: Holly Pittman). Next year's will be *The Book* (faculty planner: Peter Stallybrass).

We now invite faculty across the university to submit topics for 2003-04 and beyond. Ideas should be conceptually broad and interdisciplinary in nature.

Although faculty may submit ideas at any time, it would be useful for the Forum's Board to have all such suggestions in hand by *January 30*.

Please send your ideas (or direct your questions) to Acting Director Eugene Narmour ([enarmour@sas.upenn.edu](mailto:enarmour@sas.upenn.edu)).

For more information, call Jennifer Conway (215-898-8220), Associate Director.

See the web site <http://humanities.sas.upenn.edu/about.htm>.

—Eugene Narmour, Acting Director,  
Penn Humanities Forum

## Speaking Out

### Foreign Students' Cooperation

This is in response to President Judith Rodin's letter to the Penn Community on December 18, 2001, concerning her advice to those who received a letter from the Philadelphia Police Department and the Federal Bureau of Investigation requesting personal interviews in connection with the investigation of terrorism after September 11, 2001. I am amazed that President Rodin is advising those students how to undermine an on-going investigation, and on how to obstruct national security. It is becoming more apparent that President Rodin is worried that if foreign students leave Penn and also the United States, the tuition that will be lost is more important than keeping this country safe.

If foreign students fear being questioned by law enforcement officials, they must have something to hide? President Rodin is wrong for giving advice to foreign students on how to hinder, hamper or even obstruct the FBI's goal to smash terrorism. Her loyal obligation to this nation is suspect.

—Charles F. King, Jr., Facilities  
Services, Environmental Services

### Ed. Note:

President Judith Rodin has been offered an opportunity to reply and has declined.

*Speaking Out welcomes reader contributions. Short, timely letters on University issues will be accepted by Thursday at noon for the following Tuesday's issue, subject to right-of-reply guidelines. Advance notice of intention to submit is appreciated. —Eds.*



*Dear Penn Faculty, Students and Staff:*

The University is committed to maintaining a productive, civil and respectful learning, working and living environment for all faculty, students, staff, and visitors. Trust and civility are cornerstones of our community and, consistent with this, sexual harassment will not be tolerated at Penn. As a premier educational institution and employer, the University is committed to eradicating sexual harassment and continues to undertake various efforts to address this issue in our community. Some of these measures include:

**Providing Information, Counseling, and Support.** The University resources that offer information, counseling, and support about the University's Sexual Harassment Policy are listed in the Policy reprinted below. Deans, chairs, directors, administrative unit heads, managers, and supervisors should provide information to their respective faculty, staff, and students about the policy.

**Providing Education and Training.** Penn provides training and education to students, faculty, and staff on sexual harassment issues. Deans, department chairs, and heads of administrative units are encouraged to discuss the policy and issues of sexual harassment with faculty and staff and provide additional educational opportunities as needed. Similarly, students should receive information about sexual harassment from residential advisors and house deans. The Office of Affirmative Action and Equal Opportunity Programs, the Division of Human Resources, and the Penn Women's Center are some of the resources available to provide training and education to the community.

**Addressing and Resolving Complaints.** There are many informal and formal mechanisms available to faculty, staff, and students to address complaints of sexual harassment. All members of the Penn community are encouraged to use the resources listed in the policy to address allegations of sexual harassment. We take all allegations of sexual harassment very seriously and will take appropriate actions to address them.

**Central Reporting Form.** To aid in the reporting of complaints, and with the complainant's consent, all offices described in Sections III.A. and III.B. of the policy should complete the Sexual Harassment Policy Central Reporting Form and forward it to the Ombudsman's office. Please see Section III.D. of the policy for further details on the use of this form.

Maintaining our status as a premier research and educational institution and an employer of choice depends on valuing the contributions and diversity of all members of our Penn family. We encourage all members of our community to increase their understanding and awareness of issues of sexual harassment and continue to undertake efforts to strengthen civility and respect for all members of our community.

—Judith Rodin, President

—Robert L. Barchi, Provost

—John A. Fry, Executive Vice President

## Sexual Harassment Policy

### I. Conduct

Our community depends on trust and civility. A willingness to recognize the dignity and worth of each person at the University is essential to our mission.

It is the responsibility of each person on campus to respect the personal dignity of others. We expect members of our University community to demonstrate a basic generosity of spirit that precludes expressions of bigotry.

Penn properly celebrates the diversity of its community. We come to Penn from many different backgrounds and include different races, religions, sexual orientations, and ethnic ancestries. Learning to understand the differences among us, as well as the similarities, is an important dimension of education, one that continues for a lifetime. Tolerance alone, however, is not enough. Respect and understanding also are needed. We should delight in our differences, and should seek to appreciate the richness and personal growth which our diversity provides to us as members of this community.

The University is committed to freedom of thought, discourse and speech, and the attainment of the highest quality of academic and educational pursuits and daily work. Policies and regulations implementing this commitment include the Statement on Academic Freedom and Responsibility, the Guidelines on Open Expression, and the Code of Academic Integrity.

The University also has established policies on behaviors that interfere with these freedoms. Foremost among these policies is the University's Statement on Non-Discrimination, which prohibits discrimination on the basis of race, color, sex, sexual preference, religion, national or ethnic origin, handicap or disability.

The University also has adopted the following policy concerning sexual harassment. The terms "harassment" and "sexual harassment" as used throughout, are defined as a matter of University policy, and are not necessarily identical or limited to the uses of that term in external sources, including governmental guidelines or regulations.

### II. Purposes and Definitions

#### A. Purpose

For many years the University has stressed that sexual harassment is not tolerated at Penn. As an employer and as an educational institution, the University is committed to eradicating sexual harassment.

Sexual harassment in any context is reprehensible and is a matter of particular concern to an academic community in which students, faculty, and staff must rely on strong bonds of intellectual trust and dependence.

#### B. Definition

For the purposes of University policy, the term "sexual harassment" refers to any unwanted sexual attention that:

1. Involves a stated or implicit threat to the victim's academic or employment status;

2. Has the purpose or effect of interfering with an individual's academic or work performance; and/or,

3. Creates an intimidating or offensive academic, living, or work environment.

The University regards such behavior, whether verbal or physical, as a violation of the standards of conduct required of all persons associated with the institution. Accordingly, those inflicting such behavior on others are subject to the full range of internal institutional disciplinary actions, including separation from the University. Likewise, acts of retaliation will be subject to the same range of disciplinary actions.

As noted in the *Handbook for Faculty and Academic Administrators, Policies and Procedures*, the *Academic Bulletin*, and other University publications, persons engaged in such harassment within the University setting are subject to the full range of internal institutional disciplinary actions, including separation from the institution.

Not every act that might be offensive to an individual or a group necessarily will be considered as harassment and/or a violation of the University's standard of conduct. In determining whether an act constitutes harassment, the totality of the circumstances that pertain to any given incident in its context must be carefully reviewed and due consideration must be given to the protection of individual rights, freedom of speech, academic freedom and advocacy.

### III. Resources

School and administrative units should make known to all of their members the available resources and the informal and formal procedures for resolving complaints of sexual harassment within the unit or at the University level. These resources include the following:

#### A. Information, Counseling, and Support

The following University resources are available to members of the University community who seek information and counseling about University policies on sexual harassment, standards of behavior, informal and formal mechanisms for resolving complaints and resources for complainants and respondents.

Deans and directors may also make referrals to these resource offices:

- Office of Affirmative Action and Equal Opportunity Programs
- African American Resource Center
- Penn-Friends Employee Assistance Program
- Lesbian Gay Bisexual Transgender Center
- Office of Labor Relations
- Office of the Ombudsman
- Office of Staff Relations
- Special Services
- Penn Women's Center
- Student Health Services
- Counseling and Psychological Services
- Office of the Vice Provost for University Life

(continued on next page)

## B. Informal Mechanisms for Mediation and Resolution

The Ombudsman, the Office of Affirmative Action, the Penn Women's Center, all other offices named as resource offices in this policy, the Office of Student Conduct, the Office of Residential Living, department chairs, deans and administrative directors, the provost, and the senior vice president are available to assist in the informal resolution of complaints.

## C. Formal Mechanisms for Resolution and Adjudication

When informal resolution is not chosen or is unsatisfactory, complainants are urged to use appropriate formal mechanisms described below:

1. Complaints of sexual harassment against a faculty member, instructor, or teaching assistant may be brought by a student, staff, or faculty member to the department chair or dean of the faculty member. The department chair or dean who receives a complaint is then charged with pursuing the matter. While the process depends on the particulars of the complaint, normally the department chair or dean interviews the faculty member. If the matter is not resolved informally, the department chair or dean either conducts an investigation or requests that the Ombudsman, the Office of Affirmative Action, the Office of Staff Relations, or the Office of Labor Relations do so. If the results of the investigation persuade the dean or department chair that sanctions are warranted, he/she consults with faculty members—without disclosing the identity of the individuals involved—to aid in determining an appropriate sanction, including whether there is substantial reason to believe that just cause exists for suspension or termination. If it is determined that action should be taken to suspend or terminate, the dean should refer the matter to the Committee on Academic Freedom and Responsibility of the school in accordance with the procedures set out in section II. E.10 of the *Handbook for Faculty and Academic Administrators* (1989).

2. Complaints of sexual harassment against a staff member may be brought by a student, staff member or faculty member to the supervisor of the person complained against. The supervisor who receives the complaint is then charged with pursuing the matter. While the process will depend on the particulars of the complaint, normally the supervisor interviews the staff member. If the matter is not resolved informally, the supervisor either conducts an investigation or requests that the Ombudsman, the Office of Affirmative Action, the Office of Staff Relations, or the Office of Labor Relations do so. If the result of the investigation persuades the supervisor that sanctions are warranted, he or she consults with his or her colleagues or supervisor—without disclosing the identity of the individual(s) involved to aid in determining an appropriate sanction. A staff member who believes that his or her rights have been violated directly by another staff member or administrator may file a grievance by contacting the Office of Staff Relations within the Office of Human Resources under the University of Pennsylvania Staff Grievance Procedure.

3. Complaints by students of sexual harassment may be made to the Office of the Vice Provost for University Life. Grievances associated with sexual harassment in student employment may also fall within the purview of the Vice Provost for University Life.

4. A complaint of sexual harassment may be brought against a student by filing a complaint under the Charter of the University Student Judicial System, or, if the respondent is a graduate or professional student enrolled in a school which has established a hearing board or other decision-making body, with that body.

5. A tenured or untenured faculty member, whether full or part time, who believes she or he has been subjected to sexual harassment by a faculty member or by an academic administrator may file a grievance under the Faculty Grievance Procedure, *Handbook for Faculty and Academic Administrators* (1989), part II E. 15, provided the complaint constitutes a grievance as defined in Section I of the Procedure. This procedure is administered by the Faculty Grievance Commission. The panel makes its recommendations to the provost. In cases that involve reappointment, promotion or tenure, and in which the provost has declined or failed to implement the recommendations of the panel to the satisfaction of the grievant, the grievant may obtain a hearing before the Senate Committee on Academic Freedom and Responsibility on the actions of the provost.

6. If the matter has not previously been referred to a different panel or committee, a student or staff member who believes that she or he has been subjected to sexual harassment by a faculty member, and whose complaint has not been resolved through the mechanisms listed above, may bring the matter to the Faculty Senate Committee on Conduct. This committee is a standing committee of the Faculty Senate. At meetings with the Committee, the student or staff member may be accompanied by an advisor who is a member of the University community (student, faculty or staff). The findings and recommendations of the Committee shall be advisory and shall be submitted to the provost for her or his decision and implementation.

## D. Central Reporting of Sexual Harassment

1. A decentralized system of resources encourages the reporting and resolution of complaints of sexual harassment. To that end, and with the consent of the complainant, those offices described in Sections III.A and III.B of this policy that have handled through mediation or counseling a complaint that was not submitted to a formal hearing board should forward to the Ombudsman a report (*see* [www.upenn.edu/almanac/v48/n17/SH-policy.html](http://www.upenn.edu/almanac/v48/n17/SH-policy.html)) of the matter as soon as it is received. Such reports should not include the names of the persons involved. They should include, however, a description of the complaint, the schools or administrative units with which the complainant and respondent are affiliated, and the disposition of the complaint. In the case of a large department in a large school, the department also should be identified. Reports from decentralized areas will enable the Ombudsman to identify patterns in a particular location and the frequency of such incidents in a given area. Such information can then be transmitted to the appropriate dean or administrative supervisor. The reports will also enable the Ombudsman to act on behalf of the community and to conduct whatever investigation he or she deems necessary to determine whether University regulations are being violated.

2. Summary reports of formal charges of sexual harassment that have been adjudicated and records of their disposition should be forwarded to the Ombudsman's Office as a matter of information by the resource offices named in this policy.

3. Based on the information forwarded to her or him during the previous year, the Ombudsman shall submit to the president on an annual basis a summary report of the number and type of formal and informal charges of sexual harassment and their resolution by September 15 of the academic year. This report will be shared with the University community early in the semester.

## E. Education and Prevention

The prevention of sexual harassment and the establishment of effective procedures with due concern for all parties require a thoughtful educational program.

1. University resource offices will provide to the community information on: (a) available mediation and resolution resources; and (b) sources of support and information for victims and respondents.

2. Deans and heads of major administrative units are encouraged to discuss this policy and issues of sexual harassment at meetings of faculty and staff.

3. Training programs for residential advisors, senior administrative fellows, those who meet students in crisis situations and others serving in an advisory capacity to students will include training about referrals, resources, and methods for handling instances of sexual harassment.

4. An overall educational program for students that addresses issues of peer sexual harassment and also provides information, definition, support, and the identification of sexual harassment resources has been developed by the Office of the Vice Provost for University Life, the Office of Affirmative Action, and the Penn Women's Center in conjunction with the Office of Residential Living, the Council of College House Masters, and the Council of Senior Faculty Residents involved with the Freshman Year Program. Such an educational program is directed toward new undergraduate and graduate and professional students.

5. The University will publish annually the operative portions of this policy statement, including information about the resources available to advise, counsel, and assist in the mediation of sexual harassment allegations. Information will explain how and where to contact University-wide and school-specific resources and will be posted in conspicuous locations. All members of the University should feel a responsibility to try to prevent sexual harassment whenever they observe it. Community members should report sexual harassment to appropriate University resources promptly for appropriate action.

## F. Exit Interviews

Deans and administrative directors will periodically survey departing students, faculty and staff to measure the existence and frequency of reports of sexual harassment. Based on the data yielded by these surveys and the annual reports of the Ombudsman, the University administration will determine, in consultation with the University Council, whether there is a need for further efforts to be taken on the issue of sexual harassment.

## G. Implementation

Deans and administrative directors will be responsible for the implementation of this policy. The provost and senior vice president will oversee the performance of deans and directors in the implementation of this policy.

## January Volunteer Opportunities

Dear Penn Community,

For the current list of our special Dr. Reverend Martin Luther King, Jr. Day of Service volunteer opportunities, including the Warm-Me-Up Drive (now through January 18) and the School Spruce Up Service Project at Drew Elementary School and the Children's Banner Painting Service Project see AARC's Calendar at: [www.upenn.edu/aarc/calendar.html](http://www.upenn.edu/aarc/calendar.html) as well as for the complete listing of the University of Pennsylvania's MLK Commemoration.

Please e-mail [sammapp@pobox.upenn.edu](mailto:sammapp@pobox.upenn.edu) to volunteer for any of the programs.

—Isabel Mapp, Associate Director, Faculty, Staff and Alumni Volunteer Services/  
Director Penn Volunteers in Public Service, Center for Community Partnerships

### Donate Blood and Save Lives!

Tuesday, January 15

Faculty and Staff Blood Drive at Van Pelt Library, Dietrich Reading Room  
from 10 a.m.-3:30 p.m. For an appointment, please e-mail [gelhaus@pobox.upenn.edu](mailto:gelhaus@pobox.upenn.edu).

Wednesday, January 23

Undergraduate Assembly Blood Drive at Terrace Room, Logan Hall  
from 10 a.m.-3:30 p.m. For an appointment, please e-mail [jberg@sas.upenn.edu](mailto:jberg@sas.upenn.edu).

**Computers and Volunteers Needed:** Is your department upgrading its computers? Would you like to donate your used computers to a worthy cause? Are they Pentium I or PowerPCs or better? Are you knowledgeable with Windows or Linux? Do you know web-design? Donate your computer or time to help teach computer literacy. Teach young students and adults resume writing or how to use Office suite software. Help design and install computer labs in the community. For information contact Isabel Mapp at (215) 898-2020 or see [www.upenn.edu/ccp/computerdonations](http://www.upenn.edu/ccp/computerdonations).

## Revisions to Human Resources Policies

Minor revisions have been made to the Attendance Policy (Human Resources Policy 603), and Sick Leave Policy (Human Resources Policy 612) to provide further clarification on sick time usage. Sick time used for health care provider appointments, which are not medically urgent, must be scheduled in advance and approved by the supervisor. Also, the revised Special Winter Vacation Policy (Human Resources Policy 608) clarifies that staff members who are absent from work either the workday before or the workday after the Special Winter Vacation or both days, will receive pay for the Special Winter Vacation provided that the absence is charged to pre-approved paid time off, or to sick days substantiated by a written note from the staff member's health care provider. The revised policies can be accessed via the Human Resources website at [www.hr.upenn.edu](http://www.hr.upenn.edu).

—Division of Human Resources

## Penn's Way 2002 Campaign: Commitment to Our Community

### Week Four Raffle Winners

1. 2 United Airlines travel certificates — John Speno, ISC
2. 5 CDs from WXPN—Robert Puri, Van Pelt Library
3. 2 1-day passes to the Katz fitness center—Lisa Campeau, ISC
4. 2 1-hour sessions on the Levy tennis court—Deborah Scott-Womack, VPUL/DASP
5. 2 tickets to the Penn Relays, Spring 2002—Charles King Jr., Facilities Services
6. 2 one-hour personal training sessions—Anthony Bozzuto, Business Services
7. 2 aerobics class passes—Anne Marie DelRossi, AVP/DAR
8. \$20 gift certificate to University Jewelers—Victoria Sicks, Morris Arboretum
9. Picture frame from the Paper Garden—Patricia Hall, Veterinary School
10. 2 \$10 gift certificates to Houston Market—Cadence Anderson, Wharton

The winners of the Week Six raffle drawings, and of the grand prize—an Apple iBook—will be published in the January 15 issue. For a list of the previous weekly raffle prizes awarded to-date, see [www.upenn.edu/osl/pennsway](http://www.upenn.edu/osl/pennsway).

### Week Five Raffle Winners

1. 2 tickets to a performance of the PA Ballet—Jacqueline Jacovini, President's Center
2. 2 tickets to a performance at International House—Eleanor Rupsis, Business Services
3. 4 passes to the Please Touch Museum—Mae Barnes, Human Resources
4. 5 CDs from WXPN—Sean Kennedy, School of Medicine-Anaesthesia
5. Pair of sunglasses from Modern Eye—Elisavel Aleman, SAS External Affairs/Development
6. 2 tickets to the African-American Museum—Carolyn Chandler-Krull, ICA
7. 2 tickets to the Painted Bride—Mary Webster, School of Medicine-BGS
8. 2 passes to the Academy of Natural Sciences—Val Robinson, VHUP
9. \$10 gift certificate for Pizza Rustica—Ginna Benson, Development/Alumni Relations
10. \$10 gift certificate for Houston Market—Betty Adler, OGC

## Aegean Age Art at Arthur Ross

*North Americans in the Aegean Bronze Age: The Discovery of Minoan and Mycenaean Civilizations* is at the Arthur Ross Gallery now through March 24, with an opening reception at 5 p.m. on January 25.

With over fifty original artifacts such as the late Minoan I Rhyton (clay) c. 1700-1450 B.C. from Crete (at right), from Penn's Museum of Archaeology and Anthropology and Harvard's Peabody Museum, the exhibit also features original watercolors of unique ceramic artifacts as well as archival photographs of excavations dating back to the early 1900s. Penn archaeologists' works are portrayed in 20 panels with text and photographs from the individual sites.

This exhibit was organized in cooperation with the Institute for Aegean Prehistory on the occasion of meetings in Philadelphia of the Archaeological Institute of America, the American Philological Association, and the American Schools of Oriental Research. For more images, visit [www.upenn.edu/almanac/v47/n16/jancalpiets.html](http://www.upenn.edu/almanac/v47/n16/jancalpiets.html).

## Faculty Conversations: Academic Life and the Academic Job Search

A series for Doctoral Students and Postdocs, co-sponsored by Career Services and the Deputy Provost, will be held from noon-1 p.m. at the Graduate Student Center. This series features topics of interest to doctoral students and postdoctoral fellows who are or will be looking for academic jobs and want to know what it's like to be a faculty member. Speakers are faculty members from Penn and sometimes other institutions. This is the sixth year this series has been offered. Students on or planning to go on the academic job market have found the faculty speakers' remarks and the question/discussion period following to be very helpful. We are very pleased to have them held in the new Graduate Student Center this spring.

—Julia Vick, Career Services

### Friday, January 18

*Behind the Scenes with a Search Committee*, Dr. Dwight Jaggard, Professor of Electrical Engineering, former Associate Dean for Graduate Education & Research, SEAS; Dr. Joseph Farrell, Associate Dean for Graduate Studies/Professor of Classical Studies.

### Friday, February 1

*Negotiating an Academic Job Offer*, Dr. Amita Sehgal, Associate Professor of Neuroscience.

### Friday, February 8

*Negotiating an Academic Job Offer—Humanities and Social Sciences*, Dr. Max Cavitch, Assistant Professor of English.  
*Negotiating an Academic Job Offer—Science and Engineering*, to be announced.

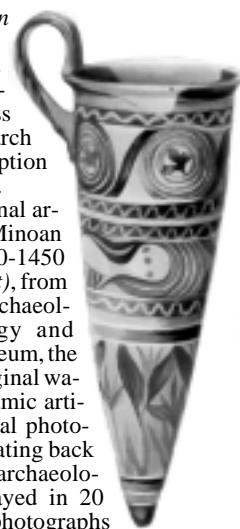
### Friday, February 22

*Understanding the Tenure System*, Dr. Walter Licht, Associate Dean and Professor of History.

### Friday, April 12

*Having a Life: Balancing Professional and Personal Responsibilities*, Dr. Susan Margulies, Associate Professor of Bioengineering.

Feel free to bring your lunch. Sign up by calling (215) 898-7530 or e-mail [vick@pobox.upenn.edu](mailto:vick@pobox.upenn.edu).



# Update

JANUARY AT PENN

## EXHIBIT

**9** *Fine Arts Undergraduate Exhibition*; opening reception: *January 15, 5-7 p.m.*; Charles Addams Fine Arts Gallery. *Through February 1* (GSFA).

## TALKS

**8** *Is There a Role for Embryonic Stem Cells in the Treatment of Disease?*; Ron McKay, National Institute of Neurological Disorders and Strokes, Laboratory of Molecular Biology; noon-1 p.m.; Abramson Room 123C, CHOP (Mental Retardation and Developmental Disabilities Research Center, CHOP).

**11** *Music for the Beginning of Time*; panel discussion of Crumb's *Vox Balaenae*; panelists: George Crumb, composer; Eugene Narmour & Anna Weesner, Music; and Robert Maggio, West Chester University; 7 p.m.; followed by 8 p.m. performance from *eight blackbird* at Annenberg Center (see *Music section of January AT PENN calendar*). Reserved seating for panel: (215) 898-8220 (Penn Humanities Forum; Penn Presents).

**14** *Dynein, Nuclear Migration, and Lissencephaly*; Ronald Morris, Robert Wood Johnson Medical School, University of Medicine and Dentistry of New Jersey; 2 p.m.; rm. 251, BRB II/III (Pennsylvania Muscle Institute).



Whenever there is more than meets the eye, see our web site, [www.upenn.edu/almanac/](http://www.upenn.edu/almanac/).

**Deadlines:** The deadline for the weekly Update is each Monday for the following week's issue. The deadline for the February at Penn calendar is *January 15*.

## Addendum to 2001-2002 Directory

In February, the Division of Business Services will produce an addendum to the *Faculty/Staff Telephone Directory*. This publication will correct inaccurate information and omissions.

Corrections for the Telephone Directory addendum must be e-mailed, by *January 23, 2002*, to [fsdirectory@pobox.upenn.edu](mailto:fsdirectory@pobox.upenn.edu). Any corrections submitted after this date will not be included in the addendum.

For white page changes, faculty and staff members should update their records online at [www.upenn.edu/directories/dir-update.html](http://www.upenn.edu/directories/dir-update.html).

### Directory Distribution

Directories have been distributed throughout the campus. To order additional copies of the telephone directory or to inquire about orders, e-mail [fsdirectory@pobox.upenn.edu](mailto:fsdirectory@pobox.upenn.edu).

—Donna M. Petrelli Aquino, Senior IT Support Specialist, Division of Business Services

## CLASSIFIEDS—PERSONAL

### HOUSE FOR SALE

**For Sale by Owner** on St. Mark's Square. Single family home in Penn's K-8 school catchment area. Five bedrooms, 2.5 baths, living room, dining room, eat-in-kitchen, and den. All new appliances. New roof with 15 year warranty. Upgraded 200 amp electric, skylights, security system. Secure backyard with private alley. Asking price \$335,000. E-mail [kathyhiester@hotmail.com](mailto:kathyhiester@hotmail.com) for appointment.

### ACCOUNTANT

**Tax Professional on Campus**—Tax Return Preparation & Advice by Sage CPA/MBA for Personal & Small Business; NonProfits, Estates, Trusts, Alien & Green Card Residents, Advice, Appeals, Audits, No charge for First Appointment-Day/Evg. Early Filer & Off Season Discounts. Call Tim (610) 853-2871—3916 Locust Walk (Church Admin. Office).

*Almanac* is not responsible for contents of classified ad material.

## CLASSIFIEDS—UNIVERSITY

### RESEARCH

**Want to Lose Weight After the Holidays?** The UPenn Weight and Eating Disorders Program is offering a free 2-year weight loss program. Women aged 21-50 who are 50 or more pounds overweight (BMI 30-40) may be eligible. If interested, please call Leanne at (215) 898-3184 for more details.

**Postmenopausal women** age 55 to 100 years old are needed for a research study examining estrogen use, memory, and the ability to smell. Subjects compensated \$50 for approximately 2 hours of time. For study details contact the Smell and Taste Center at the Hospital of the University of Pennsylvania, (215) 662-6580.

Have you had **breast cancer**? The Center for Bioethics at UPenn (located at 34th and Market) is conducting research to learn about how your experience with breast cancer shapes the way that you live day by day. Participation includes a confidential 60-90 minute, audiotaped interview at the Center. To help defray the cost of participation, volunteers will be paid \$25. We are looking for women who were diagnosed with breast cancer less than five years ago and who are one year post-treatment. For more information, please call 1-800-716-2614, extension 1 and leave a message for the "Understanding Difference Study."

CHOP researchers are **seeking families/individuals with high myopia** (nearsightedness) to identify causal genes. High myopia predisposes to blinding disorders such as retinal detachments, glaucoma, macular degeneration and premature cataracts. Must have onset of myopia <12 years of age and myopia of 6.00 diopters or more. Participants will receive a free eye exam. Contact Karen Russell at (215) 590-2927 or [russellk@email.chop.edu](mailto:russellk@email.chop.edu).

To place a classified ad, call (215) 898-5274.



Are you responsible for some of the 91,000 hits to *Almanac's* web site last week?

**Get on board Express**

**Almanac:** To register,

send an e-mail message with "subscribe" as the Subject to [almanac@pobox.upenn.edu](mailto:almanac@pobox.upenn.edu) and include your name, e-mail address, and mailing address. —Ed.



*Almanac*

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URL: [www.upenn.edu/almanac/](http://www.upenn.edu/almanac/)

The University of Pennsylvania's journal of record, opinion and news is published Tuesdays during the academic year, and as needed during summer and holiday breaks. Its electronic editions on the Internet (accessible through the PennWeb) include HTML and Acrobat versions of the print edition, and interim information may be posted in electronic-only form. Guidelines for readers and contributors are available on request.

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The University of Pennsylvania values diversity and seeks talented students, faculty and staff from diverse backgrounds. The University of Pennsylvania does not discriminate on the basis of race, sex, sexual orientation, religion, color, national or ethnic origin, age, disability, or status as a Vietnam Era Veteran or disabled veteran in the administration of educational policies, programs or activities; admissions policies; scholarship and loan awards; athletic, or other University administered programs or employment. Questions or complaints regarding this policy should be directed to Valerie Hayes, Executive Director, Office of Affirmative Action, 3600 Chestnut Street, 2nd floor, Philadelphia, PA 19104-6106 or (215) 898-6993 (Voice) or (215) 898-7803 (TDD).

## The University of Pennsylvania Police Department Community Crime Report

**About the Crime Report:** Below are all Crimes Against Persons and Crimes Against Society from the campus report for **December 17, 2001 to December 30, 2001**. Also reported were **26 Crimes Against Property (including 17 Thefts and 4 Retail Thefts, 2 burglaries, 2 stolen autos, 1 fraud)**. Full reports on the Web ([www.upenn.edu/almanac/v48/n17/crimes.html](http://www.upenn.edu/almanac/v48/n17/crimes.html)). Prior weeks' reports are also on-line.—Ed.

This summary is prepared by the Division of Public Safety and includes all criminal incidents reported and made known to the University Police Department between the dates of **December 17, 2001 and December 30, 2001**. The University Police actively patrols from Market Street to Baltimore Avenue and from the Schuylkill River to 43rd Street in conjunction with the Philadelphia Police. In this effort to provide you with a thorough and accurate report on public safety concerns, we hope that your increased awareness will lessen the opportunity for crime. For any concerns or suggestions regarding this report, please call the Division of Public Safety at (215) 898-4482.

12/19/01	3:06 PM	3700 Spruce St	Male cited for public drunkenness
12/19/01	9:00 AM	4009 Pine St	Unwanted messages and calls received
12/20/01	3:56 PM	3800 Powelton Ave	Threats received from terminated employee
12/20/01	10:11 PM	110 S. 38th St	Male cited for urinating in public
12/21/01	2:25 AM	100 S. 38th St	Intoxicated driver arrested
12/23/01	7:00 PM	4100 Walnut St	Intoxicated driver arrested
12/30/01	2:32 PM	3401 Civic Center	Complainant assaulted by boyfriend/Arrest

### 18th District Report

17 incidents and 3 arrests (including 12 robberies, and 4 aggravated assaults and 1 rape) were reported between **December 17, 2001 and December 30, 2001** by the 18th District covering the Schuylkill River to 49th St. & Market St. to Woodland Ave.

12/18/01	1:50 AM	100 51st St	Aggravated Assault
12/18/01	7:00 PM	4500 Regent	Rape
12/19/01	6:15 AM	305 51st St	Robbery
12/19/01	12:27 AM	4600 Walnut	Robbery
12/20/01	8:30 PM	300 43rd St	Robbery
12/20/01	12:01 AM	4612 Spruce St	Robbery
12/21/01	11:35 PM	4900 Locust	Robbery/Arrest
12/21/01	4:19 PM	252 44th St	Robbery/Arrest
12/22/01	10:30 PM	4900 Baltimore	Aggravated Assault
12/24/01	8:00 PM	4600 Hazel	Robbery
12/26/01	5:45 PM	4725 Chester	Aggravated Assault/Arrest
12/27/01	9:58 AM	1304 Hanson	Robbery
12/28/01	2:24 AM	4901 Catherine	Aggravated Assault
12/28/01	4:23 AM	5000 Spruce	Robbery
12/28/01	6:10 PM	501 47th St	Robbery
12/30/01	11:21 PM	4900 Walnut	Robbery
12/30/01	2:32 AM	230 51st St	Robbery

## Death of Dr. Jonathan Rhoads, A Preeminent Penn Paragon



*Jonathan Rhoads*

Dr. Jonathan E. Rhoads, professor of surgery, provost emeritus and an internationally known surgeon who pioneered the development of intravenous nutrition, died January 3 at HUP at the age of 94. Dr. Rhoads had been a patient in the hospital pavilion that bears his name. He was 94 and had worked at the hospital for almost 70 years having arrived at HUP for his internship in 1932. "In the time since then, he became one of Philadelphia's most distinguished citizens, renowned as a researcher, scholar, and leader in medicine, academe, and civic affairs," said Dean Arthur H. Rubenstein. He became chairman of the Department of Surgery from 1959 to 1972. He remained active on the faculty of the School of Medicine up to his final hospitalization for gastric cancer.

"Jonathan Evans Rhoads, M.D., was one of Philadelphia's most distinguished citizens, renowned as a researcher, scholar, and medical leader. Over the years, he served the University of Pennsylvania both as provost and as chairman of the Department of Surgery. He was respected and beloved by his students, colleagues and patients and will be sorely missed by all of us at Penn," said President Judith Rodin.

Dr. Rhoads was one of the most prominent surgeons of his generation. He edited a leading text book in the field that was first published in 1957 and went through four editions. He pursued an active laboratory research program through most of his career that focused particularly on nutrition in surgical patients. His work culminated with the development of an intravenous nutrient mixture that was demonstrated for the first time to be capable of supporting normal growth in young animals and in children with severe bowel disease who received no food by mouth. This approach, known as total parenteral nutrition, is now widely used to support patients who are unable to eat. Dr. Rhoads and his younger colleague, Stanley Dudrick, received the Goldberger Award from the American Medical Association for this work.

Dr. Rhoads was recognized for his work in cancer surgery and was active with the American Cancer Society, serving as its President in 1969-70 and for two decades as

Editor of its medical journal, *Cancer*. He was appointed by President Nixon to the National Cancer Advisory Board which he chaired from 1972 to 1979. "He had a knack for moving issues through boards and committees, which together with his indefatigable work habit led him to leadership positions in several of the major U.S. and international surgical associations including the American College of Surgeons, the International Federation of Surgical Colleges, and the International Surgical Group," recalled his son, George. He served terms as President of the College of Physicians of Philadelphia and as President of the American Philosophical Society, for which he co-chaired the 250th Anniversary of its founding by Benjamin Franklin. He was also a member of the Institute of Medicine, National Academy of Sciences.

Dr. Rhoads was a close colleague and friend of Dr. I. S. Ravdin who preceded him as Chairman of Surgery at Penn and whom he credited for helping launch his career. When Dr. Ravdin had appendicitis, he selected Dr. Rhoads, then a junior member of the faculty, to do the operation and thereafter referred patients to Dr. Rhoads as his personal choice for a surgeon. These referrals assisted Dr. Rhoads in building a large surgical practice that led to many personal contacts enabling him to be very effective on behalf of numerous voluntary agencies that he served, first in Philadelphia and later at the national level. Dr. Larry Kaiser, the current Chairman of Surgery, described Dr. Rhoads as "a true icon of American surgery."

Dr. Rhoads was the son of a Quaker physician who practiced in the Germantown section of Philadelphia. Dr. Rhoads attended Quaker schools including Haverford College before earning his M.D. at Johns Hopkins. He developed a life-long interest in education and served for many years on the committees in charge of Germantown Friends School, and Westtown School and on the Boards of Bryn Mawr College and Haverford College. He served for nine years as Chairman of the Board of Managers at Haverford. In 1956 Dr. Rhoads was appointed as Provost, a position that he held for three years while continuing to practice surgery. He also served on the Philadelphia School Board under Mayor Tate. His work was recognized through the conferral of ten honorary degrees, several from the institutions he served as well as others including Yale, Duke, and Georgetown.

Dr. Rhoads was the recipient of the medalion of the Surgeon General of the U.S., the American Medical Association's Sheen Award for Scientific Accomplishment, the Prix de la Societe Internationale de Chirurgie, the National Cancer Institute Medal, and the American Cancer Society National Award. He received the 34th annual Cosmos Club Award for "outstanding national leadership in surgical medicine."

At a surprise 71st birthday celebration, his colleagues honored him through an endowed professorship in his name in surgical sciences.

"Dr. Rhoads was a paragon who strove to embody our three-part mission of excellence in education, research, and patient care. Despite his vast erudition and his achievements as a researcher and surgeon, Dr. Rhoads was very accessible, and in his later years he could often be seen at campus events or navigating with his walker along the corridors of HUP," said Dean Rubenstein.

Dr. Rhoads married Teresa Folin in 1936, but was widowed in 1987. He is survived by his wife, Katharine Evans Goddard Rhoads; his six children from his first marriage, Margaret Kendon, Jonathan Jr., George, Edward, Philip, and Charles; 12 grandchildren; and five great-grandchildren.

Services will be held at Germantown Friends Meeting, 47 W. Coulter Street, Philadelphia, on Saturday, January 12, at 2 p.m.

In lieu of flowers, contributions may be made to any of the following:

The Jonathan E. Rhoads Endowment for Friends Children in Friends Schools  
1313 Cherry Street  
Philadelphia, PA 19102  
The Department of Surgery at HUP  
3400 Spruce Street  
Philadelphia, PA 19104  
The American Philosophical Society  
104 S. 5th Street  
Philadelphia, PA 19106-3387

The Department of Surgery plans a celebration of the life of Dr. Rhoads and will provide details when plans are complete.



*Dr. Rhoads at the entrance of the \$69 million pavilion named for him, in 1994.*