

CAMBRIDGE UNIVERSITY REPORTER

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UNIVERSITY OF
CAMBRIDGE

NOTICES

Calendar

31 May, *Tuesday*. Discussion at 2 p.m. in the Council Room (see below).
 2 June, *Thursday*. Ascension Day. Scarlet Day.
 8 June, *Wednesday*. End of third quarter of Easter Term.
 12 June, *Sunday*. Whitsunday. Scarlet Day.
 14 June, *Tuesday*. Discussion at 2 p.m. in the Council Room.
 17 June, *Friday*. Full Term ends.

Discussions at 2 p.m.

31 May
 14 June
 5 July

Congregations

23 June, *Thursday at 11.30 a.m.* (Honorary Degrees)
 30 June, *Thursday at 9.30 a.m.* (General Admission)
 1 July, *Friday at 9.30 a.m.* (General Admission)
 2 July, *Saturday at 9.30 a.m.* (General Admission)
 23 July, *Saturday at 11 a.m.*

Notice of a Discussion on Tuesday, 31 May 2011

The Vice-Chancellor invites those qualified under the regulations for Discussions (*Statutes and Ordinances*, p. 107) to attend a Discussion in the **Council Room**, on Tuesday, 31 May 2011, at 2 p.m., for the discussion of:

1. Report of the Council, dated 16 May 2011, seeking authority to submit a planning application for University land at North West Cambridge (*Reporter*, 2010–11, p. 760)
2. Report of the Council, dated 16 May 2011, on the financial position and budget of the University, recommending allocations from the Chest for 2011–12 (*Reporter*, 2010–11, p. 764).

Amending Statutes for Magdalene College: Notice

18 May 2011

The Vice-Chancellor gives notice that he has received from the Governing Body of Magdalene College, in accordance with the provisions of Section 7(2) of the Universities of Oxford and Cambridge Act 1923, the text of a proposed Statute to amend the Statutes of the College. The current Statutes of the College and the amending Statute are available on the College's website (see <http://www.magdalenecambridge.com/>); paper copies may be inspected at the University Offices until 10 a.m. on 31 May 2011.

Regulations for the office of Chancellor: Notice

23 May 2011

The Council, together with the other members of the Nomination Board for the election of the Chancellor, has noted that a contested election for this post would be by members of the Senate voting in person over two days, one of which must be a Saturday (*Statutes and Ordinances*, p. 106). The current regulations provide for voting to be held between twenty-one and twenty-eight days of term after the required notice of the vote has been given. This means that it takes place within a seven-day period which would contain only one Saturday.

If this Saturday coincides with a Degree Congregation, additions to membership of the Senate would occur during the day as graduands were admitted to qualifying degrees. The changes in membership will be difficult to monitor and may result in unfairness to graduands in some Colleges who may not have proceeded by 4 p.m. when by regulation the poll closes. The Nomination Board therefore recommends that to avoid such difficulties, or any need to move a Congregation, the regulations for nomination and election of the Chancellor should be amended so as to guarantee the availability of two Saturdays in the period for voting by replacing the upper limit of twenty-eight days with one of thirty-five days.

The Council is accordingly submitting a Grace (Grace 1, p. 859) to the Senate for the approval of this change.

General Admission to Degrees 2011: Vice-Chancellor's deputies to be appointed

23 May 2011

The Vice-Chancellor gives notice that he intends to appoint the following persons to deputize for him, in accordance with Statute D, III, 7, in conferring degrees on the days of General Admission.

Thursday, 30 June 2011

Morning

King's	The Provost of King's
Trinity	The Master of Trinity
St John's	The Master of St John's

Afternoon

Peterhouse	The Master of Peterhouse
Clare	The Master of Clare
Pembroke	The Master of Pembroke
Gonville and Caius	The Master of Gonville and Caius
Trinity Hall	The Master of Trinity Hall
Corpus Christi	The Master of Corpus Christi

Friday, 1 July 2011

Morning

Queens'	The President of Queens'
St Catharine's	The Master of St Catharine's
Jesus	The Master of Jesus
Christ's	The Master of Christ's

Afternoon

Magdalene	The Master of Magdalene
Emmanuel	The Master of Emmanuel
Sidney Sussex	The Master of Sidney Sussex
Downing	The Master of Downing
Girton	The Mistress of Girton

Saturday, 2 July 2011

Morning

Newnham	The Principal of Newnham
Selwyn	The Master of Selwyn
Fitzwilliam	The Master of Fitzwilliam
Churchill	The Master of Churchill

Afternoon

New Hall	The President of New Hall
Darwin	The Master of Darwin
Wolfson	The Vice-President of Wolfson
Clare Hall	Dr Roberta Wells
Robinson	The Warden of Robinson
Lucy Cavendish	The President of Lucy Cavendish
St Edmund's	The Master of St Edmund's
Hughes Hall	The President of Hughes Hall
Homerton	The Principal of Homerton

Examinations, 2011: Notice

23 May 2011

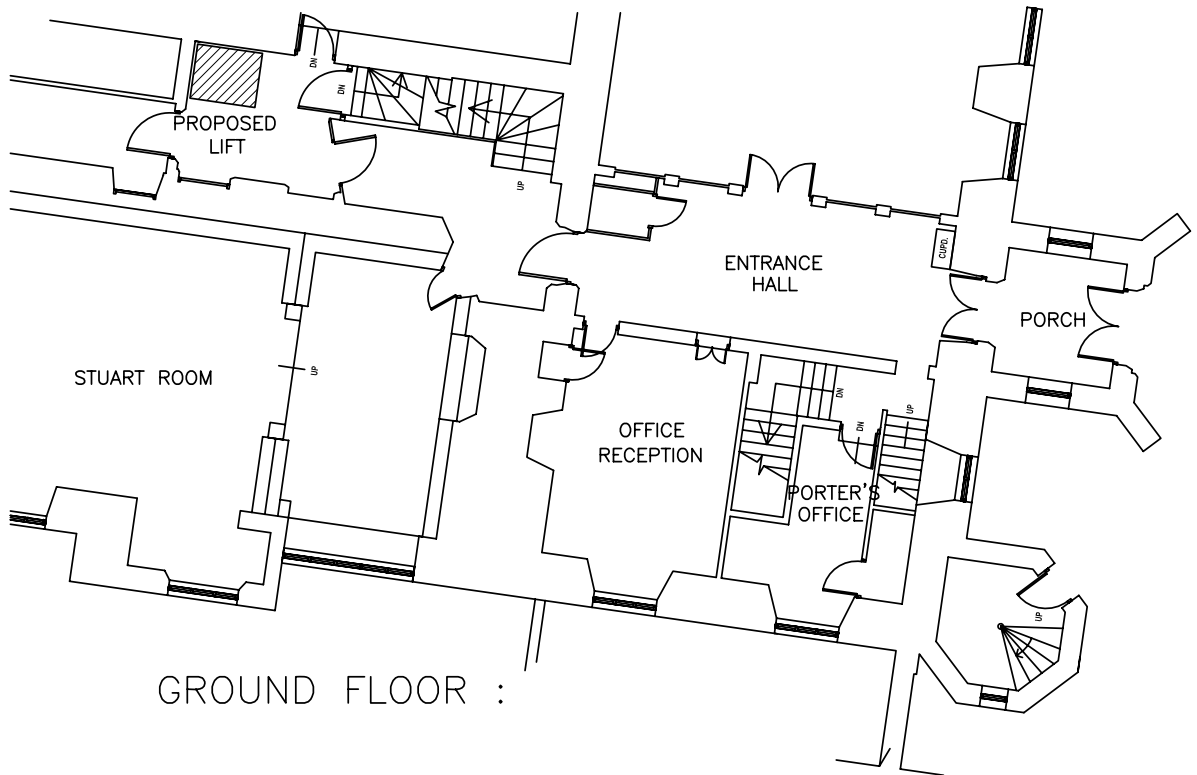
Because of the potential risk of industrial action that might result in a delay in the publication of lists of candidates who have satisfied the Examiners in particular examinations, the Council is submitting Graces to the Regent House to limit the extent of any such delay and to deal with associated matters (Graces 3–5, pp. 858–60). The Council hopes that it will not be necessary to use the emergency powers conferred by these Graces, but it thinks it a reasonable precaution to ensure that such powers are available. Similar Graces were approved in 2009 (Graces 1–3 of 20 May 2009) on the last occasion when it was thought that University officers and other Examiners and Assessors might follow a policy of non-co-operation over examinations.

Installation of a new lift in Madingley Hall to provide access to the first floor for the ambulant disabled: Notice

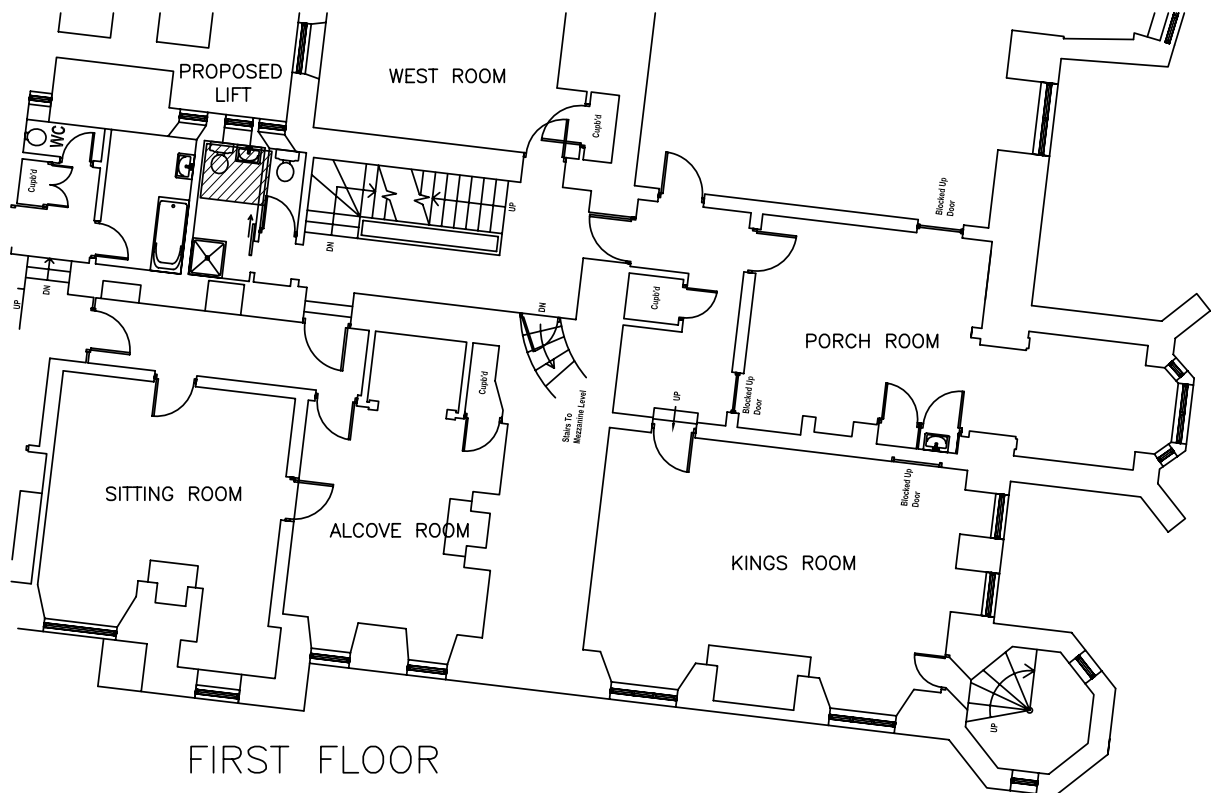
23 May 2011

In its Report on the construction of a lift in the Old Schools (*Reporter*, 2009–10, p. 676) the Council stated that it was asking the Director of Estate Management to make proposals to the Buildings Committee for a process whereby minor works which do not require approval by Grace under the terms of the Statute, but which may nevertheless be of interest or consequence to members of the Regent House, other members of the University, and indeed members of the public and friends of the University, would be appropriately publicized. The Council believed that arrangements of this sort would be of interest to members of the University and others. They would apply particularly to alterations to sites or buildings of architectural, artistic, or historical interest, or which are open to the public (such as, for example, museums, and the Old Schools). The Council is now publishing for the information of the University information about the installation of a new lift in Madingley Hall to provide access to the first floor for the ambulant disabled.

Since 2009, the Institute of Continuing Education has experienced a significant reduction in students attending residential courses at Madingley Hall. The reduction is in part due to the economic climate and in part due to the



GROUND FLOOR :



FIRST FLOOR

increase in fees necessitated by the last government's policy on student funding. The fee income from 70 students is the amount required to cover the running costs of the Hall, without which the Hall may not be able to continue in operation. To reverse the decline and to ensure at least 70 students are enrolled on courses in the Hall, the Institute is increasing the number of courses offered at any one time, with the consequence that up to eight teaching rooms will be required.

Statistics from the last four years show that 68% of students attending continuing adult education courses are over 60 years old and 18% are over 70. Of the total number, 8% declare mobility difficulties or disability which prevents them from accessing the first floor.

The Institute has identified some space at ground floor level that could be converted to teaching space, but there is a requirement for further areas on the first floor of the Hall to be made available.

During the last five years, the University has made considerable modifications to the Hall to improve disabled access into and around the building and to the residential accommodation for students with mobility disabilities. In March 2007 (as part of other proposals to improve access) a listed building application for a new lift was submitted, but this did not find favour at the time with either English Heritage or South Cambridgeshire District Council and the application was withdrawn.

Further discussions have now been held. Five options for locating a lift were discussed at length with both English Heritage and Conservation at South Cambridgeshire District Council at pre-application meetings and there is now a favourable response from both authorities to consider a platform lift in a location that will give access for disabled and ambulant disabled to seven teaching rooms at first-floor level and the Hall main lecture room (the Saloon). This will enable the Hall to fully comply with the Disability Discrimination Act and will allow maximum utilization of space within the Hall for teaching and conferencing. The proposed position of the lift is in a service corridor area adjacent to the entrance into the kitchens. The walls are plain plaster finish and the penetration through the ceiling to the first floor does not disturb any ornate or decorative existing finishes.

The estimated cost of the work is £193,200 and is to be funded by the Institute. A very small increase in running costs is anticipated for the new facility.

Drawings of the proposed scheme are displayed for the information of the University in the Schools Arcade.

Second Report of the Council on undergraduate UK/EU fees, funding, and student finance: Notice in response to Discussion remarks and notice of a ballot

24 May 2011

The Council has received the remarks at the Discussion of this Report on 24 May 2011 (p. 872). This Notice provides a preliminary response to this Discussion which is also available as an audio file on the *Reporter* web page (<http://www.admin.cam.ac.uk/reporter/>).

The Council notes that Professor Evans favours Grace H.

In response to Mr Beckles's comments, the Council accept that the words 'rate of' used in the current Regulation 12 of the regulations for University Composition Fees has been omitted but consider that the revised wording is equivalent.

Mr Beckles is correct that the 2004 Act imposes two different limits which apply according to whether an approved access plan is in force or not. However, the Council takes the view that it is not a reasonable reading of the current wording that University Composition Fees cannot in any circumstances exceed the basic amount (currently £6,000). Providing an approved access agreement is in place, the University will be permitted to charge more than £6,000 and the 'limit prescribed by law' will (under current legislation) be £9,000.

In due course the Council will respond to other points raised in the Discussions of 17 May 2011 and 24 May 2011. However, the Council is mindful of the advantages of conducting the ballot on the initiated Graces this term according to the earlier timetable outlined in its Second Report on undergraduate UK/EU fees, funding, and student finance. The Council is accordingly submitting the seven initiated Graces and its own Grace (Graces 6–13, pp. 860–1) to be voted on according to the timetable set out below.

NOTICE OF A BALLOT

In accordance with Regulation 7 of the regulations for Graces of the Regent House (*Statutes and Ordinances*, p. 107), the Council has determined that a vote will be taken on Graces 6–13 of 26 May 2011 by postal ballot.

In connection with the ballot on these Graces the Registrary will arrange for the printing and circulation of any fly-sheet, signed by ten or more members of the Regent House, which reaches him by 1 p.m. on Friday, 3 June 2011. Fly-sheets must bear, in addition to the signatures, the names and initials (in block capitals) of the signatories (*Statutes and Ordinances*, p. 112). Voting papers and fly-sheets will be distributed to all members of the Regent House on or before Friday 17 June; the last date for the return of voting papers will be Monday, 27 June.

Recommended Cambridge College Accounts (RCCA): Amendment to Schedule

23 May 2011

On the recommendation of the Finance Committee, who have been advised by the Inter-Collegiate Committee on College Accounts, the Council has agreed to propose revisions to the wording of the Recommended Cambridge College Accounts so that they align better with the Higher Education SORP (Statement of recommended practice: accounting for further and higher education, see http://www.universitiesuk.ac.uk/Publications/Documents/SORP_2007.pdf). The Council is therefore submitting a Grace (Grace 1, p. 859) to the Regent House for the approval of the amendment to the Schedule to the regulations for College Accounts (*Statutes and Ordinances*, p. 1004) as set out below.

RECOMMENDED CAMBRIDGE COLLEGE ACCOUNTS (RCCA)

This document is intended to be read in conjunction with the HE/FE SORP available from the Universities UK website: http://www.universitiesuk.ac.uk/Publications/Documents/SORP_2007.pdf.

Reference and Administrative Details

Name of College

Address

Charity Registration number

Charity Trustees¹ (Members of the Governing Body or Council)

Senior officers

Head of House:
Senior Tutor:
Senior Bursar:
Other:

Principal advisers

Auditors:
Bankers:
Property Managers:
Investment Managers:
Legal Advisers:

¹ The names of the trustees who served *at any time during the year* are to be given.

Operating and Financial Review

The format and content of the Operating and Financial Review (which may also be called the Trustees' Report or Report of the Governing Body) is not prescribed by the SORP. However, this review must provide an overview of the College's finances and operations and follow best practice. Specifically, the OFR should provide a comprehensive and balanced analysis, consistent with the size and complexity of the College, covering:

- (a) the development, performance, and operation of the business and operation of the College during the financial year;*
- (b) the position of the College at the end of the year;*
- (c) the main trends and factors underlying the development, performance and position of the College and its academic performance during the financial year; and*
- (d) the main trends and factors which are likely to affect the College's future development, performance and position.*

The following headings may provide a useful guide:

Introduction**Scope of the financial statements****Aims and objectives of the College****Public benefit****Funding****Achievements and performance****Financial review****Maintenance of buildings****Capital expenditure****Endowment and investment performance****Staff costs and pensions****Reserves policy****Principal risks and uncertainties****Plans for the future**

Corporate Governance

Paragraph 24(b) of the SORP requires the inclusion of a statement of corporate governance. The following is shown for guidance only.

1. The following statement is provided by the Trustees [Governing Body/Council] to enable readers of the financial statements to obtain a better understanding of the arrangements in the College for the management of its resources and for audit.
2. The College is a registered charity (registered number 1234567) and subject to regulation by the Charity Commission for England and Wales. The members of the [Governing Body/Council] are the charity trustees and are responsible for ensuring compliance with charity law.
3. The Trustees are [Governing Body/Council is] advised in carrying out its duties by a number of Committees. [Set out details]
4. The principal officers of the College are [insert titles].
5. It is the duty of the [insert name of Committee] to keep under review the effectiveness of the College's internal systems of financial and other controls; to advise the Trustees [Governing Body/Council] on the appointment of external [and internal] auditors; to consider reports submitted by the auditors, [both external and internal]; to monitor the implementation of recommendations made by the auditors; to make an annual report to the Trustees [Governing Body/Council]. Membership of the [insert name of Committee] includes
6. There are Registers of Interests of Trustees [Members of the Governing Body/Council], the Finance Committee and Audit Committee, and of the senior administrative officers. Declarations of interest are made systematically at meetings.
7. The College's Trustees [Members of the Governing Body/Council] during the year ended 30 June [20..] are set out on page 1.

Statement of Internal Control

Paragraph 24(b) of the SORP also requires the inclusion of a statement of internal control.

The following statement is by way of example only.

1. The Trustees are [Governing Body/Council is] responsible for maintaining a sound system of internal control that supports the achievement of policy, aims, and objectives while safeguarding the public and other funds and assets for which the Governing Body is responsible, in accordance with the College's Statutes.
2. The system of internal control is designed to manage rather than eliminate the risk of failure to achieve policies, aims, and objectives; it therefore provides reasonable but not absolute assurance of effectiveness.
3. The system of internal control is designed to identify the principal risks to the achievement of policies, aims and objectives, to evaluate the nature and extent of those risks and to manage them efficiently, effectively, and economically. This process was in place for the year ended 30 June [20..] and up to the date of approval of the financial statements.
4. The Trustees are [Governing Body/Council is] responsible for reviewing the effectiveness of the system of internal control. The following processes have been established:
 5. The Trustees' [Governing Body's/Council's] review of the effectiveness of the system of internal control is informed by the work of the various Committees, Bursar, and College officers, who have responsibility for the development and maintenance of the internal control framework, and by comments made by the external auditors in their management letter and other reports.

Alternatively, the statement may be included in the Operating and Financial Review (OFR) or the Statement of Corporate Governance.

Responsibilities of the Trustees [Governing Body]

The Trustees are [Governing Body/Council is] responsible for preparing the Annual Report and financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

The College's Statutes and the Statutes and Ordinances of the University of Cambridge require the Governing Body to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the College and of the surplus or deficit of the College for that period. In preparing these financial statements, the Trustees are [Governing Body/Council is] required to:

- select suitable accounting policies and then apply them consistently;
- make judgements and estimates that are reasonable and prudent;
- state whether applicable accounting standards have been followed, subject to any material departures disclosed and explained in the financial statements; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the College will continue in operation².

The Trustees are [Governing Body/Council is] responsible for keeping accounting records which disclose with reasonable accuracy at any time the financial position of the College and enable them to ensure that the financial statements comply with the Statutes of the University of Cambridge. They are also responsible for safeguarding the assets of the College and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

[The Trustees are [Governing Body/Council is] responsible for the maintenance and integrity of the corporate and financial information included on the College's website. Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions³.]

Alternatively, this statement may be included in the Operating and Financial Review (OFR) or the Statement of Corporate Governance.

² If no separate statement on the going concern is made by the Trustees/Governing Body/Council.

³ Where the financial statements are published on the internet.

Independent Auditors' Report to the Trustees [Governing Body/Council] of Cambridge College

We have audited the financial statements of [name of College] for the year ended which comprise the [consolidated*] income and expenditure account, the [consolidated*] statement of total recognised gains and losses, the [consolidated and College*] balance sheet[s*], the [consolidated*] cash flow statement and related notes. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

This report is made solely to the College's Trustees [Governing Body/Council], as a body, in accordance with the College's Statutes, and the Statutes of the University of Cambridge. Our audit work has been undertaken so that we might state to the College's Trustees [Governing Body/Council] those matters we are required to state to them in an auditors' report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the College and the College's Trustees [Governing Body/Council] as a body, for our audit work, for this report, or for the opinions we have formed.

Respective responsibilities of the trustees [Governing Body/Council] and auditors

As explained more fully in the Trustees' [Governing Body's/Council's] Responsibilities Statement [set out [on page ...]], the Trustees are [Governing Body/Council is] responsible for the preparation of financial statements which give a true and fair view.

We have been appointed as auditors under section 43 of the Charities Act 1993 and report in accordance with regulations made under section 44 of that Act. Our responsibility is to audit and express an opinion on the financial statements in accordance with applicable law and International Standards on Auditing (UK and Ireland). Those standards require us to comply with the Auditing Practices Board's [APB's] Ethical Standards for Auditors.

Scope of the audit of financial statements

An audit involves obtaining evidence about the amounts and disclosures in the financial statements sufficient to give reasonable assurance that the financial statements are free from material misstatement, whether caused by fraud or error. This includes an assessment of: whether the accounting policies are appropriate to the College's circumstances and have been consistently applied and adequately disclosed; the reasonableness of significant accounting estimates made by the trustees [Governing Body/Council]; and the overall presentation of the financial statements. In addition, we read all the financial information in the [*describe the annual report*] to identify material inconsistencies with the audited financial statements. If we become aware of any apparent material misstatements or inconsistencies we consider the implications for our report.

Opinion on financial statements

In our opinion:

- the financial statements give a true and fair view of the state of the [group's and the*] College's affairs as at and of [its*] [the group's*] income and expenditure for the year then ended;
- the financial statements have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice;
- the financial statements have been prepared in accordance with the requirements of the Charities Act 1993, the College's Statutes, and the Statutes of the University of Cambridge;
- the contribution due from the College to the University has been correctly computed as advised in the provisional assessment by the University of Cambridge and in accordance with the provisions of Statute G, II, of the University of Cambridge.

* Delete if not applicable.

Independent Auditors' Report to the Trustees [Governing Body/Council] of Cambridge College (continued)

Matters on which we are required to report by exception

We have nothing to report in respect of the following matters where the Charities Act 1993 requires us to report to you if, in our opinion:

- the information given in the Trustees' [Governing Body's/Council's] Annual Report is inconsistent in any material respect with the financial statements; or
- sufficient accounting records have not been kept; or
- the financial statements are not in agreement with the accounting records and returns; or
- we have not received all the information and explanations we require for our audit.

Name and address of firm

Chartered Accountants and Statutory Auditors

Date:

[Name of firm] is eligible to act as an auditor in terms of section 1212 of the Companies Act 2006.

Statement of Principal Accounting Policies

Basis of preparation

The financial statements have been prepared in accordance with the provisions of the Statutes of the College and of the University of Cambridge and applicable United Kingdom accounting standards. In addition, the financial statements comply with the Statement of Recommended Practice: Accounting for Further and Higher Education (the SORP).

The income and expenditure account includes activity analysis in order to demonstrate that the College is satisfying its obligations to the University of Cambridge with regard to the use of public funds. The analysis required by the SORP is set out in note 7.

Basis of accounting

The financial statements have been prepared under the historical cost convention, modified in respect of the treatment of investments [and certain operational properties] which are included at valuation.

Basis of consolidation

The consolidated financial statements include the College and its subsidiary undertakings. Details of the subsidiary undertakings included are set out in note xx. Intra-group balances are eliminated on consolidation.

The consolidated financial statements do not include the activities of student societies [as these are separate bodies in which the College has no financial interest and over whose policy decisions it has no control].

Recognition of income

Academic fees

Academic fees are recognised in the period to which they relate and include all fees chargeable to students or their sponsors. [The costs of any fees waived or written off by the College are included as expenditure.]

Restricted grant income

Grants received for restricted purposes are recognised as income to the extent that relevant expenditure has been incurred.

Income from research grants

[Income from research grants, contracts and other services rendered is included to the extent of the completion of the contract or service concerned.]

Donations and benefactions

Charitable donations are recognised on receipt or where there is certainty of future receipt and the value can be measured reliably. The accounting treatment of a donation depends on the nature and extent of restrictions specified by the donor. Donations with no substantial restrictions are recognised as income in the income and expenditure account. Donations which are to be retained for the future benefit of the College, and other donations with substantially restricted purposes, other than for the acquisition or construction of tangible fixed assets, are recognised in the statement of total recognised gains and losses as new endowments.

Capital grants and donations

Grants and donations are received for the purposes of funding the acquisition and construction of tangible fixed assets. In the case of depreciable assets these are credited to deferred capital grants when the related capital expenditure is incurred and released to income over the estimated useful life of the respective assets in line with the depreciation policy. Grants and donations of, or for the acquisition of, freehold land or heritage assets, which are non-depreciable assets, are credited to the income and expenditure account in the year of acquisition.

Other income

Income is received from a range of activities including residences, catering conferences, and other services rendered.

Endowment and investment income

All investment income is credited to the Income and Expenditure Account in the period in which it is earned. Income from restricted endowments not expended in accordance with the restrictions of the endowment is transferred from the Income and Expenditure Account to restricted endowments.

[Total return

Where the Total Return basis of accounting for investment returns has been adopted, Colleges should include an explanation of the basis of the calculation.]

Foreign currency translation

Transactions denominated in foreign currencies are recorded at the rate of exchange ruling at the date of the transactions. Monetary assets and liabilities denominated in foreign currencies are translated into sterling at year end rates or, where there are forward foreign exchange contracts, at contract rates. The resulting exchange differences are dealt with in the determination of the income and expenditure for the financial year.

Statement of Principal Accounting Policies (continued)**Tangible fixed assets*****Land and buildings***

Land and buildings are stated at [cost] [or] [valuation]. Where buildings have been revalued, they are valued on the basis of their depreciated replacement cost. [The valuation on [date] was carried out by [name of firm, Chartered Surveyors.] Freehold buildings are depreciated on a straight line basis over their expected useful economic life of x years. Freehold land is not depreciated. [Leasehold land and buildings are amortised over 50 years, or, if shorter, the period of the lease.]

Where land and buildings are acquired with the aid of specific bequests or donations they are capitalised and depreciated as above. [The related benefactions are credited to a deferred capital account and are released to the Income and Expenditure Account over the expected useful economic life of the related asset on a basis consistent with the depreciation policy.] [The related benefactions are credited to permanent capital.]

Finance costs which are directly attributable to the construction of buildings are [not] capitalised as part of the cost of those assets.

A review for impairment of a fixed asset is carried out if events or changes in circumstances indicate that the carrying amount of the fixed asset may not be recoverable.

Buildings under construction are valued at cost, based on the value of architects' certificates and other direct costs incurred. They are not depreciated until they are brought into use.

[Land held specifically for development, investment, and subsequent sale is included in current assets at the lower of cost and net realisable value.]

[The cost of additions to operational property shown in the balance sheet includes the cost of land.]

Maintenance of premises

[The College has a [five year] [other period] rolling maintenance plan which is reviewed on an annual basis.] The cost of routine maintenance is [charged to the Income and Expenditure Account as it is incurred] [capitalised and depreciated over the expected useful economic life of the asset concerned]. [The College also sets aside sums on a regular basis to meet major maintenance costs which occur on an irregular basis. These are disclosed as designated funds.]

Equipment

Furniture, fittings, and equipment [is written off in the year of acquisition] [costing less than [£x] per individual item or group of related items is written off in the year of acquisition. All other assets are capitalised and depreciated over their expected useful life as follows:

Furniture and fittings	[10%] per annum
Motor vehicles and general equipment	[20%] per annum
Computer equipment	[25%] per annum.

[Where equipment is acquired with the aid of specific bequests or donations it is capitalised and depreciated as above. [The related benefactions are credited to a deferred capital account and are released to the Income and Expenditure Account over the expected useful economic life of the related asset on a basis consistent with the depreciation policy.] [The related benefactions are credited to permanent capital.]]

Leased assets

Fixed assets held under finance leases and the related lease obligations are recorded in the Balance Sheet at the fair value of the leased assets at the inception of the lease. The excesses of lease payments over recorded lease obligations are treated as finance charges which are amortised over each lease term to give a constant rate of charge on the remaining balance of the obligations. Rental costs under operating leases are charged to expenditure in equal amounts over the periods of the leases.

Heritage assets

The College holds and conserves a number of collections, exhibits, artefacts and other assets of historical, artistic or scientific importance. In accordance with FRS 15 and FRS 30 (Heritage assets) heritage assets acquired before 1 July 1999 have not been capitalised since reliable estimates of cost or value are not available on a cost-benefit basis. Acquisitions since 1 July 1999 have been capitalised at cost or, in the case of donated assets, at expert valuation on receipt. Heritage assets are not depreciated since their long economic life and high residual value mean that any depreciation would not be material.

Statement of Principal Accounting Policies (continued)***Investments***

Fixed asset investment and endowment assets are included in the balance sheet at market value, except for investments in subsidiary undertakings which are stated in the College's balance sheet at cost and eliminated on consolidation. Investments that are not listed on a recognised stock exchange are carried at historical cost less any provision for impairment in their value.

Stocks

Stocks are stated at the lower of cost and net realisable value after making provision for slow moving and obsolete items.

Provisions

Provisions are recognised when the College has a present legal or constructive obligation as a result of a past event, it is probable that a transfer of economic benefits will be required to settle the obligation, and a reliable estimate can be made of the amount of the obligation.

Taxation

The College is a registered charity (number 1234567) and also a charity within the meaning of Section 506 (1) of the Taxes Act 1988. Accordingly, the College is exempt from taxation in respect of income or capital gains received within the categories covered by Section 505 of the Taxes Act 1988 or Section 256 of the Taxation of Chargeable Gains Act 1992 to the extent that such income or gains are applied to exclusively charitable purposes.

The College receives no similar exemption in respect of Value Added Tax.

Contribution under Statute G, II

The College is liable to be assessed for Contribution under the provisions of Statute G, II of the University of Cambridge. Contribution is used to fund grants to Colleges from the Colleges Fund. The College may from time to time be eligible for such grants. The liability for the year is as advised to the College by the University based on an assessable amount derived from the value of the College's assets as at the end of the previous financial year.

Pension costs

The College participates in the Universities Superannuation Scheme (USS), a defined benefit scheme which is externally funded and contracted out of the State Second Pension (S2P). The assets of the scheme are held in a separate trustee administered fund. Because of the mutual nature of the scheme, the College is unable to identify its share of the underlying assets and liabilities of the scheme on a consistent and reasonable basis and therefore, as required by FRS 17 'Retirement Benefits', accounts for the scheme as if it were a defined contribution scheme. As a result, the amount charged to the Income and Expenditure Account represents the contributions payable to the scheme in respect of the accounting period.

[A similar note of accounting policy is required in respect of any other scheme in which the College participates, e.g. CCFPS.]

Consolidated Income and Expenditure Account

For the year ended 30 June [20..]

		Current year	Previous year
	Note	£	£
Income			
Academic fees and charges	1		
Residences, catering, and conferences	2		
Endowment and investment income	3		
Donations	4		
Total income			
Expenditure			
Education	5		
Residences, catering, and conferences	6		
Other expenditure			
Total expenditure	7		
Surplus/(deficit) on continuing operations before Contribution under Statute G, II			
Contribution under Statute G, II			
Surplus/(deficit) on continuing operations after Contribution under Statute G, II			
Surplus/(deficit) for the year transferred to accumulated income in endowment funds	20		
Surplus/(deficit) for the year retained within general reserves			

All items dealt with in arriving at the surplus/(deficit) for [current year] and [previous year] relate to continuing operations.

Note of Historical Cost Surpluses and Deficits

For the year ended 30 June [20..]

		Current year	Previous year
	Note	£	£
Surplus/(deficit) on continuing operations			
Difference between historical cost depreciation and the actual charge for the period calculated on the revalued amount	21		
Realisation of gains/(losses) on disposal of fixed asset investments	21		
Historical cost surplus/(deficit) for the year			

This note will only apply to those Colleges that have adopted a policy of revaluation with regard to tangible fixed assets.

The notes on pages xx to xx form part of these accounts.

Consolidated Statement of Total Recognised Gains and Losses

For the year ended 30 June [20..]

		Restricted Funds	Unrestricted Funds	Current year Total Funds	Previous year Total Funds
	Note	£	£	£	£
Surplus/(deficit) on Income and Expenditure Account					
Unspent endowment fund income					
Increase/(decrease) in market value of investments					
Endowment assets	20				
Fixed asset investments	21				
Unrealised surplus on revaluation of fixed assets	9				
New endowments	20				
Capital grant from Colleges Fund					
Transfers					
Actuarial gain/(loss) in respect of pension schemes	28				
Total recognised gains/(losses) relating to the year					
Reconciliation					
Opening reserves and endowments					
Total recognised gains/(losses) for the year					
Closing reserves and endowments					

The notes on pages xx to xx form part of these accounts.

Consolidated Balance Sheet as at 30 June [20..]

				Current year Group £	Previous year Group £
	Note				
Fixed assets					
Tangible assets	9				
Investments	10				
Endowment assets	11				
Current assets					
Stocks and work in progress	12				
Debtors	13				
Cash at bank and in hand	14				
Creditors: amounts falling due within one year	15				
Net current assets					
Creditors: amounts falling due after more than one year	16				
Provision for liabilities and charges	17				
Net assets excluding pension asset/(liability)					
Net pension asset/(liability)	18				
Net assets including pension asset/(liability)					
Represented by:					
		Restricted funds	Unrestricted funds	Current year Total	Previous year Total
Deferred capital grants	19				
Endowments					
Expendable endowments	20				
Permanent endowments	20				
Reserves					
General reserves excluding pension reserve	21				
Pension reserve	21				
Operational property revaluation reserve	21				
Fixed asset investment revaluation reserve	21				
Total funds					

[Where the Group and College figures are materially different, separate balance sheets for each must be produced.]

The financial statements were approved by the Trustees [Governing Body/Council] on [insert date] and signed on its behalf by:

The notes on pages xx to xx form part of these accounts.

Consolidated Cash Flow Statement

For the year ended 30 June [20..]

		Current year £	Previous year £
	Note		
Net cash inflow from operating activities	23		
Returns on investments and servicing of finance	24		
Capital expenditure and financial investment	24		
Cash inflow/(outflow) before management of liquid resources			
Management of liquid resources			
Increase/(decrease) in short term deposits			
Financing	24		
Bank loan drawn down in year			
Loan repayment in year			
Increase/(decrease) in cash in the year			
Reconciliation in net cash flow to movement in net funds			
Increase/(decrease) in cash in the year			
New bank loan			
Cash inflow/(outflow) from liquid resources			
Change in net funds			
Net funds at beginning of year			
Net funds at end of year	25		

The notes on pages xx to xx form part of these accounts.

Notes to the Accounts

For the year ended 30 June [20..]

1	Academic fees and charges	Current year	Previous year
		£	£
	Colleges fees:		
	Fee income paid on behalf of undergraduates at the Publicly-funded Undergraduate rate (per capita fee £.....)		
	Privately-funded undergraduate fee income (per capita fee (£.....))		
	Fee income received at the Graduate fee rate (per capita fee £.....)		
	Other income		
	Total		

2	Income from residences, catering and conferences	Current year	Previous year
		£	£
	Accommodation College members		
	Conferences		
	Catering College members		
	Conferences		
	Total		

3	Endowment and investment income	Current year	Previous year
		£	£
3a	Analysis		
	[Total return contribution (see note 3b)]		
	Income from:		
	Land and buildings		
	Quoted securities		
	Fixed interest securities		
	Income from short-term investments		
	Other interest receivable		
	Total		
3b	Summary of total return		
	Income from:		
	Land and buildings		
	Quoted and other securities and cash		
	Gains/(losses) on endowment assets:		
	Land and buildings		
	Quoted and other securities and cash		
	Investment management costs (see note 3c)		
	Total return for year		
	Total return transferred to Income and Expenditure Account (see note 3a)		
	Unapplied total return for year included within statement of total recognised gains and losses (see note 22)		

Notes to the Accounts (continued)

For the year ended 30 June [20..]

3c	Investment management costs	Current year	Previous year
		£	£
	Land and buildings		
	Quoted securities – equities		
	Fixed interest securities		
	Other investments		
	Cash		
	Total		

4	Donations	Current year	Previous year
		£	£
	Unrestricted donations		
	Restricted donations		
	Released from deferred capital grants (see note 19)		
	Total		

5	Education expenditure	Current year	Previous year
		£	£
	Teaching		
	Tutorial		
	Admissions		
	Research		
	Scholarships and awards		
	Other educational facilities		
	Total		

6	Residences, catering and conferences expenditure	Current year	Previous year
		£	£
	Accommodation College members		
	Conferences		
	Catering College members		
	Conferences		
	Total		

7a	Analysis of [current year's] expenditure by activity				
		Staff costs (note 8)	Other operating expenses	Depreciation	Total
		£	£	£	£
	Education				
	Residences, catering and conferences				
	Other				
	Totals				

Expenditure includes fundraising costs of £xx,xxx. This expenditure [includes] [does not include] the costs of alumni relations.

Notes to the Accounts (continued)

For the year ended 30 June [20..]

7b Analysis of [previous year's] expenditure by activity					
		Staff costs (note 8)	Other operating expenses	Depreciation	Total
		£	£	£	£
	Education				
	Residences, catering and conferences				
	Other				
	Totals				

Expenditure includes fundraising costs of £xx,xxx. This expenditure [includes] [does not include] the costs of alumni relations.

7c Auditors' remuneration			
		Current year	Previous year
		£	£
	Other operating expenses include:		
	Audit fees payable to the College's external auditors		
	Other fees payable to the College's external auditors		
	[Audit fees payable to other firms]		

8 Staff costs						
Group	College Fellows	Other academic	Non- academic	Current year Total	Previous year Total	
	£	£	£	£	£	
Staff costs:						
Emoluments						
Social security costs						
Other pension costs						
Average staff numbers (full-time equivalents):						
Academic ([numbers in Governing Body] [numbers of stipendiary staff])						
Non-academic (full time equiv.)						
Total						

[The Governing Body comprises xx Fellows, of which the xx declared above are stipendiary.] [Of the xx Fellows declared above, xx are stipendiary.]

The number of officers and employees of the College, including Head of House, who received emoluments in the following ranges was:

					Current year Total	Previous year Total
	£100,001 – £110,000					
	£110,001 – £120,000					

(Continuing in bands of £10,000 until the highest combined stipend and other taxable benefits is reached)*

* (or, if relevant)

No officer or employee of the College, including the Head of House, received emoluments of over £100,000.

Notes to the Accounts (continued)

For the year ended 30 June [20..]

9	Tangible fixed assets						
	Group	Land and buildings	Assets in construction	Equipment	Heritage assets	Current year Total	Previous year Total
		£	£	£	£	£	£
	Cost or valuation						
	At beginning of year						
	Additions at cost						
	Transfers						
	Disposals						
	At end of year						
	Depreciation						
	At beginning of year						
	Charge for the year						
	Eliminated on disposals						
	Written back on revaluation						
	At end of year						
	Net book value						
	At end of year						
	At beginning of year						
	College						
	Cost or valuation						
	At beginning of year						
	Additions at cost						
	Transfers						
	Disposals						
	At end of year						
	Depreciation						
	At beginning of year						
	Charge for the year						
	Eliminated on disposals						
	Written back on revaluation						
	At end of year						
	Net book value						
	At end of year						
	At beginning of year						

The insured value of freehold land and buildings as at 30 June [current year] was £xx,xxx,xxx ([previous year]: £xx,xxx,xxx).

The net book value of tangible fixed assets includes an amount of £xxx,xxx ([previous year]: £xxx,xxx) in respect of assets held under finance leases. The depreciation charge on these assets for the year was £xx,xxx ([previous year]: £xx,xxx).

The cost to the group of freehold buildings and assets in construction consists of the costs incurred by the College less the surplus recorded in the accounts of XYZ Limited, a subsidiary undertaking, and eliminated on consolidation.

Notes to the Accounts (continued)**For the year ended 30 June [20..]****9 Tangible fixed assets (continued)****Heritage assets**

The College holds and conserves certain collections, artefacts and other assets of historical, artistic or scientific importance.

As stated in the statement of principal accounting policies, heritage assets acquired since [insert date] have been capitalised. However, the majority of assets held in the College's collections were acquired prior to this date. As reliable estimates of cost or valuation are not available for these on a cost-benefit basis, they have not been capitalised. As a result the total included in the balance sheet is partial.

Amounts for the current and previous four years were as follows:

	Current year	[Each of previous four years]			
		£	£	£	£
Acquisitions purchased with specific donations					
Acquisitions purchased with College funds					
Total cost of acquisitions purchased					
Value of acquisitions by donation					
Total acquisitions capitalised					

10 Fixed asset investments	Group	Group	College	College
	Current year	Previous year	Current year	Previous year
	£	£	£	£
Balance at beginning of year				
Additions				
Disposals				
Appreciation/(depreciation)				
Increase/(decrease) in cash balances held at fund managers				
Balance at end of year				
Represented by:				
Property				
Quoted securities – equities				
Fixed interest securities				
Investments in subsidiary undertakings				
Cash in hand and at investment managers				
Other investments				

Notes to the Accounts (continued)

For the year ended 30 June [20..]

11	Endowment assets	Group	Group	College	College
		Current year	Previous year	Current year	Previous year
		£	£	£	£
	Long-term investments:				
	Property				
	Quoted securities – equities				
	Fixed interest securities				
	Cash in hand and at investment managers				
	Other investments				
	Bank balances				

Notes 9 and 10 above may need to be adapted to include Endowment Assets (e.g. where investments are managed as a single pool) in which case the figures in note 11 should be suitably cross-referenced. In either case, Endowment Assets must always be shown separately on the face of the balance sheet.

12	Stocks and work in progress	Group	Group	College	College
		Current year	Previous year	Current year	Previous year
		£	£	£	£
	Goods for resale				
	Work in progress				
	Other stocks				

13	Debtors	Group	Group	College	College
		Current year	Previous year	Current year	Previous year
		£	£	£	£
	Members of the College				
	Amounts due from subsidiary undertakings				
	Other debtors				
	Prepayments and accrued income				

14	Cash and bank balances	Group	Group	College	College
		Current year	Previous year	Current year	Previous year
		£	£	£	£
	Short-term money market investments				
	Bank deposits				
	Current accounts				
	Cash in hand				

Notes to the Accounts (continued)

For the year ended 30 June [20..]

15 Creditors: amounts falling due within one year					
		Group	Group	College	College
		Current	Previous	Current	Previous
		year	year	year	year
		£	£	£	£
	Bank overdraft				
	Trade creditors				
	Members of the College				
	Amounts due to subsidiary undertakings				
	University fees				
	Contribution to Colleges Fund				
	Other creditors (e.g. VAT)				
	Accruals and deferred income				

16 Creditors: amounts falling due after more than one year					
		Group	Group	College	College
		Current	Previous	Current	Previous
		year	year	year	year
		£	£	£	£
	Bank loans				
	Obligations under finance leases				

17 Provisions for liabilities and charges					
		Group	Group	College	College
		Current	Previous	Current	Previous
		year	year	year	year
		£	£	£	£
	Balance at beginning of year				
	Charge to Income and Expenditure Account				
	Utilised in year				
	Balance at end of year				

18 Pension liabilities					
		Group	Group	College	College
		Current	Previous	Current	Previous
		year	year	year	year
		£	£	£	£
	Balance at beginning of year				
	Movement in year:				
	Current service cost including life assurance				
	Contributions				
	Other finance (income)/cost				
	Actuarial loss/(gain) recognised in statement of total recognised gains and losses				
	Balance at end of year				

Notes to the Accounts (continued)

For the year ended 30 June [20..]

19 Deferred capital grants					
				Current year	Previous year
Group and College	Grants	Donations		Total	Total
	£	£		£	£
Balance at beginning of year:					
Buildings					
Equipment					
Grants and donations received:					
Buildings					
Equipment					
Released to Income and Expenditure Account:					
Buildings					
Equipment					
Balances at end of year:					
Buildings					
Equipment					

20 Endowments							
Group	Unrestricted Permanent	Restricted Permanent	Total Permanent	Restricted Expendable	Current year Total	Previous year Total	
	£	£	£	£	£	£	£
Balance at beginning of year:							
Capital							
Unspent income							
New endowments received							
Income receivable from endowment asset investments							
Expenditure							
Net transfer (to)/from income and expenditure account							
Increase/(decrease) in market value of investments							
Balance at end of year							
Comprising:							
Capital							
Unspent income							
Representing							
Fellowship Funds							
Scholarship Funds							
Prize Funds							
Hardship Funds							
Bursary Funds							
Travel Grant Funds							
Other Funds							
General endowments							
Group total							

Notes to the Accounts (continued)

For the year ended 30 June [20..]

21	Reserves					
	Group	General reserves	Operational property revaluation reserve	Fixed asset investment revaluation reserve	Current year Total	Previous year Total
			£	£	£	£
	Balance at beginning of year					
	Surplus retained for the year					
	Actuarial gain/(loss)					
	Transfer in respect of depreciation on revalued operational properties					
	Transfer in respect of disposals of fixed asset investments					
	Increase/(decrease) in market value of investments					
	Balance at end of year					
	College					
	Balance at beginning of year					
	Surplus retained for the year					
	Actuarial gain/(loss)					
	Transfer in respect of depreciation on revalued operational properties					
	Transfer in respect of disposals of fixed asset investments					
	Increase/(decrease) in market value of investments					
	Balance at end of year					

22	Memorandum of Unapplied Total Return		
	Included within reserves the following amounts represent the Unapplied Total Return of the College:		
		Current year	Previous year
		£	£
	Unapplied Total Return at beginning of year		
	Unapplied Total Return for year (see note 3b)		
	Unapplied Total Return at end of year		

Notes to the Accounts (continued)

For the year ended 30 June [20..]

23	Reconciliation of consolidated operating surplus to net cash inflow from operating activities	Current year	Previous year
		£	£
	Surplus/(deficit) on continuing operations before donations of heritage assets		
	Depreciation of tangible fixed assets		
	Surplus on disposal of tangible fixed assets		
	Deferred capital grants released to income		
	Investment income		
	Interest payable		
	Pension costs less contributions payable		
	Decrease/(increase) in stocks		
	Decrease/(increase) in debtors		
	Increase in creditors		
	Net cash inflow from operating activities		

24	Cash flows	Current year	Previous year
		£	£
	Returns on investments and servicing of finance		
	Endowment and investment income received		
	Interest paid		
	Net cash inflow from returns on income and servicing of finance		
	Capital expenditure and financial investment		
	Purchase of tangible fixed assets		
	Donations for buildings and other deferred capital grants received		
	Proceeds of disposal of tangible fixed assets		
	Net purchase of long-term investments		
	New endowments received		
	Net cash outflow from capital expenditure and financial investment		
	Financing		
	Bank loan acquired		
	Repayment of long-term loan		
	Net cash inflow from financing		

Notes to the Accounts (continued)

For the year ended 30 June [20..]

25 Analysis of cash and bank balances			
	At beginning of year	Cash flows	At end of year
	£	£	£
Bank overdrafts			
Cash at bank and in hand			
Net Funds			

26 Capital commitments			
	Current year	Previous year	
	£	£	
Capital commitments at 30 June [20..] are as follows:			
Authorised and contracted			
Authorised but not yet contracted for			
Commitments under finance leases entered into but not yet provided for in the financial statements			

27 Financial commitments			
At 30 June [20..] the College had annual commitments under non-cancellable operating leases as follows:			
	Current year	Previous year	
	£	£	
Land and buildings:			
Expiring within one year			
Expiring between two and five years			
Expiring in over five years			
Other			
Expiring within one year			
Expiring between two and five years			
Expiring in over five years			

Notes to the Accounts (continued)**For the year ended 30 June [20..]****28 Pension schemes**

The College participates in three defined benefit schemes, the Universities Superannuation Scheme (USS), the Cambridge Colleges Federated Pension Scheme (CCFPS) and the Church of England Funded Pensions Scheme, as follows:

Universities Superannuation Scheme

The College participates in the Universities Superannuation Scheme (USS), a defined benefit scheme which is contracted out of the State Second Pension (S2P). The assets of the scheme are held in a separate fund administered by the trustee, Universities Superannuation Scheme Limited.

Insert specimen wording provided by USS.

Cambridge Colleges Federated Pension Scheme

Insert the disclosures required by FRS 17, provided by the scheme actuary.

Other pension schemes

Insert the disclosures required by FRS 17, provided by the pension provider or scheme actuary.

The total pension cost, after personal health insurance contributions, for the year to 30 June [20..] (see note x) was as follows:

	Year to 30 June	Previous year to 30 June
USS: Contributions	xx,xxx	xx,xxx
CCFPS: Charged to income and expenditure account	xxx,xxx	xxx,xxx
Other Pension Schemes: Contributions	xx,xxx	xx,xxx
	<u>xxx,xxx</u>	<u>xxx,xxx</u>

29 Principal subsidiary and associated undertakings and other significant investments

Give details where relevant.

30 Contingent Liabilities

Give details where relevant.

31 Related Party Transactions

Owing to the nature of the College's operations and the composition of the Governing Body it is inevitable that transactions will take place with organisations in which a member of the Governing Body may have an interest. All transactions involving organisations in which a member of the Governing Body may have an interest are conducted at arm's length and in accordance with the College's normal procedures.

[Transactions totalling £xx,xxx relating to took place with Limited, a company in which the College has a majority interest. There were no amounts outstanding at the balance sheet date.]

Response to representations made under Statute K, 5: Notice

The Registry gives notice that the response made by the Vice-Chancellor's deputy to two recent representations under Statute K, 5 is now available on the Council's website at <http://www.admin.cam.ac.uk/committee/council/>.

VACANCIES, APPOINTMENTS, ETC.

Vacancy in the University

A full list of current vacancies can be found at <http://www.admin.cam.ac.uk/offices/hr/jobs/>.

University Lecturer in English Literature in the Institute of Continuing Education: salary: £36,862–£46,696; closing date: 22 June 2011; further particulars: <http://www.ice.cam.ac.uk/who-we-are/job-opportunities>; quote reference: EA08250

The University values diversity and is committed to equality of opportunity.

The University has a responsibility to ensure that all employees are eligible to live and work in the UK.

Any job application submitted with a *curriculum vitae* should be accompanied by a Cover Sheet for Employment (form CHRIS/6) which can be downloaded from <http://www.admin.cam.ac.uk/offices/hr/forms/chris6/>, or may be obtained in hard copy from the advertising Department or Faculty.

EVENTS, COURSES, ETC.

Lectures, seminars, etc.

The University offers a large number of lectures, seminars, and other events, many of which are free of charge, to members of the University and others who are interested. Details can be found on Faculty and Departmental websites, and in the following resources.

The What's On website (<http://www.admin.cam.ac.uk/whatson/>) carries details of exhibitions, music, theatre and film, courses, and workshops, and is searchable by category and date. Both an RSS feed and a subscription email service are available.

Talks.cam (<http://www.talks.cam.ac.uk/>) is a fully searchable talks listing service, and talks can be subscribed to and details downloaded.

Brief details of upcoming events are given below.

Radio Astronomy Third Hewish Lecture <http://talks.cam.ac.uk/talk/index/31468>

REGULATIONS FOR EXAMINATIONS

English Tripos, Part II

(*Statutes and Ordinances*, p. 320)

With effect from 1 October 2011

The list of papers set for Part II of the Tripos has been amended. The prescribed descriptor for Paper 29 has been amended to 'A paper in linguistics'. With effect from 1 October 2011 this will be Paper 13 of Parts IIA and IIB of the Linguistics Tripos entitled 'History of the English language'. With effect from 1 October 2012 this will be *either* Paper 11 of Parts IIA and IIB of the Linguistics Tripos entitled 'Historical linguistics', *or* Paper 13 of Parts IIA and IIB of that Tripos, whichever of those papers is offered.

PART II

Regulation 18.

GROUP C(ii)

By amending the title of Paper 29
from Paper 29. The structure of English (Paper 8 of the Linguistics Tripos (Old Regulations))
to Paper 29. A paper in linguistics (Paper 11 or Paper 13 of Parts IIA and Parts IIB of the Linguistics Tripos)¹
 The Faculty Board of English are satisfied that no candidate's preparation for the examination in 2012 will be affected by this change.

¹ With effect from 1 October 2011 this will be Paper 13 of Parts IIA and IIB of the Linguistics Tripos. With effect from 1 October 2012 this will be *either* Paper 11 *or* Paper 13 of Parts IIA and IIB of the Linguistics Tripos, whichever of those papers is offered.

Linguistics Tripos (New Regulations), Parts IIA and IIB

(*Statutes and Ordinances*, p. 350)

With effect from 1 October 2011

The list of papers set for Parts IIA and IIB of the Tripos has been amended. A new Paper 13 entitled 'History of the English language' (which will also serve as Paper Li. 13 of Part II of the Modern and Medieval Languages Tripos and Paper 29 of Part II of the English Tripos) has been introduced.

Paper 11 (Historical linguistics) will be paired with Paper 13 with effect from 1 October 2012 and the papers will run in alternate years. Paper 13 will be suspended in October 2012 and in each alternate year thereafter. Paper 11 will be suspended in October 2013 and in each alternate year thereafter.

Regulation 12.

SECTION C

Paper 11. Historical linguistics (also serves as Paper 15 of Part II of the Anglo-Saxon, Norse, and Celtic Tripos and as Paper Li. 11 of Part II of the Modern and Medieval Languages Tripos)

By suspending the paper from 1 October 2013 to 1 October 2014, and in each alternate year thereafter until further notice.

By introducing an additional paper to the list of papers offered, entitled:

Paper 13. History of the English language (also serves as Paper Li. 13 of Part II of the Modern and Medieval Languages Tripos and as Paper 29 of Part II of the English Tripos)

This paper will be suspended from 1 October 2012 to 1 October 2013 and in each alternate year thereafter until further notice.

The Faculty Board of Modern and Medieval Languages are satisfied that no candidate's preparation for the examination in 2012 will be affected by these changes.

Modern and Medieval Languages Tripos

(*Statutes and Ordinances*, p. 363)

With effect from 1 October 2011

The regulations for Parts IA, IB, and II of the Tripos have been changed. Regulation 18(a) has been amended in accordance with the Notice published on 29 April 2009 (*Reporter*, 2008–09, p. 663) suspending Dutch with effect from 1 October 2011 as a language which applicants may choose on application to the University. In addition, Regulations 30 and 31 have been rescinded to reflect the fact that candidates will no longer be able to offer a modern language for any Part of the Tripos other than those specified in Regulation 18(a). The lists of papers available to candidates under Schedules B, IA, IB, II, and D have also been amended.

Regulation 18(a).

By inserting a footnote to Regulation 18(a) after the reference to Dutch as a language that may be taken, to state: Papers in Dutch for Part IA shall be suspended with effect from 1 October 2011, and papers in Dutch for Part IB shall be suspended with effect from 1 October 2012.

Regulations 30 and 31.

By rescinding Regulations 30 and 31.

SCHEDULE B

Dutch

Du. 1. Introduction to Dutch literature

This paper will be suspended until further notice.

French

Fr. 5. French literature, thought, and history, from 1300 to 1510

This paper will be suspended until 1 October 2012.

German

Ge. 1. Structures and varieties of contemporary German

By replacing the paper and amending the title to 'Introduction to German studies'.

Ge. 3. Introduction to German literary texts

This paper will be suspended until further notice.

Italian

It. 3. Italian modernism

This paper will be suspended until 1 October 2012.

It. 5. Florentine culture, from 1321 to 1500

By replacing the paper and amending the title to 'Italian identities: place, language, and culture'.

It. 8. Italian culture, from 1500 to 1600

By amending the title of the paper to 'Italian literature, thought, and culture, 1500–1650'. The content of the paper remains unchanged.

It. 9. A special subject in Italian culture

This paper will be suspended until 1 October 2012.

Portuguese

Pg. 1. Introduction to the structure and varieties of modern Portuguese

This paper continues to be suspended until 1 October 2012.

Pg. 5. Literature and culture of Portugal and Brazil since 1595

This paper continues to be suspended until 1 October 2012.

Spanish

Sp. 8. Spanish cinema and television

This paper will be suspended until further notice, and will not be available to be offered as an Optional Dissertation.

Linguistics

Li. 11. Historical linguistics (Paper 11 of the Linguistics Tripos (New Regulations))

This paper will be suspended from 1 October 2013 to 1 October 2014 and each alternate year thereafter until further notice.

An additional paper has been introduced to the list of papers offered, as follows:

Li. 13. History of the English language (Paper 13 of the Linguistics Tripos (New Regulations))

This paper will be suspended from 1 October 2012 to 1 October 2013 and each alternate year thereafter until further notice.

SCHEDULE IA

By amending the Schedule so as to:

- (i) suspend Paper Du. 1 until further notice;
- (ii) remove Papers Ge. 2 and Ge. 3 from the list of papers that may be taken;
- (iii) suspend Paper Pg. 1 until 1 October 2012.

SCHEDULE IB

By amending the Schedule so as to:

- (i) suspend Papers Fr. 5, It. 3, and Pg. 1 until 1 October 2012;
- (ii) suspend Papers Ge. 3 and Gr. 1, 4, 5, 6, and 7 until further notice;
- (iii) remove Paper Ru. 1 from the list of papers that may be taken.

SCHEDULE II

By amending the Schedule so as to:

- (i) suspend Papers Fr. 5, It. 9, and Pg. 5 until 1 October 2012;
- (ii) suspend Paper Sp. 8 until further notice;
- (iii) add Paper Li. 13 to the list of papers that may be offered;
- (iv) suspend Paper Li. 13 from 1 October 2012 to 1 October 2013;
- (v) suspend Paper Li. 11 from 1 October 2013 to 1 October 2014.

*SCHEDULE D***PAPERS FROM OTHER TRIPOSES THAT MAY BE TAKEN IN PART II**

By amending the Schedule as follows:

- (i) so as to remove the following papers from the list of those that may be offered:

English Tripos, Part II

Paper 13. History of the English language

Historical Tripos, Part II

- Paper 20. A subject in modern European history specified by the Faculty Board
 Paper 22. A subject in English or European or English and European history in the modern period specified by the Faculty Board from time to time
 Paper 28. A subject in world history specified by the Faculty Board of History from time to time

Oriental Studies Tripos

- Paper Is. 13. Middle Eastern and Islamic culture
 Paper Is. 21. Middle Eastern and Islamic history, 5
 Paper Is. 22. Middle Eastern and Islamic history, 6

- (ii) so as to add the following papers to the list of papers that may be taken subject to the provisions of Regulation 24:

Anglo-Saxon, Norse, and Celtic Tripos, Part II

- Paper 5. A subject in Old English literature specified by the Faculty Board of English
 Paper 6. Advanced medieval Scandinavian language and literature

Asian and Middle Eastern Studies Tripos, Part II

- Paper MES.39. Special Subject in the pre-modern Middle East
 Paper MES.40. Special Subject in the Contemporary Middle East: political anthropology of Islam and the Middle East
 Paper MES.41. Comparative Semitic linguistics

- (iii) so as to add the following sentence below the entry for Paper 4 of the Historical Tripos:

Historical Tripos, Part II

Papers in European history announced by the Faculty Board of Modern and Medieval Languages from among Papers 6–30 of Part II of the Historical Tripos, in accordance with the provisions of Regulation 17(b).

Examination in Scientific Computing for the degree of Master of Philosophy

(*Statutes and Ordinances*, p. 528)

With immediate effect

The regulations have been amended to clarify the examination requirements for this subject.

SCIENTIFIC COMPUTING

The scheme of examination for the one-year course of study in Scientific Computing for the degree of Master of Philosophy shall be as follows:

1. The Degree Committee for the Faculty of Physics and Chemistry shall publish, not later than the end of September each year, a list of modules in ‘Scientific Computing’. The list will include core courses in scientific computing and elective courses from Master’s-level courses offered by the Departments of the School of the Physical Sciences. In publishing the list of modules, the Degree Committee shall announce the form of examination for each module.

2. The examination shall consist of:

- (a) a thesis of not more than 15,000 words in length (including tables, figure legends, and appendices, but excluding bibliography) on a major project, involving in-depth original scientific research and a literature survey of the topic. The topic of the project shall be approved by the Degree Committee;
- (b) two written assignments on two of the core-course options in scientific computing. The topic of the assignments shall be approved by the Degree Committee;
- (c) written examination papers. The form of the examination of these papers shall be dictated by the regulations of the donor Department.

3. The examination shall include an oral examination of the thesis or other work submitted by the candidate under Regulation 2(b), and on the general field of knowledge within which they fall.

NOTICES BY FACULTY BOARDS, ETC.

Engineering Tripos, Parts IIA and IIB, 2011–12: Notice

The Faculty Board of Engineering give notice that the modules prescribed for the examinations to be held in 2012, and the mode of examination for each module, will be as follows:

PART IIA: MODULES

Number and title of module	Set	Assessment
Group A: Energy, fluid mechanics, and turbomachinery		
3A1 Fluid mechanics I (double module)	M8/L7	p
3A3 Fluid mechanics II (double module)	M1/L1	p
3A5 Thermodynamics and power generation	M7	p
3A6 Heat and mass transfer	L8	p
Group B: Electrical engineering		
3B1 Radio frequency electronics	M3	p
3B2 Integrated digital electronics	L3	p
3B4 Electric drive systems	L2	p
3B5 Semiconductor engineering	M6	p
3B6 Photonic technology	L7	p
3B7 Present and future energy systems	M2	p
Group C: Mechanics, materials, and design		
3C1 Materials processing and design	M5	p
3C5 Dynamics	M6	p
3C6 Vibration	L6	p
3C7 Mechanics of solids	M4	p
3C8 Machine design	M3	p
3C9 Fracture mechanics of materials and structures	L5	p
Group D: Civil, structural, and environmental engineering		
3D1 Geotechnical engineering I	M1	p
3D2 Geotechnical engineering II	L1	p
3D3 Structural materials and design	M2	p
3D4 Structural analysis and stability	L2	p
3D5 Water engineering	M3	p
3D7 Finite element methods	L4	p
3D8 Building physics and environmental geotechnics	L8	p
Group E: Management and manufacturing		
3E1 Business economics	M11	p
3E2 Marketing	L9	p
3E3 Modelling risk	M9	p
3E5 Human resource management	M10	p
3E6 Organizational behaviour	L10	p
3E10 Operations management for engineers	L11	p
Group F: Information engineering		
3F1 Signals and systems	M5	p
3F2 Systems and control	L5	p
3F3 Signal and pattern processing	L6	p
3F4 Data transmission	L4	p
3F5 Computer and network systems	M4	p
3F6 Software engineering and design	L1	p
Group G: Engineering for the Life Sciences		
3G1 Introduction to molecular bioengineering	M7	p
3G2 Mathematical physiology	L8	p
3G3 Introduction to neuroscience	L2	p
3G4 Medical imaging and 3-D computer graphics	M1	p
3G5 Biomaterials	L7	p
Group I: Imported modules		
3I1 Data structures and algorithms (CST)	M8	p
Group M: Multidisciplinary modules		
3M1 Mathematical methods	L10	p

Group S: Modules shared with Part IIb

4C4	Design methods	M12	p
4D8	Pre-stressed concrete	L3	p+c
4M12	Partial differential equations and variational methods	L12	p
4M16	Nuclear power engineering	L12	p

NOTES

Sets:	M = Michaelmas	L = Lent
Assessment:	p = exam only	p+c = exam and course-work

PART IIA: SETS

Candidates may not offer more than one module for examination from any one of the following numbered sets, and may not offer three or more modules from Groups I and S combined. Students may take not more than two management modules.

Michaelmas

Set	No.	Title
M1	3A3	Fluid mechanics II
	3D1	Geotechnical engineering I
	3G4	Medical imaging and 3-D computer graphics
M2	3B7	Present and future energy systems
	3D3	Structural materials and design
M3	3B1	Radio frequency electronics
	3C8	Machine design
	3D5	Water engineering
M4	3C7	Mechanics of solids
	3F5	Computer and network systems
M5	3C1	Materials processing and design
	3F1	Signals and systems
M6	3B5	Semiconductor engineering
	3C5	Dynamics
M7	3A5	Thermodynamics and power generation
	3G1	Introduction to molecular bioengineering
M8	3A1	Fluid mechanics I
	3I1	Data structures and algorithms (CST)
M9	3E3	Modelling risk
M10	3E5	Human resource management
M11	3E1	Business economics
M12	4C4	Design methods (shared)

Lent

Set	No	Title
L1	3A3	Fluid mechanics II
	3D2	Geotechnical engineering II
	3F6	Software engineering and design
L2	3B4	Electric drive systems
	3D4	Structural analysis and stability
	3G3	Introduction to neuroscience
L3	3B2	Integrated digital electronics
	4D8	Pre-stressed concrete (shared)

L4	3D7 3F4	Finite element methods Data transmission
L5	3C9 3F2	Fracture mechanics of materials and structures Systems and control
L6	3C6 3D8 3F3	Vibration Building physics and environmental geotechnics Signal and pattern processing
L7	3A1 3B6 3G5	Fluid mechanics I Photonic technology Biomaterials
L8	3A6 3G2	Heat and mass transfer Mathematical physiology
L9	3E2	Marketing
L10	3E6 3M1	Organizational behaviour Mathematical methods
L11	3E10	Operations management for engineers
L12	4M12 4M16	Partial differential equations and variational methods (shared) Nuclear power engineering (shared)

PART IIB: MODULES

	Number and title of module	Set	Mode of examination
Group A: Energy, fluid mechanics, and turbomachinery	4A2	Computational fluid dynamics	M3 Course-work
	4A3	Turbomachinery I	M7 Exam and course-work
	4A4	Aircraft stability and control	M2 Course-work
	4A7	Aerodynamics	L4 Course-work
	4A8	Environmental fluid mechanics	L2 Exam
	4A9	Molecular thermodynamics	M6 Exam
	4A10	Flow instability	L5 Exam
	4A11	Turbomachinery II	L8 Exam and course-work
	4A12	Turbulence and vortex dynamics	L3 Exam
	4A13	Combustion and IC engines	M10 Exam
Group B: Electrical engineering	4A15	Aeroacoustics	M9 Exam
	4B5	Nanotechnology	M10 Exam and course-work
	4B6	Solid state devices and chemical/biological sensors	L3 Exam
	4B7	VLSI design, technology, and CAD	L1 Exam and course-work
	4B11	Photonic systems	M9 Exam
	4B13	Electronic sensors and instrumentation	L2 Exam
	4B14	Solar-electronic power: generation and distribution	M4 Exam and course-work
	4B18	Advanced electronic devices	L8 Exam
	4B19	Renewable electrical power	M2 Exam
	4B20	Display technology	L4 Exam
Group C: Mechanics, materials, and design	4C2	Designing with composites	M5 Exam and course-work
	4C3	Electrical and nano materials	M6 Exam
	4C4	Design methods	M1 Exam
	4C5	Design case studies	L3 Course-work
	4C6	Advanced linear vibrations	M4 Exam and course-work
	4C7	Random and non-linear vibrations	M8 Exam and course-work
	4C8	Applications of dynamics	L1 Exam and course-work
	4C9	Continuum mechanics	M7 Exam
4C15	MEMS: design	L6 Exam and course-work	
4C16	Advanced machine design	L9 Exam and course-work	

Group D: Civil, structural, and environmental engineering	4D5	Foundation engineering	M4	Exam and course-work	
	4D6	Dynamics in civil engineering	L2	Exam and course-work	
	4D7	Concrete and masonry structures	M3	Exam and course-work	
	4D8	Pre-stressed concrete	L9	Exam and course-work	
	4D10	Structural steelwork	M8	Exam and course-work	
	4D11	Building physics	M5	Exam and course-work	
	4D13	Architectural engineering	M12	Course-work	
	4D14	Contaminated land and waste containment	M1	Exam and course-work	
	4D15	Sustainable water engineering	L4	Course-work	
	4D17	Plate and shell structures	L6	Course-work	
Group E: Management and manufacturing	4E3	Information systems	M18	Course-work	
	4E4	Management of technology	M15	Course-work	
	4E5	International business economics	L12	Course-work	
	4E6	Accounting and finance	M16	Course-work	
	4E11	Strategic management	L13	Course-work	
	4E12	Project management	L14	Course-work	
Group F: Information engineering	4F1	Control system design	M7	Exam and course-work	
	4F2	Robust and non-linear control	L9	Exam	
	4F3	Optimal and predictive control	L6	Exam	
	4F5	Advanced wireless communications	L5	Exam	
	4F6	Signal detection and estimation	M5	Exam	
	4F7	Digital filters and spectrum estimation	M8	Exam	
	4F8	Image processing and image coding	M6	Exam	
	4F10	Statistical pattern processing	M3	Exam	
	4F11	Speech and language processing	L1	Exam	
	4F12	Computer vision and robotics	M2	Exam	
	4F13	Machine learning	L10	Course-work	
	Group G: Engineering for the Life Sciences	4G1	Systems biology	L5	Course-work
		4G2	Biosensors	L8	Course-work
4G4		Biomimetics	M9	Course-work	
4G6		Cellular and molecular biomechanics	M10	Exam	
Group I: Imported modules	4I1	Strategic valuation (TPE6)	M17	Course-work	
	4I7	Electricity and environment	M14	Course-work	
	4I8	Medical physics	L15	Exam	
	4I9	Low power embedded systems programming	M17	Course-work	
Group M: Multidisciplinary modules	4M1	French	L7	Course-work	
	4M2	German	L7	Course-work	
	4M3	Spanish	M11	Course-work	
	4M4	Japanese	M11	Course-work	
	4M6	Materials and processes for microsystems (MEMS)	M1	Exam and course-work	
	4M9	Surveying field course	LV1	Course-work	
	4M12	Partial differential equations and variational methods	L11	Exam	
	4M13	Complex analysis and optimization	M12	Exam	
	4M14	Sustainable development	M13	Course-work	
	4M15	Sustainable energy	L10	Exam and course-work	
4M16	Nuclear power engineering	L11	Exam		
Group R: Research modules available to certain undergraduates	5R1	Stochastic processes and optimization methods	L7	Course-work	

PART IIB: RESTRICTIONS ON THE COMBINATIONS OF MODULES CANDIDATES MAY CHOOSE TO OFFER

Candidates may not offer more than one module for examination from any one of the following numbered sets. In addition, students may take not more than three modules from the following: any of the 4E papers; 4I1 and 4I7; 4M1–4, and (when available) 4D16.

No candidate who offered any module for Part IIA may again offer the same module for Part IIB.

Group R modules are restricted to candidates who have been classed with a First in Part IIA of the Engineering Tripos; candidates may not offer more than one module from this group.

Michaelmas

Set	No.	Title	Notes
M1	4C4	Design methods	Shared with Part IIA
	4D14	Contaminated land and waste management	
	4M6	Materials and processes for microsystems (MEMS)	
M2	4A4	Aircraft stability and control	
	4B19	Renewable electrical power	
	4F12	Computer vision and robotics	
M3	4A2	Computational fluid dynamics	
	4D7	Concrete and masonry structures	
	4F10	Statistical pattern processing	
M4	4B14	Solar-electronic power: generation and distribution	
	4C6	Advanced linear vibrations	
	4D5	Foundation engineering	
M5	4C2	Designing with composites	
	4D11	Building physics	
	4F6	Signal detection and estimation	
M6	4A9	Molecular thermodynamics	
	4C3	Electrical and nano materials	
	4F8	Image processing and image coding	
M7	4A3	Turbomachinery I	
	4C9	Continuum mechanics	
	4F1	Control system design	
M8	4C7	Random and non-linear vibrations	
	4D10	Structural steelwork	
	4F7	Digital filters and spectrum estimation	
M9	4A15	Aeroacoustics	
	4B11	Photonic systems	
	4G4	Biomimetics	
M10	4A13	Combustion and IC engines	
	4B5	Nanotechnology	
	4G6	Cellular and molecular biomechanics	
M11	4M3	Spanish	
	4M4	Japanese	
M12	4D13	Architectural engineering	
	4M13	Complex analysis and optimization	
M13	4M14	Sustainable development	
M14*	4I7	Electricity and the environment	
M15	4E4	Management of technology	
M16	4E6	Accounting and finance	
M17*	4I1	Strategic valuation (TPE6)	
	4I9	Low power embedded systems programming	
M18	4E3	Information systems	

Lent

Set	No.	Title	Notes
L1	4B7 4C8 4F11	VLSI design, technology, and CAD Applications of dynamics Speech and language processing	
L2	4A8 4B13 4D6	Environmental fluid mechanics Electronic sensors and instrumentation Dynamics in civil engineering	
L3	4A12 4B6 4C5	Turbulence and vortex dynamics Solid state devices and chemical/biological sensors Design case studies	
L4	4A7 4B20 4D15	Aerodynamics Display technology Sustainable water engineering	
L5	4A10 4F5 4G1	Flow instability Advanced wireless communications Systems biology	
L6	4C15 4D17 4F3	MEMS: design Plate and shell structures Optimal and predictive control	
L7	4M1 4M2 5R1	French German Stochastic processes and optimization methods	
L8	4A11 4B18 4G2	Turbomachinery II Advanced electronic devices Biosensors	
L9	4C16 4D8 4F2	Advanced machine design Pre-stressed concrete Robust and non-linear control	Shared with Part IIA
L10	4F13 4M15	Machine learning Sustainable energy	
L11	4M12 4M16	Partial differential equations and variational methods Nuclear power engineering	Shared with Part IIA Shared with Part IIA
L12	4E5	International business economics	
L13	4E11	Strategic management	
L14	4E12	Project management	
L15*	4I8	Medical physics	
Long Vacation			
LV1	4M9	Surveying field course	

* Please note that as the Faculty does not have exclusive control over all sets, it cannot guarantee that those marked with a star will not clash with any other set.

Manufacturing Engineering Tripos, Part IIA, 2011–12: Notice

The Faculty Board of Engineering give notice that the modules prescribed for the examinations to be held in 2012 will be as follows:

- 3P1. Materials into products
- 3P2. Production machines and systems
- 3P3. Design
- 3P4. Operations management
- 3P5. Industrial engineering
- 3P6. Organizational behaviour
- 3P7. Managing business and people
- 3P8. Financial and management accounting
- 3P9. Industrial economics, strategy, and governance
- 3P10. Contemporary issues in manufacturing

All modules will be assessed by examination only, with the exception of module 3P3, which will be assessed by course-work only.

Natural Sciences Tripos, Part II (History and Philosophy of Science): Prescribed sources 2011–12

The Board of History and Philosophy of Science give notice that the prescribed sources for the essay component of the Natural Sciences Tripos, Part II, in History and Philosophy of Science, 2011–12, are as follows:

- Paper 1 John Philoponus, *Commentary on Aristotle's Meteorology*
- Paper 2 Girolamo Fracastoro, *Contagion, Contagious Diseases, and their Treatment* (1546)
- Paper 3 The Board of Longitude, *materials and documents*
- Paper 4 Charles Darwin's correspondence
- Paper 5 Ruth Hall [ed], *Dear Dr Stopes: Sex in the 1920s*
- Paper 6 Ian Hacking, *Representing and Intervening* (1983)
- Paper 7 J. D. Bernal, *The world, the flesh and the devil*
- Paper 8 Galileo Galilei, responses to the 'tower argument'
- Paper 9 D. Hume, *Treatise of Human Nature*, Book 1, Part 4, Section VU: 'Of personal identity'
- Paper 10 John Stuart Mill, *The System of Logic*, Book VI

Each source will have four hours of seminars. The seminars for each source will be held in the first half of Michaelmas Term 2011. Candidates are advised to attend seminars for the papers they are offering. Candidates will be required to write essays on two sources, which must be submitted by the first Monday of Full Lent Term 2012. Each essay should be not more than 3,000 words in length (including footnotes, but excluding bibliography).

Theological and Religious Studies Tripos, Parts I, IIA, and IIB, 2012: Special subjects and prescribed texts

PART I

The Faculty Board of Divinity give notice that they have selected the following special subjects and prescribed texts for the Theological and Religious Studies Tripos, Part I, in 2012 (*Statutes and Ordinances*, p. 420).

Paper A1. Scriptural languages and texts

A. *Hebrew I (Elementary Hebrew)*
Genesis 37, 40–43, 45.

B. *New Testament Greek*
John 9–12.

C. *Sanskrit*
Mahābhārata, 2.66–68 (BORI edn., Poona, 1933–66); Hitopadeśa, extracts 2–11 (C. R. Lanman, A Sanskrit Reader, pp. 16–35); Bhagavadgītā, chs. 3–4 (ed. by S. K. Belvalkar, BORI, Poona, 1968).

D. *Qur'anic Arabic*
The Qur'an, I: 1–7, II: 1–23, IV: 93–100, LIII: 1–40; al-Bukhari, al-Jami' al-Sahih (Cairo, 1313 AH), Vol. I, pp. 1–10; al-Isfara'ini, al-Tabsir fi'l-din (Beirut, 1983 CE), pp. 45–46, 97–99.

Paper A2. One God? Hearing the Old Testament

Exodus 1–3; Deuteronomy 5–7; Ruth; Psalms 29, 82, and 93; Proverbs 8; Isaiah 44–46; Hosea 1–3

Paper A3. Jesus and the origins of the Gospel

Josephus, *Antiquities of the Jews* 18.63–64, in *Josephus*, with translation and notes by L. H. Feldman (Loeb Classical Library; Harvard, 1981: Vol. IX), 48–51.

Mark 1.7–11; Matthew. 3.11–17; Luke 3.15–22 (excluding vv. 19–20); and Matthew 11.2–6 and Luke 7.18–23

Mark 2.1–12; Matthew 9.1–8; Luke 5.17–26.

Mark 8.27–30; Matthew 16.13–20; Luke 9.18–21.

Mark 12.1–12; Matthew 21.33–46; Luke 20.9–19 and Gospel of Thomas 65 and 66.

Mark 14.53–72; Matthew 26.57–75; Luke 22.54–71.

Mark 15.33–39; Matthew 27.45–54; Luke 23.44–49.

John 1.1–18.

Paper A4. Christianity and the transformation of culture

Prescribed topics:

English Christianity before and after the Reformation

There are no prescribed texts for this paper.

Paper A5. Who is Jesus Christ?

There are no prescribed texts for this paper but a list of recommended readings will be available in the Faculty Library and on the Faculty website from the end of Full Easter Term.

Paper A6. Understanding contemporary religion

Prescribed topic: the sociology of religion

There are no prescribed texts for this paper.

Paper A7. World religions in comparative perspective

There are no prescribed texts for this paper.

Paper A8. Philosophy of religion and ethics

There are no prescribed texts for this paper but a list of recommended readings will be available in the Faculty Library and on the Faculty website from the end of Full Easter Term.

PART IIA

The Faculty Board of Divinity give notice that they have selected the following special subjects and prescribed texts for the Theological and Religious Studies Tripos, Part IIA, in 2012 (*Statutes and Ordinances*, p. 420).

Paper A1. Scriptural languages and texts

See special subject for Part I.

*Paper B1. Intermediate language and texts**A. Hebrew II (Intermediate Hebrew)*

Deuteronomy 5–15; Judges 13–16; Jonah; Job 1–2, 42.7–17.

B. New Testament Greek

Mark 1–8 and Galatians.

C. Sanskrit

Rgvedasamhitā 1.1, 7.86, 10.14, 10.90, 10.129 (in A. A. Macdonell, *A Vedic Reader for Students*); Mānavadharmasāstra, chs. 1, 4, 12 (P. Olivelle, *Manu's code of law: a critical edition and translation of the Mānava-Dharmaśāstra*, Oxford University Press, Oxford, 2005);

Sāmkhyakārikā, vv. 1–21, 53–69 (G. J. Larson, *Classical Sāmkhya*, Motilal Banarsidass, Delhi, 1983);

Buddhacarita of Aśvaghosha, ch. 3 (ed. by E. H. Johnston, Motilal Banarsidass, Delhi, 1972).

D. Arabic

The Qur'an, Sura XIX; Abu Sa'id al-Baydawi, *Anwar al-tanzil wa-asrar al-ta'wil* (Istanbul, 1329AH), 404–5; Bin Juzayy al-Kalbi, *Tafsir* Beirut, 1983/1403), pp. 413–16; al-Waqidi, *Kitab al-Maghazi*, ed. Marsden Jones (Oxford, 1966), Vol. II, pp. 731–8; Yahya ibn Sharaf al-Nawawi, *al-Minhaj fi sharh Sahir Muslim ibn al-Hajjaj* (Cairo, 1347AH), Vol. II, pp. 79–98; Abd al-Rahman ibn al-Jawzi, *Sifat al-safwa* (Hyderabad, 1355AH), Vol. IV, pp. 155–9.

Paper B2. The literature, history, and theology of the exilic age

Ezekiel 1–24.

Paper B3. Judaism in the Greek and Roman periods

2 Esdras (IV Ezra) 3–14 (from the Apocrypha in the New Revised Standard Version of the Bible, NRSV); Wisdom of Solomon 6.1–7.24; 10–12 (NRSV); Sirach (Ecclesiasticus) 44–50 (NRSV); and 1 Maccabees 1–2 (NRSV); the Damascus Document 1.1–3.13 (G. Vermes, *The Complete Dead Sea Scrolls in English*, 5th edition. London, 1997); Josephus, *Antiquities* 13.405–432 (R. Marcus, *Josephus: Jewish Antiquities, Books XII–XIII*. Loeb Classical Library 365, Harvard, 1943); a selection of inscriptions (W. Horbury and D. Noy, eds, *Jewish Inscriptions of Graeco-Roman Egypt*. Cambridge, 1992, nos. 22, 24, 27, 29, 30, 31, 33, 34, 35, 36, 38, 39); and a selection of coins (Y. Meshorer, *Jewish coins of the Second Temple period*. Translated from the Hebrew by I. H. Levine. Tel Aviv, 1967, nos. 5–9, 18–20, 30–32, 37–39, 153, 162–163, 165–170, 235–238; and Fitzwilliam Museum CM.LS.3356-R).

Paper B4. The letters of Paul

1 Corinthians.

Paper B5. The Johannine tradition

John 1–6, 17–20; 1 John 2–3; 3 John

Paper B6. Christianity in Late Antiquity (to circa 600)

There are no prescribed texts for this paper but a list of recommended readings will be available in the Faculty Library and on the Faculty website from the end of Full Easter Term.

Paper B7. Reform and renewal in Christian history

Prescribed topics:

A: The Protestant Reformation in Europe, c. 1517–1618

B: The Catholic Reformation in Europe, c. 1492–1618

Paper B8. Study of theology I

Augustine, *Confessions* Books III, IV, VII, IX, trans. Henry Chadwick (Oxford University Press, 1991); Aquinas, *Summa Theologiae* 1a1, 1a13 (Eyre & Spottiswoode, Blackfriars edition, London, 1964); Luther, Volumes 1 and 3; ‘Lectures on Galatians 1535’ in Luther’s Works, vols 26–27 (ed. J. Pelikan, Concordia, St Louis, 1963–64). Vol. 26, pp. 4–12, 26–43, 115–117, 122–27, 176–79, 226–36, 336–40, 353–58; Vol. 27 pp. 3–6, 12–16, 20–31, K. Barth, *Church Dogmatics* 1.1 (T&T Clark, Edinburgh, 2nd ed., 1975), pp. 295–383; Schleiermacher, *The Christian Faith* (Edinburgh, 1928) pp. 143–56, 374–438, 723–742 (ending §170).

Paper B9. God and the Imago Dei

There are no prescribed texts for this paper but a list of recommended readings will be available in the Faculty Library and on the Faculty website from the end of Full Easter Term.

Paper B10. Philosophy of religion: God, freedom, and the soul

There are no prescribed texts for this paper but a list of recommended readings will be available in the Faculty Library and on the Faculty website from the end of Full Easter Term.

Paper B11. Ethics and faith

There are no prescribed texts for this paper but a list of recommended readings will be available in the Faculty Library and on the Faculty website from the end of Full Easter Term.

Paper B12. Psychology and religion

There are no prescribed texts for this paper but a list of recommended readings will be available in the Faculty Library and on the Faculty website from the end of Full Easter Term.

Paper B13a. Christian Culture in the Western World

Prescribed topic: Image and icon in Christian tradition.

Paper B13b Religious themes in literature

Prescribed topic: Moral vision in the European novel.

There are no prescribed texts for this paper but a list of recommended readings will be available in the Faculty Library and on the Faculty website from the end of Full Easter Term.

Paper B14. Life, thought, and worship of modern Judaism

There are no prescribed texts for this paper.

Paper B15. Introduction to Islam

There are no prescribed texts for this paper.

Paper B16. Life and thought of religious Hinduism and of Buddhism

There are no prescribed texts for this paper.

Paper B17. Logic (Paper 3 of Part IA of the Philosophy Tripos)

There are no prescribed texts for this paper.

PART IIB

The Faculty Board of Divinity give notice that they have selected the following special subjects and prescribed texts for the Theological and Religious Studies Tripos, Part IIB, in 2012 (*Statutes and Ordinances*, p. 420).

Paper A1. Scriptural languages and texts

See special subject for Part I.

Paper B1. Intermediate language and texts

See special subject for Part IIA.

*Paper C1. Advanced languages and texts*A. *Hebrew III (Advanced texts)*

(a) 2 Kings 18–19; Isaiah 1.1–2.5; Zechariah 14; Psalm 48; Lamentations 1; (b) Psalms 8, 19, 22, 23, 24, 46, 51, 74, 82, 91, 104, 145

B. *Greek*

James, 1 Peter and Jude.

C. *Sanskrit*

Gitagovinda of Jayadeva, chs. 1, 2, 6, 7 (Lee Siegel, *Sacred and Profane Dimensions of Love in Indian Traditions as Exemplified in The Gītāgovinda of Jayadeva*, Oxford University Press, Delhi, 1978); Chāndogya Upanishad 6.8, with Śamkara's Bhāṣya (*Shri Sankarabhagavatpada's Upanisadbhasyam*, Mahesh Research Institute edn., vol. 2, pp. 252–66); Bhāgavata Purāna, Book 10, chs. 29–33 (ed. by J. L. Shastri, Motilal Banarsidass, Delhi, 1983); Puḍgalavinīścaya, from the Abhidharmakoshaḥāshya of Vasubandhu (ed. by Swami Dwarikadas Shastri, Bauddha Bharati Series, Benares, pp. 1218–1234).

D. *Arabic*

This paper will not be available in 2011–12.

Paper C2. Creation and Covenant

Genesis 1–3, 9, 17; 2 Samuel 7; Isaiah 55, 65; Psalms 104, 105; Job 38–40

Paper C3. New Testament Christology

There are no prescribed texts for this paper but a list of recommended readings will be available in the Faculty Library and on the Faculty website from the end of Full Easter Term.

Paper C4. Religion, power, and political society

This paper will not be available in 2011–12.

Paper C5. Study of theology II

Prescribed topic: J. H. Newman: life thought and legacy

Paper C6. Disputed questions in the Christian tradition

Prescribed topics:

- A. Doctrine of God
- B. Doctrine of the Trinity
- C. Incarnation
- D. Salvation and sanctification
- E. Faith and rationality

There are no prescribed texts for this paper but a list of recommended readings will be available in the Faculty Library and on the Faculty website from the end of Full Easter Term.

Paper C7. Topics in the study of religion

Prescribed topic: Topics in the contemporary study of religion

There are no prescribed texts for this paper but a list of recommended readings will be available in the Faculty Library and on the Faculty website from the end of Full Easter Term.

Paper C8. Judaism II

Prescribed topics:

- A. The Holy Land
- B. The theory and practice of Jewish Law

There are no prescribed texts for this paper.

Paper C9. Islam II

Prescribed topics:

A. Sufism

B. Islamic philosophy and philosophical theology

There are no prescribed texts for this paper.

Paper C10. Hinduism and Buddhism II

Prescribed topics:

A. Traditional Vedanta and 'Neo-Vedanta'

B. Being and causality in Mahayana

There are no prescribed texts for this paper.

Paper C11. Metaphysics

There are no prescribed texts for this paper but a list of recommended readings will be available in the Faculty Library and on the Faculty website from the end of Full Easter Term.

Paper C12. Theology and science

There are no prescribed texts for this paper but a list of recommended readings will be available in the Faculty Library and on the Faculty website from the end of Full Easter Term.

Paper D1(a). Old Testament

This paper will not be available in 2011–12.

Paper D1(b). New Testament ethics

Prescribed topic: New Testament ethics

There are no prescribed texts for this paper but a list of recommended readings will be available in the Faculty Library and on the Faculty website from the end of Full Easter Term. This paper will be examined by means of a three-hour examination.

Paper D1(c). A topic in the history of Christianity

Prescribed Topic: Councils in Context

There are no prescribed texts for this paper but a list of recommended readings will be available in the Faculty Library and on the Faculty website from the end of Full Easter Term.

Paper D1(d). The doctrine of God

Prescribed Topic: Love and Desire

There are no prescribed texts for this paper but a list of recommended readings will be available in the Faculty Library and on the Faculty website from the end of Full Easter Term.

Paper D1(e). This paper will not be available in 2011–12.

Paper D1(f). This paper will not be available in 2011–12.

Paper D1(g). Self and salvation in Indian and Western Thought.

There are no prescribed texts for this paper but a list of recommended readings will be available in the Faculty Library and on the Faculty website.

Paper D2(a). This paper will not be available in 2011–12.

Paper D2(b). Theological interpretation of the Gospel of John

Prescribed text: The Gospel of John in the New Revised Standard Version of the Bible.

Paper D2(c). Judaism and philosophy

There are no prescribed texts for this subject.

Paper D2(d). Judaism and Hellenism

There are no prescribed texts for this paper but a list of recommended readings will be available in the Faculty Library and on the Faculty website from the end of Full Easter Term.

Paper D2(e). Themes in world Christianity

There are no prescribed texts for this paper but a list of recommended readings will be available in the Faculty Library and on the Faculty website from the end of Full Easter Term.

Paper D2(f). Topics in Christian ethics

Prescribed topics:

- A. Sex and gender
- B. Bioethics and medical ethics

There are no prescribed texts for this paper but a list of recommended readings will be available in the Faculty Library and on the Faculty website from the end of Full Easter Term.

Paper D2(g). Sacrifice

There are no prescribed texts for this paper but a list of recommended readings will be available in the Faculty Library and on the Faculty website from the end of Full Easter Term.

Graces submitted to the Regent House on 26 May 2011

The Council submits the following Graces to the Regent House. Graces 1–5, unless they are withdrawn or a ballot is requested in accordance with the regulations for Graces of the Regent House (*Statutes and Ordinances*, p. 107), will be deemed to have been approved at 4 p.m. on Friday, 3 June 2011. Graces 6–13 will be subject to approval by ballot according to the timetable set out in the Council's Notice (p. 817).

1. That the Schedule to the College Accounts (the form of the Recommended Cambridge College Accounts, *Statutes and Ordinances*, p. 1004) be amended as set out in the Council's Notice dated 23 May 2011 (*Reporter*, p. 818).
2. That a Professor Sir David Williams Fund be established in the University to be governed by the following regulations:¹

PROFESSOR SIR DAVID WILLIAMS FUND

1. The sum subscribed in memory of Sir David Williams, Emeritus Rouse Ball Professor of English Law, Vice-Chancellor, 1989–96, and President of Wolfson College, 1980–92, shall form a fund to be known as the Professor Sir David Williams Fund.

2. The Managers of the Fund shall be the Faculty Board of Law, who may delegate any or all of their functions under these regulations to a committee consisting of not less than three persons, at least one of whom shall be a member of the Faculty Board.

3. The Managers may apply the income and capital of the Fund for the following purposes:

- (a) to support the teaching and research of Public Law in the University of Cambridge;
- (b) to support travel costs and other exceptional academic expenses by graduate students in the Faculty of Law;
- (c) to purchase books or other materials for the Squire Law Library;
- (d) to make grants or payments related to any other educational or academic purpose of the Faculty of Law, and to attach to the award of any such grant or payment such conditions as they may think fit.

3. That, in respect of any examination held in the Easter Term 2011,²

(a) the Registry may, notwithstanding the regulations for the publication of lists of successful candidates in examinations (*Statutes and Ordinances*, p. 238),

- (i) accept and publish a list later than the latest day or time prescribed by Ordinance;
- (ii) accept and publish a list that has been signed by a majority but not by all of the Examiners;
- (iii) accept and publish any amended list;

(b) the Examiners may, notwithstanding those regulations and the regulations for the examination concerned, include the names of some or all of the candidates under any of the following headings:

- (i) Declared to have deserved honours: to be classified later.
- (ii) Candidates successful in the examination: to be classified later.
- (iii) Candidates on whom no decision has yet been reached because of insufficient evidence.
- (iv) Candidates to whose names a distinctive mark may be attached in an amended list.

4. That, in respect of the Congregations for General Admission to Degrees to be held in June/July 2011, the Vice-Chancellor may, notwithstanding Regulation 7 of the regulations for admission to degrees (*Statutes and Ordinances*, p. 183), allow a person's name to remain in the list for the conferment

of a degree unless he is satisfied by information given in the notice of intention to *non placet* that there are *prima facie* reasons requiring further consideration before the degree is conferred.²

5. That, in respect of any M.Phil. examination held in the Easter Term 2011, notwithstanding Regulation 10(b) of the general regulations for the degree of Master of Philosophy (*Statutes and Ordinances*, p. 498) and Regulation 5 of the regulations for Degree Committees (*Statutes and Ordinances*, p. 585), (i) a Degree Committee may appoint additional Examiners or Assessors for the examinations for the degree; and (ii) a resolution that a person be recommended for the award of the M.Phil. Degree shall be valid if passed with the concurrence of the votes of the majority of members of the Degree Committee present at the meeting.²

6. (Grace A in the Council's Report, dated 17 May 2011, (*Reporter*, 2010–11, p. 785))³
That, subject to an access agreement being agreed between the University and the Director of Fair Access to Higher Education, **the total expenditure per annum on maintenance bursaries, fee waivers and Widening Participation activity be set at a minimum of £14m**, instead of the "approximately £10m" figure proposed in the Notice of 23 February 2011.

7. (Grace B in the Council's Report, dated 17 May 2011, (*Reporter*, 2010–11, p. 785))³
That, in the event that Grace [6] is not approved, subject to an access agreement being agreed between the University and the Director of Fair Access to Higher Education, **the total expenditure per annum on maintenance bursaries, fee waivers and Widening Participation activity be set at a minimum of £12m**, instead of the "approximately £10m" figure proposed in the Notice of 23 February 2011.

8. (Grace C in the Council's Report, dated 17 May 2011, (*Reporter*, 2010–11, p. 785))³
That, within the total resource limit set for expenditure per annum under the new (2012 intake onwards) fee regime on maintenance bursaries, fee waivers and Widening Participation activity, **the final balance struck between the funding of these three elements be subject to approval by Grace**.

9. (Grace D in the Council's Report, dated 17 May 2011, (*Reporter*, 2010–11, p. 785))³
That, notwithstanding any access agreement proposed to, or approved by, the Director of Fair Access to Higher Education, from the 2012/13 academic year onward, the University will ensure that **maintenance bursaries of at least the present levels**, suitably adjusted for inflation, and with analogous eligibility criteria as those used at present, **continue to be provided**.

10. (Grace E in the Council's Report, dated 17 May 2011, (*Reporter*, 2010–11, p. 785))³
That, irrespective of any benchmark set as part of an access agreement with the Director of Fair Access to Higher Education within the "achievable" 61–63% range proposed in the Council's Notice of 23 February 2011, **the University sets internally a higher figure for the proportion of UK undergraduates it aspires to be able to admit from state schools or colleges**, subject to an annual Report to the Regent House upon progress towards this.

11. (Grace F in the Council's Report, dated 17 May 2011, (*Reporter*, 2010–11, p. 785))³
That, notwithstanding Regulation 12 for University Composition Fees (*Statutes and Ordinances*, 2010, p. 160) or any access agreement proposed to, or approved by, the Director of Fair Access to Higher Education, **the actual rate of University Composition Fees** charged to Home and EU undergraduates beginning courses in the 2012/13 academic year **will be determined by Grace following a Report of the Council explaining in detail the financial case for the level of fees it believes appropriate**, making clear its assumptions and providing all relevant data (including the data on which any graphs are based).

12. (Grace G in the Council's Report, dated 17 May 2011, (*Reporter*, 2010–11, p. 785))³
That the main body of Regulation 12 for University Composition Fees (*Statutes and Ordinances* 2010, p. 160) be amended to read:

With effect from 1 August 2012, the rate of University Composition Fees charged to Home and EU undergraduate students beginning courses on or after that date, **shall be the amount determined by Grace following a Report from Council** recommending an amount consistent with Part 3 of the Higher Education Act 2004 and **giving detailed calculations demonstrating the necessity of charging at least that**

amount; failing which, or if the amount determined does not meet with the approval of the Director of Fair Access to Higher Education, the basic amount determined under the Act; provided that with Regulations 12(i) and 12(ii) remaining unchanged.

13. Grace H in the Council's Report, dated 17 May 2011, (*Reporter*, 2010–11, p. 785)³

That, if Grace G is not approved, the wording of Regulation 12 of the Regulations on University Composition Fees (*Statutes and Ordinances 2010*, p. 160) be deleted and replaced by the following wording:

The University Composition Fees charged to Home and EU undergraduate students shall be subject to approval by Grace of the Regent House. These fees shall be subject to the following conditions:

- (i) the recommendation for the fees to be charged shall be accompanied by an analysis of the costs of an undergraduate education agreed by the General Board and the Council following consultation with the Colleges;
- (ii) the fees to be charged shall not exceed any limit prescribed by law;
- (iii) for such students who are undertaking a required period abroad the rate shall be half the full amount charged under this regulation or such other amount as may be determined by the Secretary of State for this category; and
- (iv) for such students beginning courses on or after 1 August 2009 which lead to a qualification (other than courses in Medical and Veterinary Sciences leading to the B.A. Degree or courses in Architecture or for the Postgraduate Certificate in Education) which is equivalent to, or at a lower level than, a qualification they possessed when they began their course (ELQ students) the rate shall be the fee determined by the University for ELQ students.

¹ A sum of approximately £3,000 has been raised through donations to an appeal by the Faculty of Law to establish a fund to support Law in the University in memory of Professor Sir David Williams.

² See the Council's Notice, p. 815.

³ These Graces will be subject to approval by ballot, see the Council's notice on p. 817.

Grace submitted to the Senate on 26 May 2011

The Council submits the following Grace to the Senate. This Grace, unless it is withdrawn or a ballot is requested in accordance with the regulations for Graces of the Senate (*Statutes and Ordinances*, p. 111) will be deemed to have been approved at 4 p.m. on Friday, 3 June 2011.

1. That Regulation 8(b) of the regulations for nomination and election of the Chancellor (*Statutes and Ordinances*, p. 106) be amended by replacing the upper limit of twenty-eight days with one of thirty-five days, so as to read:¹

- (b) if there are two or more candidates, the Vice-Chancellor shall give public notice appointing two days of term, which need not be consecutive, for voting; provided that neither of those days shall be less than twenty-one or more than thirty-five days of term after the day on which such notice is given, and that one of them shall be a Saturday.

¹ See the Council's Notice on p. 814.

ACTA

Approval of Graces submitted to the Regent House on 11 May 2011

All the Graces submitted to the Regent House on 11 May 2011 (*Reporter*, 2010–11, p. 747) were approved at 4 p.m. on Friday, 20 May 2011.

J. W. NICHOLLS, *Registrar*

END OF THE OFFICIAL PART OF THE 'REPORTER'

REPORT OF DISCUSSION

Tuesday, 17 May 2011

A Discussion was held in the Senate-House. Pro-Vice-Chancellor Dr Jennifer Barnes was presiding, with the Registry's Deputy, the Senior Proctor, a Pro-Proctor, and seventeen other persons present.

The following Reports were discussed:

Report of the Council, dated 18 April 2011, on undergraduate UKIEU fees, funding, and student finance (Reporter, 2010–11, p. 698).

Professor G. R. EVANS (Emeritus Professor of Medieval Theology and Intellectual History):

Madam Deputy Vice-Chancellor, that pile of Graces lies before a slightly bewildered world because of what looks very like a 'political' misjudgement in the Old Schools. 'What is going on in Cambridge?' they are asking at BIS, shaking their heads and resolving that all this autonomy has to stop. 'They are clearly not fit to run their own show.' (I think we may be confident that a sense of irony will not prevent their minds running in this direction.)

Who in the Old Schools seriously thought so egregious an attempt to prevent the Regent House from exercising its right to amend legislation would be taken lying down? A stand-off with the University's democracy has resulted. Senior Management Team, it is better to avoid this sort of thing. It does not look good.

I would hesitate to describe this as an instance of that managerial heavy-handedness so alien to Cambridge, any tendency to which is rightly jumped on by a Regent House roused like a tiger from its slumbers. But surely equally important has been the distraction of energies from the need to stand up to Government and make it do its research and define its terms and think before it speaks, and not make proposals requiring a U-turn within hours like the one about letting the rich buy 'extra' places. Oxford had a two-and-a-half-hour Discussion on 10 May, to be published in the *Gazette* on 19 May, in which speakers had a good deal to say to Government. And a Resolution of No Confidence is now to be proposed: 'Congregation instructs Council to communicate to Government that the University of Oxford has no confidence in the policies of the Minister for Higher Education'.

Statute K, 5 was invoked when the amendments were thrown back in the faces of those members of the Regent House who had signed them, and the Vice-Chancellor appointed the Rouse Ball Professor of English Law as his deputy to consider the representation.

I have Professor Feldman's permission to quote from his carefully considered judgement of 25 April. His proposed clarification of the meaning of the regulation under which the Vice-Chancellor may rule amendments inadmissible should, I suggest, be referred to the group currently considering the revision of the Statutes and Ordinances. The topic should also become the subject of an urgent Report to the Regent House. Uncertainty must be not be allowed to continue about this important freedom of the University's governing body to seek to amend proposed legislation without the attempt being barred by executive action of a Vice-Chancellor who, in Cambridge, is not a Chief Executive. Professor Feldman says:

There remains the suggestion that I might myself clarify the meaning of Regulation 11(a) . . . and this may be thought a useful starting point in future cases, although of course it is not binding in any way.

He suggests that:

the "main purpose" of a Grace [should be] established in a practical, commonsense way, taking account of the text of the Grace, the reasons for presenting it, the intentions of its proponents so far as they can be discovered, the likely use to which it will be put by those who would have to implement it if it is approved, and any published documentation relating to it, and without resorting to technicalities.

And he recognizes that there may well be different views of the purpose of a Grace.

There is much more on which members of the Regent House will wish to reflect and I hope the full text will be published in the *Reporter* so that they may do so.

Money

Some of the Graces in the pile awaiting attention, the present Report reminds us: 'require expenditure from University funds additional to that already authorized'. Money will be a particular focus of this term's Discussions:

The Council has also been kept informed of progress with the planning round for 2011/12 and will consider and approve an Allocations Report for publication in the usual way at its meeting on 16 May.

As I imagine it already has.

I hope everyone will keep an eye on this Report and all published statements about the University's finances, read them when they are published, and speak to that Report in Discussion – which will presumably be timetabled two weeks from now – with reference to student funding questions. There is in addition, for your file, the Notice in response to the Discussions on the Annual Reports of Council and General Board just published.¹

The Allocations Report may raise some points of relevance to the arguments presented in the present Report, those which seek to counter postings by Bruce Beckles and others on the web forum provided by the Council at an earlier stage of Cambridge's debate about the setting of its future tuition fees. As a non-mathematician, and someone who has always found financial statements difficult to understand, I have nevertheless had a strong sense that there was and is something to question in the assurances we were and continue to be given.

One matter any fool can find concerning is the admission that the huge high-profile Anniversary fundraising drive, and of course the continuing work of the Development Office, has not been aimed at raising money for 'discretionary or general recurrent expenditure; much of it was to endow posts in perpetuity or for capital purposes'.

Regulation 12 of the regulations for Composition Fees

The present Report invites speakers to comment on Regulation 12. This was designed to simplify the process of approving sequential inflation-related additions to the tuition fee as set under earlier legislation. It was a device for its time, and enacted in response to legislation which is being replaced. It needs a rethink now. This would be so in any case, but it certainly needs it after the

way it was used in the unedifying offer of Hobson's choice to the Regent House in its vote last term. The regulation was transformed from a practical convenience to a bargaining counter and a lever, giving the Regent House no alternative but to agree to a policy proposed by the Council.

¹ <http://www.admin.cam.ac.uk/reporter/2010-11/weekly/6223/section1.shtml#heading2-3>

Mr M. B. BECKLES (University Computing Service) (read by Dr J. E. SCOTT-WARREN):

Deputy Vice-Chancellor, I am one of the proposers of three of the Graces considered by this Report. In addition, several of the paragraphs of this Report are responses to remarks I made in a previous Discussion. The main purpose of this Report seems to be two-fold: (1) to re-assure Regents that the financial landscape depicted by the Council is not, as it might appear to some, a rather tawdry work of fiction; and (2) to persuade Regents that the Graces submitted by over a hundred of them are too confusing to allow the rest of the Regent House to vote on them without further direction from the Council.

In regard to (2) I observe that we are an institution blessed with an unusually high number of Nobel Laureates, Fellows of the Royal Society, Fellows of the British Academy, and members of other august bodies, all generally held to be really rather clever individuals. It is therefore somewhat patronizing of the Council to suggest that allowing these Graces to be put to the Regent House will be 'unhelpful to the Regent House'.¹ I only have a B.A. in Mathematics, and am not a member of any learned society, but I find myself perfectly able to comprehend the proposed Graces and come to a coherent position on them without further 'advice' from the Council. I'm sure other Regents can do the same.

However, since this Report was published, I believe that it has been decided that all these Graces should now be put to the Regent House, which, whilst certainly welcome, should have happened much sooner. I can see no good reason for the delay thus far and hope that these Graces will now be put as soon as possible, as at least one of them is time-critical. (It may be worth noting that my understanding is that the Graces will be put along with an additional Grace proposed by the Council. This is somewhat ironic given the Council's belief, expressed in this Report, that putting several Graces 'in relation to the same subject matter . . . will be unhelpful to the Regent House and will not produce the best legislative result'.²)

Moving on, I note that paragraph 8 of this Report contains a rather long-winded reply to a question I asked in the Discussion of 8 March 2011.³ My question was whether members of the Council had a copy of the online comments – or a detailed summary of these comments – on proposals for setting the undergraduate fee prior to the meeting at which said proposals were considered by the Council. Since clarification for Regents seems to be the order of the day, let me clarify this answer: stripped of excuses, it reads 'no, they didn't'. So much for that particular 'consultation' with the rest of the University.

Turning now to the further financial and other contextual information revealed by this Report (paragraphs 9–13), I note that, alas, the information is of a quality consistent with that previously provided. Some of it is irrelevant, and some may well be misleading

(particularly since Regents apparently can't make decisions without appropriate 'advice'). In paragraph 9 we are now told that the funding projection being used for how much we would have received under the old funding regime is, in part, based on an assumption of 'a small annual increase in student numbers'. This is remarkable for two reasons.

Firstly, even under the old funding regime we were apparently making a significant loss per student (almost 50%).⁴ So increasing student numbers would only increase the absolute magnitude of that loss, making it even more difficult to balance our books. That's hard to reconcile with the ruthless, fiscally responsible approach the Council has alleged we must adopt in these challenging times.

Secondly, the second report of the Planning and Resources Committee's Working Group on Fees, Bursaries, and Widening Participation, on which the University was invited⁵ to make the comments I referred to earlier, implicitly assumed that Home/EU undergraduate numbers remained constant at around 11,000. Furthermore, the projection of the old funding regime used in that report and in the Council's Notice of 23 February 2011 is of 'funding as it would have been if the series of recent cuts had not occurred and the funding regime introduced in 2006 had continued simply tracking inflation'.⁶ No mention of increased student numbers there. Perhaps it is true, to horribly misquote Emerson, that 'consistency is the hobgoblin of fiscally responsible minds'.

Paragraph 9 continues with what, if this sorry saga was a reality television series, could only be described as an instance of 'jumping the shark',⁷ informing us that 'despite cash increases in T Grant funding, the University's share of the sector total has been steadily falling, from 1.47% in 2005/06 to 1.28% in 2010/11'. The relevance of this eludes me, particularly since over this period the sector as a whole has grown by about 6% or more (in terms of Home/EU undergraduate numbers)⁸ whilst Home/EU undergraduate numbers in Cambridge have stayed roughly constant.⁹

(Just in case any of those easily misled Regents the Council worries about are listening, what this means is that during this period the size of the Home/EU undergraduate sector has increased but the number of students we educate hasn't; consequently one would expect our share of the sector's total income from HEFCE to decrease. Which it has. One can only imagine that, in a desperate attempt to find some metric by which they could claim the University was hard done by, the Council have started to quote any figures, however irrelevant, which show some sort of decrease.)

I could continue to debunk the remaining paragraphs of this section of the Report, but I find myself rapidly losing the will to live. I'll therefore restrict myself to addressing only two further failings of this section.

In paragraph 12 we are told that 'very little of [the £1bn raised through the 800th Anniversary Campaign] was for discretionary or general recurrent expenditure; much of it was to endow posts in perpetuity or for capital purposes'. Firstly, a portion of the alleged cost of educating an undergraduate are capital costs,¹⁰ so these unspecified 'capital purposes' may well be relevant to meeting those costs. Secondly, the average annual amount given in 'unrestricted donations' for the financial years from 2006–07 to 2009–10 was £11.7 million.¹¹ This is a small portion of £1bn, but a vastly significant amount where undergraduate education is concerned, if the Council is correct that '£1m on general

income for educational purposes, on the other hand, is substantial' (para. 12 again).

Thirdly, in the Cambridge 800th Anniversary Campaign Report 2009–2010,¹² we are proudly told that 'gifts, large and small, . . . are making a difference . . . increasing the number and level of bursaries and scholarships available to students; enhancing initiatives to encourage applicants regardless of their financial circumstances' (page 3). That's great news, but slightly hard to reconcile with the claim that so little of the money raised is available for undergraduate education, given that the cost of that education frequently includes the cost of 'student support' (e.g. bursaries).¹³ Clearly we are not being given the whole story.

Finally in this section, in paragraph 13 the Council claim that the cost of charging a cohort of 3,000 students £6,000 rather than £9,000 per annum is an 'opportunity cost' of about £8m (per year) 'when bursary costs are taken into account'. Leaving aside this rather odd use of the term 'opportunity cost', this would only be true if we were to either somehow gain an extra £2m by charging the maximum fee (which is clearly not the case) or if we would have to spend an extra £2m if we charged the lower amount. That doesn't appear to be true either. The only explanation for this I can come up with is that the cost of bursaries has been double-counted. If the amount spent on bursaries is unaffected by the level of fee we charge then it will cost us a fixed amount. Charging a fee of £9,000 rather than £6,000 indisputably means we will have an extra £6m in income. We can certainly use that income to pay for bursaries – and so will not have to meet that particular cost from elsewhere – but we could equally well use it to pay our lecturers' salaries. The Council could, with equal justification, claim that the 'opportunity cost' of charging the lower amount is the entirety of the portion of the salaries budget attributable to undergraduate teaching.

Furthermore, simply because we charge students £6,000 in 2012/13 doesn't mean we have to continue doing so for the rest of their undergraduate career (as the Council erroneously suggest I implied). Now, on hearing such a suggestion, one's immediate response might be that it is unfair to significantly increase the fee from one year to the next. If you believe this, then you should be absolutely outraged about the Access Agreement we've submitted to OFFA. Paragraph 3 of the Report under Discussion blithely informs us that '£6,000 fee waivers will be offered to first-year students only'. This means that for those students who receive such waivers, their fee will increase by £6,000 (plus inflation) in their second year. But surely, I hear you cry, it would only be reasonable to impose such a large fee increase on students from the richest backgrounds? Fairness is, alas, too costly in these financially difficult times, and it is precisely those from 'particularly disadvantaged backgrounds'¹⁴ who will have to shoulder a £6,000 fee increase in their second year.

I'd like to close with two pleas. Another Regent and I submitted representations under Statute K, 5(a) representing that the Vice-Chancellor was wrong to rule inadmissible the amendments proposed by ourselves and others to last term's Grace on fees.¹⁵ I hope the judgement that resulted from these representations will be published in due course (although I understand that it has already been circulated amongst the Council). One of the hopes expressed in the judgement was that the Council would, of its own accord, without the need for a further Grace, publish 'a detailed Report' that

'demonstrates the financial need for a fee level of £9,000' and 'that makes clear all assumptions made and provides all relevant data (including the data on which any graphs are based)'¹⁶ in the very near future. So, my first plea: please will the Council fulfil this hope? This makes at least the third time they've been asked to do this.

And my final plea: the current pattern of providing inadequate information, the information being shown to be inadequate by speakers at a Discussion, and the Council then providing further inadequate information, repeat *ad nauseam*, is neither a productive use of the Council's time nor of Regents'. If the Council would treat us like fellow academics – and conduct themselves as befits those engaged in academic discourse – rather than as an electorate of ignorant peasants who have to be cajoled and misled into voting the way we ought, then the current adversarial pattern of interaction between the Council and the Regent House could cease. Until then, I remind the Council of the Royal Society's motto: 'Nullius in verba'.

¹ Paragraph 17 of the Report under Discussion: <http://www.admin.cam.ac.uk/reporter/2010-11/weekly/6221/section6.shtml#heading2-16>

² *Ibid.*

³ <http://www.admin.cam.ac.uk/reporter/2010-11/weekly/6218/section9.shtml#heading2-19>

⁴ Paragraph 29 of Council's Notice of 23 February 2011: <http://www.admin.cam.ac.uk/reporter/2010-11/weekly/6215/section1.shtml#heading2-3>

⁵ <https://forum.cam.ac.uk/viewtopic.php?f=27&t=3636>

⁶ Scenario A in Paragraph 30 and Chart 1 of Council's Notice of 23 February 2011: <http://www.admin.cam.ac.uk/reporter/2010-11/weekly/6215/section1.shtml#heading2-3>

⁷ http://en.wikipedia.org/wiki/Jumping_the_shark

⁸ Calculated percentage increase from 2005/06 to 2009/10 (2009/10 is the most recent data available; however there is no reason to believe the sector shrank significantly between 2009/10 and 2010/11 and some reasons to believe there was a slight increase in 2010/11); calculated from HESA Statistical First Release 153 Table 1: http://www.hesa.ac.uk/dox/pressOffice/sfr153/SFR153_table_1.pdf

⁹ See the annual editions of 'Facts and Figures' provided at: <http://www.admin.cam.ac.uk/offices/planning/information/statistics/facts/>. The most recent data available at the time of writing is for the 2009/10 academic year, but there is no reason to suppose that the 2010/11 intake was exceptionally high.

¹⁰ Footnote 11 of Council's Notice of 23 February 2011: <http://www.admin.cam.ac.uk/reporter/2010-11/weekly/6215/section1.shtml#footnote-1-1-11>

¹¹ As determined from the Reports and Financial Statements for the relevant years, as published in the *Reporter*.

¹² <http://www.campaign.cam.ac.uk/uploads/File/Campaign/CampaignReport09-10.pdf>

¹³ For instance, as mentioned in paragraph 13 of this Report, and also in paragraph 29 of Council's Notice of 23 February 2011: <http://www.admin.cam.ac.uk/reporter/2010-11/weekly/6215/section1.shtml#heading2-3>

¹⁴ Paragraph 5.12 of the Access Agreement: http://www.admin.cam.ac.uk/reporter/2010-11/weekly/6221/Access_Agreement.pdf

¹⁵ <http://www.admin.cam.ac.uk/reporter/2010-11/weekly/6217/section1.shtml#heading2-6>

¹⁶ Description of the Report taken from Amendment B published here: <http://www.admin.cam.ac.uk/reporter/2010-11/weekly/6217/section1.shtml#heading2-7>

Mr O. J. HOLLAND (graduate student at St Catharine's College) (read by Dr J. E. SCOTT-WARREN):

It is heartening to see that such a significant minority of Regents voted against the proposals to raise tuition fees in the recent Grace. The problem with lines in the sand is that they are ephemeral and easily scuffed over. For

now, it seems, we are compelled to remain in the desert: for those who voted for the proposals, as much as for those who voted against, the lone and level sands stretch far away. But if there are Regents amongst the minority who are serious about their discontent, and are equally serious about achieving the goal of free higher education for all, might I urge upon them the necessity of organization and continuing patience in explanation?

I noted, with interest, the Council's response to remarks I made during the previous Discussion on 8 March where the Council claims that '[i]t fully understands' my concern about 'the dangers of higher education being viewed by Government solely as a commodity' – not a word which I recall using, but so it goes.¹ The Council goes further and states that it has 'no doubt that these concerns will be shared by many in the University and on the Council'. Metaphysical subtleties and theological niceties aside, I find it odd that the Council then proceeds to rationalize its pragmatism of despair with reference to the University's position in a competitively cut-and-thrust market place, describing its 'core mission' as being to 'propose a way forward . . . that will – in its opinion – best protect the University's ability to fulfil its purposes and compete at the highest levels of international excellence in teaching and research.' Who defines these purposes? For whom? And how are they defined? I accept that the women and men of the Council are obliged to make decisions in circumstances not of their own choosing, but have they considered whether a situation of coerced competition might, in fact, be actively detrimental to the pursuit of 'excellence in teaching and research'?

If there is some truth in the Council's profession of a residually social democratic commitment to the idea of higher education as a social good, and the importance of defending this idea during a fresh neo-liberal assault, might I ask that the Council be more forthcoming, transparent, and public about the position it takes when lobbying the Government? Indeed, such transparency might then enable all those concerned to have a full and frank discussion about strategy and tactics. Failing that, might I encourage the Council to consider making reference to the following words from *Timon of Athens* in its next round of communications with the Government?

Thou cold sciatica,
Cripple our senators, that their limbs may halt
As lamely as their manners. Lust and liberty
Creep in the minds and marrows of our youth,
That 'gainst the stream of virtue they may strive,
And drown themselves in riot! Itches, blains,
Sow all the Athenian bosoms; and their crop
Be general leprosy! Breath infect breath,
That their society, as their friendship, may
Be merely poison!

(*Timon of Athens*, Act 4, Scene 1)

¹ <http://www.admin.cam.ac.uk/reporter/2010-11/weekly/6221/section6.shtml#heading2-16>

Dr J. E. SCOTT-WARREN (Senior Lecturer in the Faculty of English and a Fellow of Gonville and Caius College): Madam Deputy Vice-Chancellor, I would like to take this opportunity to congratulate the University Administration in the successful forcing-through of their proposals with regard to the fee level and the access agreement for submission to OFFA by the deadline of 19 April. It was a stroke of genius to ask the

Regent House to '[confirm] by Grace, through a ballot, that it supports the Council's intention to submit an Access Agreement to the Director of Fair Access to Higher Education for approval in order that the provision of Regulation 12 of the regulations on University Composition Fees comes into effect so that the higher amount of £9,000 can be charged'.¹ This magnificently nebulous formulation left it completely unclear what the Grace was centrally about, and what exactly it would mean for the Regent House not to support it. Set against this fog of words was the absolute clarity of the voting papers, the bulk of the flysheets, and the email messages that were sent to members of several Departments and Faculties, all of which suggested that a 'non placet' vote would mean that no Access Agreement could be submitted to OFFA, and that the result would be financial disaster. So Regents were offered a choice which was, effectively, no choice, and which (even had the non placets carried the day) would not have done anything to alter the regulation that stipulates that Cambridge must charge the higher fee. While the government endlessly defers the publication of its White Paper on Higher Education, we jump to it.

Then there was the decision to announce the details of the financial package available to future students at the Council's meeting of 14 March 2011, some weeks after the Council's Grace had been announced.² This made the framing of amendments to the Grace almost impossible, and paved the way for the Vice-Chancellor's extraordinary exercise of his power to rule the various amendments inadmissible. Again, it seems that the key aim of the University Administration was the stifling of any input from the Regent House; there could be no attempt to palliate the highly controversial package of measures which was on the table. The result of this was much anger, and the submission of the array of Graces which are discussed in the final section of the Council's Report of 28 April. I hope that these Graces will be allowed to proceed to a ballot as soon as possible, and that the University Administration will see this as an opportunity to restore some of the trust that they have forfeited in recent months. That is to say, I hope that they will not editorialize on the ballot paper; that they will not issue instructions to Regents via their Faculties and Departments, instructing them to vote in a particular way; that they will not attempt to stifle any proposed amendments; in short, that they will make this an opportunity for some element of choice and consultation to re-enter our proceedings.

I want to end by quoting Dr Sally Mapstone, Pro-Vice-Chancellor for Education in the University of Oxford, who reported at the Congregation of 10 May 2011 that 'in a series of public statements, the University has reiterated its deep concern about the government's reductions in direct public investment in teaching at universities and the transfer of so much of that funding mechanism to the student loan book'.³ I continue to be ashamed to be a member of a University that has made no comparable statements about the recent cuts to higher education funding.

¹ <http://www.admin.cam.ac.uk/reporter/2010-11/weekly/6215/section1.shtml#heading2-3>

² <http://www.admin.cam.ac.uk/reporter/2010-11/weekly/6218/section1.shtml#heading2-6>

³ http://www.ox.ac.uk/subsite/congregation_meeting/congregation_meeting/

Dr B. BURCHELL (University Senior Lecturer in the Department of Sociology, and Fellow of Magdalene College):

Deputy Vice-Chancellor, I am concerned about the lack of evidence-based discussion on the mechanisms that will be used to reach our OFFA target of 61–63% intake of UK resident undergraduate students coming from state schools.

Between 2003 and 2008 this percentage was remarkably consistent at around 57%, give or take small fractions, despite a considerable effort being put into outreach work by the Colleges and the University. In 2009 and 2010 this figure limped up to around 59%. This represents an increase of approximately two percentage points in seven years, about a third of one per cent per year. Even in order to hit the bottom end of the target range (61%) by 2016, this rate of increase needs to be maintained, and in order to hit our intermediate milestones on our OFFA document, this needs to be considerably enhanced.

It is far from obvious to me how this will be achieved. There is widespread concern that the new fee regime, post-Browne, will be a disincentive for higher education, particularly from those families with average or below average incomes, going to state schools. Meanwhile, our 'competition' (the other Russell Group universities) will be trying harder to attract state school pupils away from Cambridge. And, under the current government, it is unlikely that there will be an increase in the quality of state school teaching that would help us to achieve our targets. So, we'll be swimming against the tide; if we were to do little more than 'business as usual', as in the last few years, it is likely that we would see a significant decrease in this crucial figure.

The Graces calling for a substantial increase in spending on outreach work, although proposed last term, have not been submitted to the Regent House. The Access Agreement proposed to OFFA does not appear to allocate a significant increase in spending on outreach activities. Nevertheless, I am pleased that there will be further opportunities to discuss the expenditure on outreach this term. I hope that the University's proposed budget for outreach work is based on realistic plans, and not simply optimism. I have looked carefully at the evidence on how to widen participation in higher education coming from both OFFA and from the University, and I must say, I find the whole thing very unconvincing. Rather than a clear strategy to achieve our target, I see little more than some anecdotes based on things that may have worked in the past, but we can't really tell because the data and research methods were inadequate. Even if we are able to achieve this target (that has never been achieved before) it is not at all clear to me how this will be achieved without additional spending on outreach work.

Perhaps I've missed something, and the University and Colleges do have a cunning plan that will solve our admissions problems. If so, why wasn't it deployed in the years 2003 to 2008, when all of the attempts to open access to the University showed no results whatsoever? If there is a detailed, evidence-based plan making it clear why and how this can be achieved, I hope that it will be revealed before these Graces are put to Regent House.

I therefore ask Council, if they do happen to recommend a Grace that involves spending on outreach work being maintained only at current levels, then this needs to be based on a detailed document as to how the

promised increase in state-school admissions will be achieved within the proposed outreach budget, and that this case be communicated clearly and with detail to Regent House.

Consultation on options following the abolition of the default retirement age: a joint consultative paper, dated 3 May 2011 (Reporter, 2010–11, p. 723).

Professor M. H. KRAMER (Professor of Legal and Political Philosophy and Fellow of Churchill College): Although I attended the 10 May open meeting on the elimination of any mandatory retirement age, and although I have written to the Working Group to present my full response to their consultation document that has been published in the Reporter, I am appearing here as well because I strongly dissent from most of the views expressed in that consultation document. If the University responds to the new law in the manner envisaged in that document, it will certainly face litigation, and it will almost certainly lose in the litigation.

I will not seek to reply to every assertion in the consultation document, but I will reply to several of those assertions.

(1) My opening several observations will focus on the data concerning the United States in paragraph 7 of the consultation document. However, let me begin by remarking that the article from the journal *Nature Chemical Biology*, which is cited as if it were condemnatory of the elimination of the retirement age in the USA, is in fact enthusiastically and unequivocally supportive of that elimination:

The arguments in favor of abolishing mandatory retirement restrictions for university faculty are compelling. First, discrimination on the basis of age is an untenable position. Second, from a more practical perspective, many professors are productive educators and researchers well beyond traditional retirement ages. These senior scientists [and humanities people] bring experiences and knowledge that can make them inspiring teachers and mentors for students and postdoctoral researchers.

Established faculty members understand academic institutions and disciplinary cultures and thus may serve as invaluable resources to colleagues, particularly junior faculty. Finally, given their expansive knowledge built through years of learning and research, many senior professors are uniquely positioned to make continued advances at the frontiers of science.

(2) The references to Harvard in the Working Group's consultation document are highly misleading, since Harvard is as much of an outlying institution on this matter as on the matter of its endowment. At Harvard and Columbia, the proportion of faculty members who remain in their positions past the age of 70 (the formerly mandatory retirement age) is approximately 10%. However, across the American university sector as a whole – including the other elite American universities – the proportion is slightly under 2%. In the Cambridge Law Faculty, that proportion would amount to one person at any given time. Quite risible is the notion that younger scholars' opportunities would be curtailed to any appreciable degree by such a rate of retention of older scholars.

(3) Especially misleading is the consultation

document's suggestion that the dearth of younger tenure-track and tenured faculty members at Harvard (and elsewhere in the USA) is due to the elimination of the mandatory retirement age. That dearth is due almost entirely instead to two factors that are unrelated to the elimination of the mandatory retirement age.

First, the use of adjunct faculty positions as alternatives to tenure-track positions for younger scholars has been a hugely growing phenomenon in the USA for the past three decades. It is a straightforward cost-cutting measure, rather than something to which the universities have resorted because of the elimination of the mandatory retirement age. (Its inception, or acceleration, began about two decades, or at least a decade-and-a-half, before the elimination of the mandatory retirement age.) Second, the process of obtaining a Ph.D. in the USA – which has always been much lengthier than the corresponding process in this country – has become more and more protracted as cutbacks in funding have obliged doctoral students to take on ever greater burdens of teaching to fund their studies and to support themselves. The trend toward the elongation of the process of obtaining a Ph.D. in the USA is longstanding. It was under way in the late 1970s, and it has continued ever since. (A third factor behind the dearth of younger tenure-track and tenured scholars is applicable to professional schools in the USA, in fields such as law and medicine, and business and dentistry. Entry into the tenure-track ranks of the aforementioned schools by people below their mid-30s is rare, because those who teach in such schools are expected to have extensive professional experience – considerably greater professional experience than would typically be expected in the UK, where the students studying these subjects are undergraduates rather than postgraduates as in the USA.)

(4) Before I move on, I'll briefly summarize the gist of what has been said so far. All the Working Group's concerns derive from an underlying assumption that a large proportion of elderly academics will choose to work for quite some time past the age at which they would previously have been required to retire. The data in paragraph 7, concerning the United States, are the only support offered for that underlying assumption in the consultation document. Those data do not withstand scrutiny.

(5) Let me now move to the matter of performance management. I believe that the Working Group have greatly overstated the onerousness of a proper system of performance management. After all, we're not talking about the fine-grained judgements that have to be reached on applications for promotions and the like. Rather, we're talking about relatively coarse-grained judgements about each academic's competence to perform his or her job capably. For those coarse-grained judgements, the two main techniques of performance management already in place are perfectly satisfactory. One of those techniques is the monitoring of each academic's research in connection with the Research Excellence Framework (formerly the Research Assessment Exercise). We have to undertake that monitoring in any event, and it is more than sufficient for the purpose of gauging each academic's competence as a researcher. The second already-existent technique of performance management is the use of course-evaluation questionnaires to monitor the satisfaction of students with their lectures. Such questionnaires are an imperfect tool, of course, but they are central to

performance management in American universities, and they are perfectly satisfactory for enabling us to reach coarse-grained judgements about academics' competence. Some faculties may have to take the questionnaires a bit more seriously than they have been taken heretofore, but in my view such a change will be clearly salutary in its own right. At any rate, the general point here is that the performance management required for gauging the competence of academics of all ages is already largely in place in the sundry faculties.

(6) To be sure, some academics will continue to work past the retirement age, and a few of them might not be competent to carry on (either because they never were competent or because they have become incompetent). Can an Employer Justified Retirement Age, recommended by the Working Group, be a suitable and lawful means of avoiding such unpleasantness? For several reasons, the correct answer to this question is negative.

(a) First, an affirmative answer to the question would largely undermine the purpose of the new law. As the government emphasized in its January 2011 response to consultation, 'the Government does not agree that [a retirement age] should be used as an alternative to fair and consistent performance management' (p. 9). Given that clear expression of the government's purpose, it is highly unlikely that any court would uphold the Employer Justified Retirement Age on the basis recommended by the Working Group.

(b) Second, the reliance of the Working Group on the Seldon case – both in the consultation document and at the 10 May open meeting – is very dubious for several reasons.

(i) The 'collegiality' element of the Court of Appeal judgment in the Seldon case is very widely regarded by UK labour lawyers as extremely feeble. We'll see whether the Supreme Court, in the appeal currently being heard, upholds the Court of Appeal's completely unargued assertion that 'there is a very great difference between employees or partners who are underperforming but not by reason of age, and employees or partners who are doing their best but it is no longer good enough because old age has caught up on them'.

(ii) A more obvious point is that the Seldon case is being decided under the 2006 regulations rather than under the new law. Thus, even in the unlikely event that the collegiality element of the Seldon judgment is upheld by the Supreme Court, the Working Group cannot safely assume that that element will be transferable to cases governed by the new law. As I've already indicated, such a transfer from the 2006 context to the new context would largely undermine the purpose of the new law.

(iii) Even in the unlikely event that the collegiality element of the Seldon judgment is upheld by the Supreme Court, and even in the more unlikely event that that element of the judgment is subsequently deemed to be applicable to cases governed by the new law, there is a 'very great difference' (to use the Court of Appeal's language) between a private organization such as a law firm and a public body such as Cambridge University. Quite outrageous is the proposition that we should not have a proper system of performance management for academics of all ages in the University. Large quantities of public funds are being expended on these people. If the University responds to litigation by arguing that it needs to have an Employer Justified Retirement Age in order to avoid proper performance

management for its expenditures of those public funds, it deserves to be laughed out of court – especially since an appropriate system of performance management is not repressive or onerous, as I have already remarked.

(7) The invocation of considerations of academic freedom by the Working Group in paragraphs 15 and 16 of the consultation document is a red herring. Any proper system of performance management for gauging the competence of academics – through the techniques already mentioned and indeed already in place – will not be penalizing anyone for engaging in controversial research or for espousing unpopular positions.

(8) In paragraph 6 of the consultation document, the Working Group express concern about ‘an increased risk of litigation over dismissals or other action taken under [performance-management procedures].’ A proper system of performance management should not leave the University vulnerable to any meritorious litigation. In any event, any risk of litigation engendered by the outright elimination of the mandatory retirement age is more than offset by the risk of litigation that would be engendered by the procedures envisaged in paragraph 22 of the consultation document. Either the requests envisaged in that paragraph will be granted perfunctorily, or they will not be. If the Working Group anticipate that the requests will be granted routinely, then the rationale for a mandatory retirement age is undermined. Contrariwise, if the Working Group anticipate that a significant proportion of such requests will not be accepted, there is a manifest risk of litigation. Thus, the Working Party’s expressed worry about litigation does not tell in favour of its own preferred way of proceeding.

(9) Despite what I have just said about paragraph 22 of the consultation document, that paragraph does at least fleetingly mention ‘the possibility of part-time working agreements’. Flexible arrangements for academics toward the end of their careers have been in place for many years in American universities. Some of those arrangements are mentioned in the penultimate paragraph of the *Nature Chemical Biology* article that has been cited by the Working Group. Those arrangements are entirely consistent with the outright elimination of any mandatory retirement age. (As I’ve already noted, the aforementioned *Nature Chemical Biology* article is unequivocally supportive of the elimination of a mandatory retirement age.) Instead of concentrating on trying to justify the retention of a mandatory retirement age, the members of the Working Group would have been well advised to concentrate on developing the sorts of arrangements that are mentioned in the *Nature Chemical Biology* article.

Professor G. R. EVANS (Emeritus Professor of Medieval Theology and Intellectual History):

Madam Deputy Vice-Chancellor, in 1988, under the Education Reform Act, academics entering into new contracts on appointment or promotion lost tenure, being left only with the protection offered by Statute U and its Model Statute counterparts in the other universities then existing. Now, there is a threat that their academic and academic-related fingers may be prized off the cliff edge where they continue to cling – by ‘performance management’. You yourself could be dismissed, humiliatingly and certainly contentiously, on ‘capability’ grounds (‘health or performance’):

The University could put in place enhanced performance management procedures to make up for

the loss of power to bring employment to an end through retirement.

Worse, *everyone* would face the possibility of being ejected on such grounds, since to confine these processes to older academics would be discriminatory and therefore unlawful: ‘In effect, this could mean putting in place a system of regular, career-long performance reviews.’ It is admitted that that could be costly in litigation (for academics as well as the University) and would be hard to reconcile with academic freedom, with ‘individual academics having the security to carry out research which may be controversial or unpopular without fear of sanction or recrimination.’

This means they are putting the choice thus: freedom, relative security, and an agreed retirement age; or the opportunity to choose when you go, and in effect an end to academic freedom and the worry of being ‘reviewed’ so that you may find yourself out on your ear at any time; and with respect to the previous speaker, I think he is much too sanguine about what that really means.

Brian Leftow, in the *Oxford Magazine* of Second Week, Trinity Term, offers an illuminating analysis of the US experience with retirement arrangements for ‘Faculty’ to set beside the remarks we have just heard. He warns the *Magazine*’s readers that Oxford too is threatening ‘performance management’ as a way of ejecting those who wish to linger when they have ceased to be welcome:

I’ve discussed retirement with a number of people over the last months. All but two personally preferred not to be put out to grass before their time. But most feared that the alternative would be ‘performance management,’ and were willing to go quietly to avoid it.

He suggests that there would be resistance in Oxford because Oxford has been here before, or somewhere very close:

In 2005, the University [Oxford] attempted to bring in a form of ‘performance management’. Academics brought the plan to a vote in Congregation and defeated it. Any scheme of ‘management’ enough dons reject will face the same fate. We must recall that if any such thing arrives here, it can only be in a form the majority of academics explicitly approve. We have that power. Thus in pragmatic terms, ‘performance management’ is a red herring. It can neither be imposed against our wills or (if for some reason we agree to it) take a form we find unacceptable.

Here, too, of course.

Mr N. M. MACLAREN (University Computing Service) (read by R. S. HAYNES):

Madam Deputy Vice-Chancellor, I welcome this consultation, and not just because I shall be affected personally and shortly. I shall keep these remarks short, because I have already made more detailed ones by email, and shall mention only the aspects that directly affect changes to Statutes.

From responses at the open meeting, it seems that the remit of the Working Group is extremely narrow, and covers only the reference to a retirement age in Statute D, I, 11 and the corresponding rules for Assistant Staff. That is a serious mistake, if the University is going to claim objectivity for an Employer Justified Retirement Age. The higher courts tend to be unsympathetic to attempts to bypass legal constraints by separating

apparent and actual practice. I regard it as essential that the Working Group address the whole issue of a 'retirement age' – not just a single date in Statutes – and request the Council to expand its remit to cover that.

My first point is that the most serious problems with discouragement of innovation occur because people in critical positions discourage those with alternative or radical approaches, and not because some old fogey is preventing a post from being refilled. Many people in this University will have observed this effect. That leads me on to some anomalies in the Statutes and Ordinances.

Irrespective of retirement as such, there is a strong case for a relatively low and hard maximum age for the positions which have most control over new developments, such as Heads of Institution and membership of senior committees. Those are rarely posts as such, and so it might be legally easier to retain such a restriction, or even to lower the current age for it. Currently, this seems to be 70 at appointment (Statute A, III, 7; IV, 8; and VI, 3) and so is 70 for the Council and effectively 73 for other bodies, which is thoroughly anomalous. As far as I can see, Heads of School do not have to be Officers and can be of any age, which is another anomaly.

I believe that the proposal for changing our Statutes needs to address the age limits for membership of senior committees, or this reason proposed for preserving a retirement age will not be objective.

My second point is that this proposal and the open meeting made much of being able to request to work beyond the normal retirement age, and implied that this would become more important. Unfortunately, the current policies and procedures are purely arbitrary, and some aspects of them could be regarded as being discriminatory. It is easy to imagine a request being opposed because an applicant has views that have offended his or her Head of Institution, for example.

Whether such requests are granted is clearly a major part of what retirement means in practice, and it will be argued that the legislative changes also mean that this policy and the procedures need to be objective. Without some reasonably objective principles, at the very least, the University could well have a hard time in the courts – and give the press a major opportunity to damn the University for being an Old Boys' Club.

It would be irrational to separate the procedures for considering such requests from those for removal from office on medical grounds and redundancy, as most of the reasons not to grant such requests will be physical, psychological, or lack of requirement! Thus the principles and procedures should be included as part of the Statute U revision, with the comparable inclusions for Assistant Staff. It should be pointed out that the current policy states precisely that for the appeals process!

I believe that these two suggestions together address many of the issues raised in the consultation, and I should favour a scheme along the following lines:

1. The current regulations for membership of the Council (Statute A, IV, 8) and Boards (Statute A, VI, 3) would be set at the retirement age, not rather above it.
2. Statute D, I, 11 would state that Officers would relinquish their offices at the retirement age, both because holding an office is the key to most controlling positions and because the University would in principle be able to refill the position with someone new.

3. It would also be changed to say that they could change to part-time working at the retirement age, by agreement with the University and subject to rules made in Ordinances, if they did not wish to retire completely. In some cases, of course, 'part-time working' would be effectively full-time!

4. There should be a clear commitment that equivalent rules would be created for Assistant Staff.

5. The forthcoming revision of Ordinances would tidy up the situation with regard to other staff in controlling positions, which is an area that needs attention anyway.

6. The basic right of staff to a proper, objective process to handle requests to be employed beyond the retirement age, would be kept in (or inserted into) Ordinances, with appropriate revision.

If the above were adopted, only very small changes would need to be made to Statutes A and D, provided that there were also a clear statement of intent. If necessary, another small change could be made to Ordinances to establish an interim process. Because the situation with regard to Assistant Staff is not currently in Statutes and Ordinances, only a clear statement of intent is needed.

Lastly, there are a very small number of positions where the holder can be expected to do little else, and there is no possibility of refilling while there is someone doing any of that class of work. But those are far rarer than is often asserted, and a well-known legal maxim is that hard cases make bad law. Let us choose a flexible, general approach.

Mr M. B. BECKLES (University Computing Service)
(read by Dr J. E. SCOTT-WARREN):

I am not close to the current retirement age and so am not immediately affected by any of the options proposed in this consultative paper. I can see some merit in the arguments for having no retirement age, as well as in those for having an Employer Justified Retirement Age (EJRA). However, what I cannot see any merit in is in having the retirement age being different between different categories of permanent staff. I believe some of the differences we already have between the terms and conditions of different categories of staff are iniquitous, and we would do well not to worsen that situation. If there is any category of permanent staff for which there is to be no retirement age, then that should be the case for all permanent staff; similarly if there is to be an EJRA then it should be the same age for all permanent staff.

I also have a concern that, in the recent past, the University has shown itself to sometimes handle these consultations in a sub-optimal manner. So I would appreciate it if the Council could reassure us that, at the meetings which are part of the consultation exercise being carried out, notes are being taken of the comments made by staff. I'm sure I don't need to remind the Council of a series of apparently consultative meetings held some time ago at which no such notes were taken. I also think it would be helpful if the Council were to publish the results of the consultation exercise (suitably anonymized if necessary). So, will the Council look into this aspect of the consultation and take appropriate action?

In addition, I think it might be useful to solicit comments on the consultative paper via Forum, the University's discussion service.¹ (Of course, were this to be done, it would be essential that all the relevant

individuals actually read any comments made (or a detailed summary of them) on Forum, unlike the previous time this option was explored.) Please will the Council and the Working Group consider this option?

In closing, I'd like to draw the Working Group's attention to the article on university EJRA's in the current issue of *Oxford Magazine*.² The author of this article, Professor Leftow, correctly points out that some of the statistical data relating to US universities used to argue that the lack of a retirement age gives 'cause for concern'³ is being misinterpreted. When taken in context of the radical reduction of tenured posts in US universities, some of the apparent 'graying' of US academia can be explained without imputing a significant distorting effect to the abolition of the retirement age in 1987. Furthermore, Professor Leftow points out that the relevant limiting factor on recruiting younger academics is the rate at which new posts become available. This depends on the number of posts which become vacant (by whatever means) each year and not on the retirement age (at least until our staff live forever). I believe that where the Working Group has relied on statistical arguments (e.g. paragraphs 7, 12, 17, etc.) these should be revisited.

Finally, with regard to the legality of an EJRA for the University, and bearing in mind that this requires that 'the employer is able to show that it is objectively justifiable as a proportionate means of achieving a legitimate aim',⁴ as well as the Acas explanation of the standard for 'proportionate'⁵ in this context, I can do no better than to quote Professor Leftow's article:

The problem the University faces is this. Both Oxford and US universities are universities. So presumably whatever legitimate aims Oxford has, US universities have. Thus to justify an EJRA, Oxford would have to maintain either that no US university achieves all its legitimate aims, or that all US universities which do so employ only unreasonable means. This is a hard task. I do not think it can be done.

I ask that the Working Group consider this argument in conjunction with the advice it is taking on the legal considerations of adopting an EJRA (para. 26).

¹ <https://forum.cam.ac.uk/viewforum.php?f=27>

² Professor Brian Leftow, 'Retirement', *Oxford Magazine*, No. 312 (Second Week, Trinity Term 2011), pp. 8–11

³ Paragraph 7 of the consultative paper: <http://www.admin.cam.ac.uk/reporter/2010-11/weekly/6222/section1.shtml#heading2-5>

⁴ Paragraph 2 of the consultative paper: <http://www.admin.cam.ac.uk/reporter/2010-11/weekly/6222/section1.shtml#heading2-5>

⁵ Acas, Age and the workplace: Putting the Employment Equality (Age) Regulations 2006 into practice, p. 30: <http://www.acas.org.uk/index.aspx?articleid=1044>

Professor S. F. DEAKIN (Professor of Law and Fellow of Peterhouse) (read by Dr J. M. WHITEHEAD):

The abolition of the national default retirement age places the onus on the University to justify the retention of its long standing practice of having a normal retirement age (currently 67 for some employees and 65 for others). Using the age of an employee to determine their access to employment gives rise to a possible breach of discrimination law. However, uniquely among the 'protected characteristics' set out in the Equality Act 2010 and the EU Framework Directive on Equal Treatment, direct discrimination on the grounds of age

can be justified. The justifying factor must be legitimate, and its use by the employer must be proportionate; that is, the employer must show that the discriminatory act or practice is an effective means of reaching that legitimate goal, and interferes as little as possible with the non-discrimination principle.

The report of the working group set up to consider the implications of the abolition of the national default retirement age considered a number of possible reasons for retaining an 'employer-justified retirement age' within the University. One of the most important of these justifying factors is the need to maintain employment opportunities for early career researchers and lecturers, and promotion possibilities for those in mid-career. Turnover among academic grades in Cambridge is around a third of the national average for all employments. At present, the number of retirements from academic posts in the University is around half the number of those taking up such positions for the first time in a given year. Thus making retirement optional would almost inevitably have an impact on the filling of academic posts in the University. It would particularly reduce the number of more senior posts falling vacant, thereby affecting internal promotion prospects as well as the opportunities for Departments to appoint from outside. In the case of assistant and academic-related staff, turnover rates are closer to the national average. However, here as well, the end of compulsory retirement could be expected to reduce job and promotion opportunities more widely in the University.

The University clearly gains from having a balanced age profile, but, more generally, fairness to early- and mid-career researchers is a matter to which the University should have regard when considering its retirement policy. The University has a duty to consider the wellbeing of all its employees and, as a leading research university, the implications of its decisions on the state of UK higher education more generally.

There are other factors to consider. For example, if retirement were to become optional, the University would probably have to change its approach to performance appraisal, making it a more regular process for all staff at all stages of their employment with the University (any such changes could not be confined to those at or near the current normal retirement age). Dismissals for under-performance, or redundancies incorporating an element of selection based on performance, would probably become more common. For academic staff, such a move could potentially come into conflict with the values of autonomy and freedom of expression in research which are widely accepted in the University and underpinned by our employment statute, Statute U. A number of other potential justifying factors, including the impact on the diversity of employment in the University, are set out in the working party's report.

The report also considers the arguments in favour of the removal of the University's normal retirement age. It would facilitate compliance with the principle of non-discrimination on the grounds of age, in so far as it affects retirement policy. The University would benefit from the extended employment of experienced and highly qualified members of staff whose services it might otherwise lose. The removal of the retirement age would be of benefit to employees whose financial circumstances in old age, notwithstanding access to the pension schemes in which the University participates, might not be secure.

The working party has suggested three options for consideration if the retirement age were to be retained. The first is the retention of a normal retirement age for academic and academic-related officers (that is, those covered by Statute U); the second involves the extension of the retirement age to other grades of academic and academic-related staff; and the third would extend it to assistant staff as well. If any one of these options were to be adopted, it would be combined with a flexible and progressive procedure for requests to carry on working beyond the normal retirement age, which, the report suggests, would be set at 67 for all affected members of staff.

These are complex and finely-balanced issues. The purpose of the consultation paper is to set out the options. Under the law as it has recently been amended, the practice of a normal retirement age remains lawful. However, the onus is on the employer, in a way that it has not been before, to justify its practice. It is without doubt useful for the University to reconsider this long-standing practice to see if it is still in the best interests of the University to retain a retirement age.

Dr S. J. COWLEY (Department of Applied Mathematics and Theoretical Physics):

Deputy Vice-Chancellor, from a personal point of view many of us may have welcomed the abolition of the Default Retirement Age (DRA). The flexibility of when to retire has many attractions. Indeed, given the decision last year by HMG and the USS to devalue our pensions by changing the uprating index from the RPI to the CPI, my initial reaction was to estimate how much longer I might choose to work to restore my pension entitlements: about 18 months. Then last week the USS Trustees voted to devalue our pensions further, *inter alia* by introducing caps on the indexation. Having flexibility as to when to retire then becomes even more attractive. For let us suppose in 12 years' time, when I am due to retire, we have returned to an era of high inflation such as the 1970s. If I retired at that point then my pension might be significantly devalued in a few years as a result of the indexation caps (e.g. see my article with Susan Cooper in issue 305 of the *Oxford Magazine*, <http://tinyurl.com/329e6po>). A rational reaction, given that salaries tend to track inflation better than capped indices, would be to delay my retirement for, say, five, ten, or even fifteen years.

However, what might be in the best interests of the individual may not be in the best interests of the institution. When it comes to the DRA, we need to get the balance right. Hence, notwithstanding the example I have just given (by which the management of the university sector as a whole seems to have shot itself in both feet as a result of the law of unintended consequences), I am attracted to an Employer Justified Retirement Age (EJRA) for University officers, assuming this is legally possible; this is for two reasons given in the consultation document.

First I believe that there are merits in the argument for a mix of collaborators across a range of generations, including significant numbers of younger staff (see paragraphs 12 and 14). I am only 54, but I would be kidding myself if I did not recognize that I am not as innovative as I was 20 years ago (although that might be offset by extra experience). There is a rationale as to why Fields Medals are awarded to those 40 years of age and under (even if Andrew Wiles was the exception that proves the rule; he was 41 when he proved Fermat's Last

Theorem). Even Margaret Thatcher recognized the need for rejuvenation in universities with her 'New Blood' scheme in the early 1980s.

One way to look at this might be that the University can afford so many person-years of academic staff. I do not know what the average age of appointment to a lectureship is, but for the sake of argument let's say 32; and suppose such a person (or her or his replacement) retires 35 years later at age 67. Further, suppose that as a result of the removal of the DRA she or he stayed on for another five years. This uses up some of the person-years of academic staff that the University can support. If everyone did that then the number of posts would reduce by 12.5% or so.

Of course my example is hypothetical. We need much firmer statistics, and until then some might argue that my assumption of another five years is wide of the mark. However, let me float some reasons as to why my assumption might not be unreasonable. At present an academic is eligible for a USS pension at 65, but almost all academics I know prefer to stay on to 67. There has just been a Voluntary Severance Scheme; if rumours are correct there has been a very low take-up of academic staff. Cambridge is a very agreeable employer, and academics do not want to retire. This, combined with the pensions changes, mean that I would not bet against an increased average retirement age, a reduction in the number of established academics and, as a result, a fall-off in the essential innovative 'New Blood' infusion to the University. Much as it might not be in my own best interests, this leads me to believe that an EJRA may be justified.

Second, as a result of Statute U, it is remarkably hard to dismiss an officer. As the decision over the reform of Statute U demonstrated last year, there are strong, and widely accepted, reasons (centring around the preservation of academic autonomy and freedom) for maintaining Statute U in its present form. If the DRA was to be abolished then at some point there would have to be a way of dismissing staff, and the checks and balances deliberately built into Statute U might have to be eased. Some form of strengthened performance management (some might argue including salary, as well as job, review) would have to be considered. Further, the provisions in the Equality Act 2010 make it unlawful to discriminate against workers because of age, and this would seem to imply that this strengthened performance management would have to apply to the whole workforce. Would this strengthen the University as a place of learning and research?

As Susan Cooper wrote in issue 309 of the *Oxford Magazine*:

The relative freedom that we have in how to go about our work and even to choose what to do stands in stark contrast to 'performance management'. The importance of initiative and creativity are central to our role but defy measurement and, worse, would be damaged by an attempt to measure them.

[And I don't really think that student questionnaires and the REF are a good measure of either research or teaching.]

The current system squares the circle by combining a very competitive selection to get an academic job in the first place with a permanent contract that ends at a definite retirement age once you get in. In a sense we pay for those years of freedom with the competition at the beginning and a fixed retirement age at the end.

A selection panel can look at a person's accomplishments at say age 35 and take a reasonable gamble on expected average performance to age 65, but not when there is no limit. Take away the limit and you call into question the feasibility of academic freedom.

I agree; the DRA is a *quid pro quo* for the protections of Statute U.

Professor D. M. THOMPSON (Emeritus Professor of Modern Church History) (read by the Senior Proctor, Mr J. A. TREVITHICK):

Madam Deputy Vice-Chancellor, as a recently retired Professor, who has at least until the current academical year continued to lecture and supervise, I would like to offer a few observations on the current consultation. I certainly support the introduction of an EJRA for established staff at the current age of 67; my uncertainty about other categories is largely due to less familiarity with the current age-structures of the groups concerned. My principal reason for supporting this is the first adduced by the Working Party, namely inter-generational fairness. Over the years I have heard many comments from my colleagues across the Atlantic about the deadening effect which their lack of a retirement age has on providing adequate incentives for younger scholars, and the promotion of new scholarship itself. I believe that the equality and diversity agenda is also important, although this will probably be a less compelling argument in, say, twenty-five years' time. If my memory serves me rightly, the retirement age was raised to its present level just after the Second World War as a response to the shortage of young scholars at that time; so short-term solutions have a habit of sticking!

But to return to inter-generational fairness, it is worth noting that the current policy of freezing posts on retirement (for financial reasons) has a similar effect in removing opportunities for younger scholars. Moreover, provided that this is within the law, I would hope that any provision which might be made to retain established staff who have reached the retiring age, would be made in such a way as still to release the established post occupied, i.e. by creating a new, presumably research-related, post for the person who would have retired to replace the established one. This would ensure that the established post would be available to fill, subject, of course, to other financial considerations.

My last observation is related, but different. In talking about established staff we are presumably talking about University Teaching Officers. In the years since the Research Assessment Exercise was established, I have been aware that, because of the Funding Council's distinction between teaching-related and research-related grants (even though there now seems to be little left of the former), a tendency has developed for the teaching of undergraduates increasingly to be left to College Teaching Officers. What I noticed particularly in my last decade as a Fellow of Fitzwilliam College was that this tendency, which originally began in the humanities, had begun to spread to certain science subjects as well. University representatives continue to pay lip-service to the belief that research and teaching belong together, and many of us still believe it. However, practice in some Faculties is creeping back to the nineteenth- or even eighteenth-century model, where College Fellows do the teaching and Faculty appointees occupy themselves in other ways. As we reflect on the

implications of retirement, we should take care lest this separation is further accentuated by the difference between the University and the Colleges.

Professor P. A. McNAUGHTON (Sheild Professor of Pharmacology and Head of Department) (read by Dr. O. A. SCHERMAN):

Madam Deputy Vice-Chancellor, David Attenborough is still making outstanding programmes for the BBC at the age of 85, 20 years after he 'should' have retired. Many research studies have shown that people age mentally at very different rates. Forcing University academics to retire at age 67, an arbitrary date at which some are still going full steam ahead, will cause a loss of talent to the University.

In deciding how to react to recent legislation on the retirement age, the temptation will be to engineer a legal device which effectively still forces retirement at 67, and this is indeed the approach announced in the *Reporter* of 5 May. The approach may perhaps achieve legality but it is certainly outside the spirit of the recent Government legislation. A more imaginative approach could secure the work of valuable academics past age 67, while not at the same time cluttering up the system with those past their sell-by date.

The principal and only important criterion (apart from legality) must be the academic benefit to the institution – how can we advance Cambridge's world place as a research-led teaching University? The answer has to be: by retaining the services of those who are still at the top of their game in teaching, research, and even possibly in administration, while losing those who are not. The idea that young people coming in as new appointees will *always* be better than older academics near retirement is clearly false. Each case is different.

Some sort of test of ability for older academics is therefore inevitable. Tests of ability are already used in the University, for instance in the promotions process, or in the shape of staff votes at five-yearly renewals for roles such as Head of Department. High performance in all the three areas of teaching, research, and administration is essential if academics are to continue to be employed past retirement age. We should accept that the loss of high-performing academics simply because they have reached an arbitrary retirement age is a price too high.

Tuesday, 24 May 2011

A Discussion was held in the Council Room. Deputy Vice-Chancellor Dr Kate Pretty was presiding, with the Registry's Deputy, the Senior Proctor, the Junior Proctor, and five other persons present.

The following Report was discussed:

Second Report of the Council, dated 18 May 2011, on undergraduate UKLEU fees, funding, and student finance (*Reporter*, 2010–11, p. 785).

Professor G. R. EVANS (Emeritus Professor of Medieval Theology and Intellectual History) (read by Mr M. B. BECKLES):

I favour Grace H, I think, though I am not sure it can last; the legislation which seems likely to follow the publication of the White Paper may require a further change to the Ordinance. And the Government's ELQ

requirements may not last much longer either. But the principle would be established that there should be an annual Grace with reasons given. That would be a distinct improvement on the existing Regulation 12.

Mr M. B. BECKLES (University Computing Service): Madam Deputy Vice-Chancellor, I am one of the proposers of three of the Graces considered by this Report. I would like to thank the Council for consulting with some of the proposers of the Graces labelled A to G. And I echo their hope that ‘the process that [they have] undertaken to consult widely over these important matters can be a template for determining future matters of controversy within the University’ (para. 1), although I feel that it has taken rather longer than one might have hoped for some parts of that consultation to happen. (I’d also like to re-iterate, as I have suggested in previous Discussions, that, where online fora are used to gather opinions of members of the University, it is essential that the comments in those fora are read and considered *before* making the relevant decisions.)

In this Report the Council recommends that Regents vote against Graces A to G, and instead vote for the Council’s Grace, Grace H. I’d first like to observe that, as I have previously pointed out in earlier Discussions, the quality of financial information Regents have received in the context of the debate on undergraduate fees and student support has not been adequate. It is therefore difficult to see how Regents could now have much confidence that adequate funding for student support and outreach has now been provided, or that increasing the level of support or outreach will have the dire consequences hinted at in this Report. As I said in last week’s Discussion, given that we do not seem to be given the whole story regarding the disposition of the £1bn raised by the 800th Anniversary Campaign,¹ we cannot be confident that our financial situation really is so unfortunate that there is simply no possibility that we can spend the amount required to continue attracting the best students under the new fees regime. I would suggest that Regents bear this in mind when considering Graces A and B.

Regarding Graces C and D, I would urge Regents to consider giving these Graces their support. The Council’s reasons for opposing these Graces seem to me to essentially boil down to the rather petulant ‘if the Regent House exercises its mandate to govern then it makes our life difficult’. I don’t know how other Regents feel about this, but, personally, I’m all broken up over that. In particular, with regard to these two Graces, the Council has become a cheerleader for the government’s mantra of ‘student choice’, in sharp contrast with the criticism this ideology has attracted from across the sector, including from many Regents. Arguing against Grace C seems particular odd given that, with their Grace H, the Council have accepted the need for Regent approval in setting undergraduate fees in future years. Shouldn’t we Regents, as the governing body of the University, have oversight of the student support arrangements *as well as* of the tuition fees?

And whilst noting that the requirements of Grace D have largely already been met – so why the opposition? – the Council have conveniently neglected to mention how this was achieved, namely by mass student protest, supported by Graces, and amendments of Council’s Grace on fees, signed by a large number of Regents. So I ask those Regents who felt last term that preserving student bursaries was that important to consider

whether it really makes sense to abandon those gains now, rather than consolidating them by voting for Grace D.

Regarding Grace E, I cannot pretend that I am happy with the wording of this Grace, but, on balance, I think it would be better that it passed. Why? Firstly, because I think our access targets are currently too low, and I remain unconvinced by the claims that the HESA benchmarks in this area – and curiously, we only dispute the validity of *this* set of HESA benchmarks and not any of the others – is somehow inappropriate for this University. Secondly, if we only aim for the absolute minimum target we think we can persuade the Office for Fair Access (OFFA) to accept, then the situation will never improve. I understand, even if I do not agree with, the argument that setting an ambitious target in our Access Agreement is dangerous as we may well be fined if we fail to meet it. This is all the more reason to have a higher *internal* target, one which will not attract external financial penalties should we fail to achieve it. Finally, once again we are expected to take a substantial claim on faith, in this case the claim that we can achieve higher targets ‘only by operation of an admissions quota system’ (para. 6). As I said last week: ‘Nullius in verba’. We are a University of academics – we neither can, nor should, take anyone’s claims on good faith alone.

Regarding Grace F, I observe that we would not now be having a ballot on this had the Vice-Chancellor not unreasonably chosen to exclude it from the earlier ballot. And, in the absence of detailed financial information regarding undergraduate education and funding, or a commitment from the Council to produce some before the eventual heat death of the universe, this Grace represents the last chance to be sure that we are making the correct decision in respect to undergraduate tuition fees in 2012–13. I therefore urge Regents to support it.

The Council’s Grace H is presented as an alternative to Grace G. I am happy to say that Grace H is almost one that I could support. Why ‘almost’? Well, careful reading has revealed a few problems with the wording of the proposed replacement Regulation 12. I explain these below, and I urge the Council to correct these before putting the Grace before the Regent House.

Firstly, the proposed regulation states: ‘The University Composition Fees . . . shall be subject to approval by Grace’. At first sight this may seem fine, but observe that a Grace which merely proposed that the existence of University Composition Fees for Home and EU undergraduate students be approved would satisfy the letter of the regulation. Such a Grace would presumably then allow the Council to set the *amount* of the fees without further input from the Regent House. Although we might have faith in this Council not exploiting this apparent loophole, when drafting legislation it is wise to have in mind what future, less scrupulous, Councils may do. I believe this loophole is probably the result of simple oversight and is easily corrected. If, as in the current Regulation 12, the replacement regulation makes clear that it is the ‘*rate*’ (that is, the amount) of the fees then this loophole is effectively closed. So I think the proposed regulation should read: ‘The *rate* of University Composition Fees . . . shall be subject to approval by Grace’.

Secondly, condition (ii) of the proposed replacement regulation is, I believe, missing a word. That condition requires that ‘the fees to be charged shall not exceed any

limit prescribed by law'. At first sight this seems entirely reasonable (if, perhaps, redundant). However, I do not think the Council actually mean 'any limit'. For consider that both the basic amount (now £6,000 p.a.) and the higher amount (now £9,000 p.a.) in the Higher Education Act 2004 are specified in that Act as limits². The basic amount is the limit for fees above which institutions must have an agreed Access Agreement, whilst the higher amount is the limit on the maximum fee that may be charged. So, as written, the proposed new regulation could be taken as meaning that the fees cannot be more than the basic amount. I do not think this was the Council's intention, and so, I respectfully suggest, they have probably omitted a word like 'relevant' or 'appropriate' between 'any' and 'limit'.

Whilst noting that Grace G does not suffer from these problems, I also hope that, now I have raised them, the Council will correct these oversights prior to putting the proposed replacement regulation before the Regent House. However, I do have a few other reservations about Grace H which I feel are worth airing here. Firstly, the proposed financial information to be provided will, at best, tell us about the costs of educating an undergraduate. This is only *half* of the information we need: we also need to know – or have reasonable projections for – income which can be spent on undergraduate education and support, both direct income and from investments, endowments, etc.

Secondly, the proposed replacement regulation would put us in an odd situation respecting the fees if the Grace approving them did not pass. What would happen then? It's not at all clear, and it seems perverse to move from the existing Regulation 12, which determines the fees in all situations, to a new regulation that introduces unnecessary uncertainty. Perhaps this could be corrected by introducing a 'failing which' clause at the appropriate point – such a clause could for instance say that the fees would then remain at their previous rate. I also note that this uncertainty gives the Council a potent weapon in forcing through a Grace setting the fees. If such a Grace were not submitted until close to the time the fees needed to be finally determined, then Regents would have no option but to pass it, or else plunge the University into chaos for the forthcoming academic year, since there would be no time to propose a new Grace. Now, have we in recent history seen a Council engage in such manoeuvres? Hmm. . . (And I note that Grace G was carefully constructed to avoid this problem, something the Council – no doubt inadvertently – have overlooked.)

Finally, and most seriously, the proposed replacement Regulation 12 perpetuates a current iniquity in the present arrangements for fees, namely the situation with regard to undergraduates who have a required year abroad as part of their course. Currently, and under the proposed replacement regulation, such students have to pay half the full fee for this year. So at present they pay just over £1,500, and for students starting in 2012–13, they will pay around £4,500. What do they get for this non-trivial sum? Well, having now spoken to some MML undergraduates, I learn that they get a 'notional four hours of supervision', usually by email, during their year abroad. Given that our supervision rates are about £30 for a supervision of a single undergraduate,³ the situation at the moment is clearly one of profiteering on the part of the University. But, for students starting in 2012–13, the situation will be shamefully iniquitous and clearly unreasonable. Given that in Grace H, the

Council has taken the opportunity to completely rewrite Regulation 12, should they not take the opportunity to revisit this area?

Furthermore, the intention of the proposed replacement regulation – with which I am entirely in accord – seems to be to explicitly involve the Regent House in setting the fees. Given that, is it not appropriate that we also be involved in setting the fees for undergraduates who have a year abroad? Why should they be exempt from our concern? Is it simply because they are not here in person that we aren't expected to care about them? (That would be a somewhat odd attitude for a University where, at any given time, so many of its academics are working abroad.)

There is a very simple fix for this: insert the words 'no more than' – and later in the clause, a comma – at the appropriate point of condition (iii), so that it reads:

for such students who are undertaking a required period abroad the rate shall be *no more than* half the full amount charged under this regulation, or such other amount as may be determined by the Secretary of State for this category; and

This would mean that those proposing a Grace to set the fees would also be able to set the fees for students who have a required year abroad.

(In passing, I note that Regents may wonder why Grace G, which also proposes amending Regulation 12, does not address this situation either. As one of the drafters of Grace G, I confess that, at the time Grace G was drafted, I was unaware of the iniquitous situation undergraduates who have a year abroad currently face, and so it did not occur to me to seek to remedy it. Once Grace G had been proposed, I was contacted by affected undergraduates who explained their concerns to me. I apologize unreservedly for not seeking to discover whether there were any other problems with the existing Regulation 12 prior to seeking to change it.)

In conclusion, I urge Regents to carefully consider Graces A and B, to support Graces C, D, E, and F, and to support Grace G. And, if the Council correct the two errors of wording in Grace H that I mentioned above, to consider also supporting Grace H.

¹ <http://www.campaign.cam.ac.uk/news/news/?dp=2010061001>

² Section 24(1) of the Higher Education Act 2004 (as originally enacted)

³ <http://www.admin.cam.ac.uk/committee/seniortutors/guide/entries/index.php?id=243>, retrieved on 24 May 2011.

COLLEGE NOTICES

Elections

Gonville and Caius College

Elected into Honorary Fellowships:

Lord Turner of Ecchinswell
Professor Richard J. Evans

King's College

Elected to an Ordinary Fellowship in Engineering from 1 October 2011 for five years:

Dr Nick Atkins

New Hall (Murray Edwards College)

Elected to a Supernumerary Fellowship from 1 April 2011:

Catherine Nixie Love M.A. (Oxon)

Funds and prizes

Magdalene College: The Governing Body of Magdalene College invites applications from post-doctoral research workers for the non-stipendiary, three-year Raymond and Beverly Sackler Senior Research Fellowship. Applications can be made online at https://app.casc.cam.ac.uk/fas_live/sackler.aspx or by visiting the Magdalene College website (<http://www.magd.cam.ac.uk>). The closing date is 17 June 2011.

SOCIETIES, ETC.**Antiquarian Society**

The next meeting will take place on Monday, 6 June, at 6 p.m. in the Law Faculty Building, West Road. Professor Martin Millett will speak on *Recent research on rural society in Roman Yorkshire*. Members may bring guests, and students are warmly invited.

EXTERNAL NOTICES**Oxford Notices**

Christ Church: Fixed-term Lecturership in French (19th and 20th centuries); salary: £20,310; closing date: 3 June 2011; further particulars: <http://www.chch.ox.ac.uk/general-information/employment>

Fixed Term Lecturership in English (1832–present); salary: £12,185–£13,714; closing date: 3 June 2011; further particulars: <http://www.chch.ox.ac.uk/general-information/employment>

Computing Laboratory: Professorship of Informatics; closing date: 20 June 2011; further particulars: http://www.ox.ac.uk/about_the_university/jobs/fp/

Faculty of History: Irish Government Senior Scholarship in the History and Culture of Ireland; £12,300; closing date: 13 June 2011; further particulars: <http://www.history.ox.ac.uk/faculty/jobs/index.htm>

University College: Academic Registrar; salary: £29,099–£35,788 a year plus additional benefits; closing date: 17 June 2011; further particulars: http://www.univ.ox.ac.uk/news_and_announcements/vacancies/

Stipendiary Lecturership in International Relations and/or Comparative Politics; closing date: 17 June 2011; further particulars: http://www.univ.ox.ac.uk/news_and_announcements/vacancies/

Radcliffe Travelling Fellowships; £47,448 a year plus additional benefits; closing date: 27 June 2011; further particulars: http://www.univ.ox.ac.uk/news_and_announcements/vacancies/

Worcester College: One-year six-hour Stipendiary Lecturer in Law (Constitutional and EU Law); stipend: £12,185–£13,714; closing date: noon, 15 June 2011; further particulars: notices section of <http://www.worc.ox.ac.uk>

University Offices: useful web addresses

Index of administrative services and information: <http://www.admin.cam.ac.uk/audience/>

Statutes and Ordinances: <http://www.admin.cam.ac.uk/univ/so/>

Information Compliance (includes Data Protection and Freedom of Information): <http://www.admin.cam.ac.uk/univ/information/>

Centre for Personal and Professional Development Programme: <http://www.training.cam.ac.uk/cppd/theme>

Information on Copyright Licensing: <http://www.admin.cam.ac.uk/offices/legal/copyright/>

Data Protection Act 1998: <http://www.admin.cam.ac.uk/univ/information/dpa/>

Value for Money: <http://www.admin.cam.ac.uk/offices/secretariat/vfm/>

University Committees: <http://www.admin.cam.ac.uk/committee/>

HE Access Funds and Financial Hardship Support: <http://www.admin.cam.ac.uk/univ/funds/>

Council Business: <http://raven.intranet.admin.cam.ac.uk/committee/council/>

The *Cambridge University Reporter* appears on Wednesdays during Term. Special Numbers are also published from time to time.

Editorial

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