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UNIVERSITY OF
CAMBRIDGE

NOTICES**Calendar**

17 December, *Wednesday*. Last ordinary number of the *Reporter* in the Michaelmas Term.

19 December, *Friday*. Michaelmas Term ends.

5 January, *Monday*. Lent Term begins.

13 January, *Tuesday*. Full Term begins.

14 January, *Wednesday*. First ordinary number of the *Reporter* in the Lent Term.

19 January, *Monday*. Sir Robert Rede's Lecture at 5.30 p.m. in the Senate-House, Dr Drew Gilpin Faust, *EM*, President of Harvard University.

Discussions at 2 p.m.

3 February

17 February

3 March

17 March

Congregations

24 January, *Saturday at 2 p.m.*

21 February, *Saturday at 2 p.m.*

21 March, *Saturday at 11 a.m.*

28 March, *Saturday at 11 a.m.*

Notice of a Discussion on Tuesday, 20 January 2015

The Vice-Chancellor invites those qualified under the regulations for Discussions (*Statutes and Ordinances*, p. 111) to attend a Discussion in the Senate-House, on Tuesday, 20 January 2015, at 2 p.m. for the discussion of:

1. Annual Report of the Council for the academical year 2013–14, dated 24 November 2014 (*Reporter*, 6368, 2014–15, p. 226)

2. Annual Report of the General Board to the Council for the academical year 2013–14, dated 5 November 2014 (*Reporter*, 6368, 2014–15, p. 236)

3. Reports and Financial Statements for the year ended 31 July 2014 (*Reporter*, 6368, 2014–15, p. 241).

An early version of the *Reporter* incorrectly stated that the Discussion on 20 January 2015 was cancelled.

Council and Board of Scrutiny: Notice of a Bye-election

17 December 2014

The following provides information about bye-elections to fill vacancies on the Council and the Board of Scrutiny to the same timetable, as set out below.

Council

The Vice-Chancellor gives notice of an election of a member of the Council in class (c) (member of the Regent House) to serve with immediate effect until 31 December 2018 (*Statutes and Ordinances*, p. 65).

The Council is the principal executive and policy-making body of the University. It has general responsibility for the administration of the University, for defining its mission, for the planning of its work, and for the management of its resources. The Council deals with relations between the University and the Colleges, and conducts negotiations with outside bodies on many matters (other than those relating directly to the educational and research programmes of the University, which are dealt with on its behalf by the General Board of the Faculties). It is responsible for the appointment or nomination of certain members of internal and external bodies, and for many student matters (excluding the selection of entrants, which is a College concern). Further information about the Council can be found in Statute A IV and is available to members of the University on the Council website (<https://www.governance.cam.ac.uk/committees/council/>) and questions about its work can be addressed to the Registry by emailing registry@admin.cam.ac.uk.

Board of Scrutiny

The Vice-Chancellor gives notice of an election of two members of the Board of Scrutiny in class (c)(ii) (members of the Regent House) to serve with immediate effect until 30 September 2017 (*Statutes and Ordinances*, p. 121).

The Board of Scrutiny scrutinizes on behalf of the Regent House the Annual Report of the Council, the abstract of the accounts of the University, the allocations Report of the Council required by Statute F I 1(b), and any other Report of the Council proposing allocations from the Chest. Further information about the Board of Scrutiny can be found in Statute A VII, on the Board's website (<http://www.scrutiny.cam.ac.uk/>), and obtained from Dr Mike Franklin (email mjf3@cam.ac.uk), Chair of the Board.

Under the provisions of Statute A VII 4 no person may be a member of the Board of Scrutiny who is a member of the Council, the General Board, or the Finance Committee of the Council, or who holds any of the University offices of Chancellor, Vice-Chancellor, Pro-Vice-Chancellor, University Advocate, Deputy University Advocate, Registry, Assistant Registry, or Secretary of a School. The Ordinances for the Board (*Statutes and Ordinances*, p. 121) further exclude Directors and Deputy Directors in the University Offices (Unified Administrative Service) and Assistant Treasurers.

Nominations and election timetable

The nomination and ballot timetable for the elections is governed by Regulations 1–7 and 15 of the regulations for the Election of Members of the Council (*Statutes and Ordinances*, p. 118).

In order to be eligible, a candidate must be nominated on a paper sent to the Vice-Chancellor at the Old Schools so as to reach him not later than 12 noon on **Friday, 16 January 2015**. The paper must contain (a) a statement signed by two members of the Regent House, nominating the candidate for election and (b) a statement signed by the candidate certifying that he or she consents to be so nominated. The candidate should also submit a *curriculum vitae* by the same date (see below).

The Vice-Chancellor would be obliged if nominations could be delivered to the Registry in the Old Schools during office hours. Envelopes should be clearly marked as Nomination papers. Nomination papers may also be faxed to 01223 332332 or scanned (showing signatures) and sent by email to registry@admin.cam.ac.uk. Nominations will be published as they are received. The complete list of nominations will be published in the *Reporter* on Wednesday, 21 January.

Each person nominated for election is required to send to the Registry, not later than 12 noon on Friday, 16 January, a statement of her or his *curriculum vitae* for distribution to members of the Regent House with the voting papers. It is suggested that such a statement should be of not more than 500 words in length, and that it should cover the following points:

- the candidate’s present position in the University
- previous posts held, whether in Cambridge or in other universities, or outside the university system, with dates
- a note of the candidate’s particular interests within the field of University business.

If there is an election, it will be conducted by ballot under the Single Transferable Vote regulations. Online voting will open at 9 a.m. on Monday, 26 January and close at 5 p.m. on Thursday, 5 February. Hard-copy voting papers will be distributed not later than Monday, 26 January to those who have opted before 12 December 2014 to continue to receive them; the last date for the return of voting papers will be 5 p.m. on Thursday, 5 February.

Equal Pay Review, 2014

The University of Cambridge is committed to the principle of equal pay for work of equal value or work rated equivalent for all employees. The University aims to ensure its pay system is fair and just and that any gender bias is eliminated.

The first equal pay audit was commissioned by the University to take place in 2008 as part of the proposals in the Second Joint Report of the Council and the General Board on new pay and grading arrangements for non-clinical staff (*Reporter*, 6002, 2004–05, p. 745). The group overseeing the content of the audit is the Equal Pay Review Group, comprising members of the Human Resources Division, Trade Union representatives, and representatives from University Schools and Departments.

The Review Group’s first three reports were published on an annual cycle, on 18 February 2009 (*Reporter*, 6141, 2008–09, p. 510), 21 April 2010 (*Reporter*, 6185, 2009–10, p. 688), and 15 December 2010 (*Reporter*, 6208, 2010–11, p. 318). Subsequently, the University agreed to publish an Equal Pay Review on a biennial cycle the first of which was published on 28 November 2012 (*Reporter*, 6287, 2012–13, p. 151), and can be found on the HR Division website at: <http://www.hr.admin.cam.ac.uk/pay-benefits/pay>.

The Equal Pay Review 2014 (Appendices A–G) brings together the following pay data as at 31 July 2014:

- gender representation and average salaries¹ (basic pay and total pay by grade, staff category, and working hours)
- salaries paid to new employees
- market supplements, market pay, and advanced contribution supplements
- other pensionable and non-pensionable payments for the twelve months ending 31 July 2014, and contribution payments for assistant and academic-related staff in grades 1–11.

The appendices include median² and inter-quartile ranges³ where appropriate, in order to provide further insight into potential gender pay issues and for benchmarking purposes. The commentary in Appendix A primarily refers to the mean pay gap, but reference is made to the median where appropriate.

This report examines the impact of the above by gender and highlights differences and pay gaps including market comparisons. It also comments on progress made on matters of concern raised in previous equal pay reviews including the equal pay Key Performance Indicators which highlight key themes in equal pay at the University of Cambridge.

¹ Average (mean) salary is the sum of each single salary spine point value (or total pay if appropriate) divided by the number of instances.

² The median salary is the middle value of all single salary spine point values (or total pay if appropriate) when placed in lowest to highest order.

³ The inter-quartile range is the difference between the upper quartile (i.e. the value of all payments three quarters of the way from lowest to highest) and the lower quartile (i.e. the value of all payments one quarter of the way from lowest to highest).

Annual Reports

The following Annual Reports have been received by the Council or the General Board during the Michaelmas Term 2014 and are available on the websites indicated:

Wellcome Trust / Cancer Research UK Gurdon Institute 2014 Prospectus / Annual Report 2013	http://www.gurdon.cam.ac.uk/stafflinks/downloadspublic/reports/prospectus-2014.pdf/view
Health and Safety Executive Annual Report 2013	http://www.safety.admin.cam.ac.uk/publications/hsd139m-annual-report-health-and-safety-executive-committee
West and North West Cambridge Estates Syndicate Annual Report and Financial Statements for the year ended 31 July 2014	http://www.admin.cam.ac.uk/reporter/2014-15/weekly/6370/WNWCambridgeEstatesSyndicate-Report-2014.pdf

VACANCIES, APPOINTMENTS, ETC.

Vacancies in the University

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

E-learning Developer in the Finance Division of the University Offices; salary: £28,695–£37,394; closing date: 5 January 2015; further particulars: <http://www.jobs.cam.ac.uk/job/5658/>; quote reference: AG04891

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.

Election

The following election has been made:

The Revd Dr Alasdair John Coles, Ph.D., CC, B.A., B.M., B.Ch., *Oxford*, University Lecturer, Department of Clinical Neurosciences, elected to the Genzyme Professorship of Neuroimmunology, with effect from 1 December 2014.

AWARDS, ETC.

David Crighton Fellowships

The David Crighton Fund provides support for young scholars in the field of applied mathematics concerned with fluid mechanics, acoustics, waves, and vibration. Four David Crighton Fellowships are being offered for research students and postdoctoral fellows to undertake a visit for two to three months' study and research either in Cambridge, if they are currently based outside Cambridge, or elsewhere, if they are currently based in Cambridge. The award is to be used to cover actual travel and subsistence expenses up to a maximum of £3,800. The period of study should begin in the calendar year 2015.

The closing date for applications and references is 16 January 2015. Further information can be found at <http://www.damtp.cam.ac.uk/vacancy/>.

REGULATIONS FOR EXAMINATIONS

Historical Tripos, Part I

SUPPLEMENTARY REGULATIONS

(Statutes and Ordinances, p. 351)

With effect from 1 October 2014

The General Board, on the recommendation of the Faculty Board of History, have approved an amendment to the supplementary regulations for Part I to indicate that Paper 4 will be set in two sections.

By amending the regulation so as to read:

Papers 2–6. British political history, from AD 380 to the present day

In these papers candidates will be required to show knowledge of political aspects and also of general aspects of English, Irish, Scottish, and Welsh history where relevant to the period studied. Candidates will be expected to show evidence of their ability to use and interpret contemporary documents. In each paper three questions must be answered but no question shall be specified as compulsory, except that in Paper 4 (British political history, 1485–1714) candidates will be required to answer at least one question from each of sections A and B.

Medical and Veterinary Sciences Tripos, Part IB

(*Statutes and Ordinances*, p. 380)

With effect from 1 October 2015

The General Board, on the recommendation of the Faculty Board of Biology, have approved an amendment to the regulations for Part IB so that the examination in Neurobiology with Animal Behaviour is the same as for Neurobiology with Human Behaviour.

By removing Regulation 20(b), renumbering 20(c) as 20(b), and amending the first sentence so as to read:

- (b) The examinations in Neurobiology with Animal Behaviour and in Neurobiology with Human Behaviour shall each consist of:

Natural Sciences Tripos, Part IB

(*Statutes and Ordinances*, p. 409)

With effect from 1 October 2014

The General Board, on the recommendation of the Committee of Management for the Natural Sciences Tripos, have approved an amendment to the regulations for the Tripos so as to remove the subject History and Philosophy of Science from the list of subjects that require records of practical work to be submitted.

Regulation 23.

By deleting the asterisk that precedes the subject History and Philosophy of Science in sub-paragraph (a)(i).

Doctor of Philosophy, Master of Science, and Master of Letters

(*Statutes and Ordinances*, p. 504)

With effect from 1 October 2015

The General Board, with the concurrence of the Board of Graduate Studies, have approved an amendment to the regulations for the Doctor of Philosophy, Master of Science, and Master of Letters to increase the fees for Examiners. The fees payable will be subject to review by the Board of Graduate Studies in 2017–18.

Regulation 11.

By amending the second sentence of the regulation so as to read:

Such a fee shall be £165 if the Examiner takes part in the oral or other examination specified in Regulation 6(b), or £100 if the Examiner does not so take part, either because the Board, on the recommendation of the Degree Committee, have dispensed with the oral or other examination or for any other reason.

Examination in Clinical Science for the M.Phil. Degree

(*Statutes and Ordinances*, p. 521)

With effect from 1 October 2015

The General Board have approved, on the recommendation of the Faculty Board of Clinical Medicine, that the theme ‘Translational Medicine and Therapeutics’ be replaced with the theme ‘Experimental Medicine’ with effect from 1 October 2015.

Any students who have already been offered a place in October 2015 under the current theme will be advised of the change and be given the opportunity to withdraw.

Examination in Conservation Leadership for the M.Phil. Degree

(*Statutes and Ordinances*, p. 522)

With effect from 1 October 2014

The General Board, on the recommendation of the Degree Committee for the Faculty of Earth Sciences and Geography, have approved an amendment to the regulation for the scheme of examination in Conservation Leadership so as to introduce a discretionary oral examination on any or all of the assessed components.

By introducing a final paragraph to the regulation that reads:

The examination may include, at the discretion of the Examiners, an oral examination on any or all of the assessed components.

Examination in Social Anthropology for the M.Phil. Degree

(Statutes and Ordinances, p. 546)

With effect from 1 October 2015

The General Board, on the recommendation of the Degree Committee for the Faculty of Human, Social, and Political Science, have approved amendments to the regulations so as to increase the thesis word count from 12,000 to 13,000 words; specify the timeframes in which the Degree Committee will announce a list of optional papers and their corresponding topics for the 6,000-word essay; and remove Paper 3 (Social anthropology and the professional process) from the choice of written papers.

By amending Regulations 1 and 2 so as to read:

1. The scheme of examination for the one-year course of study in Social Anthropology for the degree of Master of Philosophy shall consist of:

- (a) a thesis, of not more than 13,000 words in length, including footnotes, but excluding tables, appendices, and bibliography, on a subject approved by the Degree Committee for the Faculty of Human, Social, and Political Science, which shall not fall within the field of any paper or essay offered by the candidate;
- (b) an essay, of not more than 6,000 words in length, on a topic chosen from a list of topics published by the Degree Committee by the division of Michaelmas Term, such topics corresponding to a list of optional papers published by the Degree Committee by the end of the preceding Easter Term;
- (c) two written papers:

Paper 1. The scope of social anthropology I: production and reproduction.

Paper 2. The scope of social anthropology II: systems of power and knowledge.

2. In place of any one of the papers which a candidate would otherwise be required to offer under Regulation 2(c) a candidate may, by special permission of the Degree Committee granted after considering the candidate's experience and special qualifications, offer an essay of not more than 6,000 words in length, exclusive of footnotes, appendices, and bibliography, on a subject approved by the Degree Committee.

Examination in Sustainability Leadership for the M.St. Degree

(Statutes and Ordinances, p. 562)

With immediate effect

The General Board, on the recommendation of the Strategic Committee of the Institute of Continuing Education and with the concurrence of the Institute for Sustainability Leadership's Management Board and the Faculty Board of Business and Management, have approved a new Postgraduate Certificate in Sustainability Leadership, which will serve as an exit award for those students satisfactorily completing the essay components but not the thesis for the award of the degree of Master of Studies.

By inserting new Regulation 4 in the regulations for the examination in Sustainability Leadership for the M.St. Degree:

4. The Examiners may recommend to the Degree Committee that it recommends to the Institute of Sustainability Leadership's Management Board the award of the Postgraduate Certificate to a candidate who has satisfactorily completed the requirements specified in Regulation 2(a) and (b), and who has not completed, or fails to reach the required standard in, the thesis.

Certificate in Humanities Computing for Languages

(Statutes and Ordinances, p. 579)

With immediate effect

The General Board, on the recommendation of the Faculty Board of Modern and Medieval Languages, have agreed that the examination for the Certificate in Humanities Computing for Languages be suspended in 2014–15.

Certificates in Modern Languages

(*Statutes and Ordinances*, p. 580)

With immediate effect

The General Board, on the recommendation of the Faculty Board of Modern and Medieval Languages, have agreed that the examinations for the Certificates in Modern Languages be suspended until further notice.

Examination in Theology and Religious Studies for the Certificate of Postgraduate Study

(*Statutes and Ordinances*, p. 587)

With effect from 1 October 2015

The General Board, on the recommendation of the Faculty Board of Divinity, have approved amendments to the regulations in order to remove the requirement for a candidate to complete the registration procedure before being able to be awarded the Certificate.

Regulation 2.

By removing sub-section (c) of the regulation.

The Faculty Board of Divinity are satisfied that no candidate's preparation for the examination in 2016 will be affected.

Diplomas and Certificates open to non-members of the University

(*Statutes and Ordinances*, p. 589)

With immediate effect

The General Board have agreed to the addition of the following award in the Schedule to Diplomas and Certificates open to non-members of the University:

Certificates

Institute of Continuing Education

Postgraduate Certificate in Sustainability Leadership

FORM AND CONDUCT OF EXAMINATIONS, 2015

Notices by Faculty Boards, or other bodies concerned, of changes to the form and conduct of certain examinations to be held in 2015, by comparison with those examinations in 2014, are published below. Complete details of the form and conduct of all examinations are available from the Faculties or Departments concerned.

Asian and Middle Eastern Studies Tripos, Part IB, 2015: Correction

A correction has been made to the Notice previously published (*Reporter*, 6366, 2014–15, p. 160) for paper MES11, Intermediate Arabic language. In the original descriptor for the written examination the inclusion of a passage of English for translation into Arabic was omitted. The oral examination will consist of four sections and not three. The timing for the listening comprehension has been removed.

PART IB

MES.11. Intermediate Arabic language

This paper will contain two sections: a three-hour written examination (70 marks) and an oral examination (30 marks).

The written examination will contain one passage of Arabic on which candidates will be required to answer questions (20 marks); one passage of Arabic for translation into English (20 marks); **one passage of English for translation into Arabic (15 marks)**; and one question requiring a piece of writing in Arabic (15 marks). All questions should be attempted.

The oral examination will consist of **four** sections. All timings are approximate and all oral examinations are recorded.

- (a) Listening comprehension: Candidates answer questions on a recorded passage, which may be taken from a variety of sources (**10 marks**);
- (b) Reading aloud (3 marks);
- (c) Liaison interpreting: candidates act as an interpreter for two examiners, one speaking Arabic, and one English (8 marks);
- (d) Discussion (9 marks) ((b), (c), and (d) together: 15 minutes).

Examination for the degree of Master of Business Administration, Lent Term 2015

The Faculty Board of Business and Management give notice that in the Lent Term 2015 of the academical year 2014–15 the subjects for examination for the M.B.A. Degree will be as listed below. The method of examination is shown for each subject.

4. (a) One-year course

6. (a) Compulsory modules

Lent Term 2015

MBA10.	Strategy	Examination (1.5 hours) (50%), group assignment (800 words) (50%).
MBA11.	Marketing	Examination (1.5 hours) (70%), group assignment (1,500 words) (30%).
MBA15.	Operations management	Examination (1.5 hours) (50%), group assignment (1,500 words) (30%), class participation (20%).
MBA16.	Cost management and control	Individual assignment (1,500 words) (50%), group assignment (1,500 words) (50%).
MBA33.	Negotiations workshop	Attendance only.
MBA34.	Global consulting project	Group assignment (3,500 words) (100%).

Easter Term 2015

MBA12.	Corporate governance and ethics	Assessment to be announced by the end of Lent Term.
MBA13.	Leadership in action	Attendance only.
MBA35.	Concentration	Students take one of eight subjects offered; subject areas and assessment to be announced by the end of the Lent Term.
MBA54.	Macroeconomics	Assessment to be announced by the end of Lent Term.

6. (b) Elective modules

Lent Term 2015

MBA77.	Accounting and working capital for start-ups	Individual assignment (1,500 words) (50%), Group assignment (1,500 words) (50%).
MBA70.	Cases in corporate finance I	Individual in-class test (two hours) (40%), group assignment (1,500 words) (60%).
MBA39.	Corporate social responsibility	Individual assignment (2,500 words) (80%), class participation (20%).
MBA79.	Digital marketing	Individual assignment (2,500 words) (90%), class participation (10%).
MBA73.	International film business	Individual assignment (2,500–3,000 words) (60%), group assignment (1,500 words) (40%).
MBA118.	Islamic finance	Individual assignment (1,500 words) (50%), group assignment (1,500 words) (50%).
MBA52.	Leading and managing social enterprise	Individual assignment (1,500 words) (50%), group assignment (1,500 words) (30%), class participation (20%).
MBA25.	Lean Six Sigma process improvement	Individual in-class test (two hours) (100%).
MBA14.	Managing innovation strategically	Group assignment (10-minute presentation plus Q&As (70%), individual assignment (2,000 words) (30%).
MBA27.	Philosophy of business	Individual assignment (2,000–2,500 words) (100%).
MBA81.	Project management	Individual assignment (5,000–6,000 words) (80%), class participation (20%).
MBA103.	Risk management and strategic planning	Individual assignment (4,000 words) (50%), group assignment (deck of 15 slides) (35%), class participation (15%).
MBA80.	So, you want to be an entrepreneur?	Individual assignment (2,000 words) (50%), group presentation (10 minutes) (50%).
MBA30.	Strategic human resources management	Group assignment (2,500 words) (100%).
MBA22.	Strategic performance management	Individual assignment (2,000 words) (70%), group presentation (20 minutes) (30%).
MBA107.	Strategic pricing	Individual in-class test (one hour) (40%), group assignment (deck of 15 slides) (30%), individual assignment (1000 words) (30%).

MBA88.	Strategies for energy and climate	Individual assignment (1,500–2,000 words) (50%), group presentation (20 minutes) (50%).
MBA78.	Topics in financial statement analysis	Individual assignment (2,000–2,500 words) (80%), group presentation (10 minutes) (20%).

4 (c) Executive M.B.A. course

2013–15 class

6. (a) Compulsory modules

Lent Term 2015

EMBA14.	Corporate governance and ethics	Individual assignment (2,000 words) (60%), group assignment (40%) (content that can be consumed in 10 minutes).
EMBA15.	Elective I	Students select one module from Elective List I or Elective List II below.
EMBA16.	Elective II	Students select one module from either Elective List I or Elective List II below.
EMBA4.	Management practice (<i>this course runs throughout the programme</i>)	Individual assignment (2,500 words) (100%).
EMBA17.	Leadership in action (<i>this course runs throughout the programme</i>)	Attendance only.
EMBA18.	Individual project	Individual assignment (6,000–12,000 words) (100%).
EMBA19.	Personal and professional development	Attendance only.

Elective List I

EMBA24.	Fast strategy, intrapreneurship, and business instinct	Individual assignment (1,200 words) (100%).
EMBA39.	Decision to make, buy, ally, or acquire	Individual assignment (up to 2,500 words) (100%).
EMBA43.	The trustworthy leader: Building reputations in value-driven way	Individual assignment (1,000 words) (100%).
EMBA44.	Entrepreneurship	Individual assignment (up to 2,000 words) (100%).
EMBA45.	From the Savannah to the boardroom: The evolutionary roots of decisions and leadership	Individual assignment (2,500 words) (100%).
EMBA21.	How to start technology companies	Individual assignment (up to 2,500 words) (100%).
EMBA22.	Venture capital, private equity, and acquisitions	Individual assignment (2,000–2,500 words) (100%).
EMBA47.	Leading effective projects: A managerial perspective	Individual assignment (2,500 words) (100%).

Elective List II

EMBA40.	Project finance: Innovative techniques in valuing and raising financing for large scale projects	Individual assignment (up to 2,500 words) (100%).
EMBA31.	Stranded energy assets and the carbon bubble	Individual assignment (up to 2,500 words) (100%).
EMBA34.	Innovation management: The secret of growth	Group presentation (10 minutes) (50%), individual assignment (up to 1,500 words) (50%).
EMBA41.	Strategy and organization for the information age	Individual assignment (1,500–2,500 words) (100%).
EMBA46.	Pricing as strategy	Individual assignment (2,000–3,000 words) (100%).
EMBA23.	Strategic performance management	Individual assignment (up to 2,000 words) (100%).
EMBA27.	Changing the game: Business models, marketing strategy, and innovation	Individual assignment (2,000 words) (100%).
EMBA42.	Understanding consumers: Using psychology to build corporate brands and increase profits	Individual assignment (up to 2,000 words) (100%).

(c) Project work**Lent Term 2015**

None.

2014–16 class**6 (a) Compulsory modules****Lent Term 2015**

EMBA6.	Organizational behaviour	Individual assignment (up to 1,200 words) (40%), individual assignment (up to 1,800 words) (60%).
EMBA7.	Operations management	Two individual assignments (up to 1,500 words each) (50% each).
EMBA8.	International business studies	Group assessment (15 minutes) (100%).
EMBA19.	Personal and professional development (<i>this course runs throughout the programme</i>)	Attendance only.
EMBA17.	Leadership in action (<i>this course runs throughout the programme</i>)	Attendance only.

(b) Elective modules**Lent Term 2015**

None.

Examination for the M.Fin. Degree, Lent Term 2015

The Faculty Board of Business and Management give notice that in the Lent Term 2015 the subjects for examination for the Master of Finance Degree will be as listed below. The method of examination is shown for each subject.

Group 1 – core subjects

MFIN4	Equity derivatives; to be assessed by one 2-hour in-class test (100%)
MFIN39	Fundamentals of credit; to be assessed by one 2-hour in-class test (60%) and course-work consisting of an individual assignment and case study (40%)
MFIN3	Econometrics; to be assessed by one 2-hour mid-term test (40%) and one 2-hour final test (60%)
MFIN5	Finance and organizations; to be assessed by attendance only
MFIN22	Management practice; to be assessed by attendance only
MFIN23	City Speaker Series; to be assessed by attendance only

Group 2 – specialist subjects

MFIN14	Fixed income analysis; to be assessed by an individual assignment of 1,500 words (60%), and a group assignment of 1,500 words (40%) (also available to candidates for the M.Phil. Degree in Finance)
MFIN16	Topics in investment management; to be assessed by an individual assignment of maximum 1,500 words (40%) and a group assignment of maximum 3,000 words (60%) (also available to candidates for the M.B.A. and E.M.B.A. Degrees)
MFIN19	Private equity; to be assessed by four individual assignments of maximum 2,500 words each (40% in total), two group projects of maximum 2,500 words each (30%), and an in-class quiz of one hour (30%)
MFIN34	Advanced corporate finance; to be assessed by case write-ups of maximum 2,500 words (30%), a group project of maximum 2,500 words (40%), and an in-class test of two hours (30%)
MF3	Financial reporting and capital markets; to be assessed by two individual essays of 2,000 words each (50% each) (borrowed from the M.Phil. Degree in Finance)

Projects

MFIN26	Group consulting project; to be assessed by a one-hour group presentation (100%)
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Examination in Energy Technologies for the M.Phil. Degree, 2014–15

The Degree Committee for the Faculty of Engineering give notice of an amendment to the offered modules for the examination in Energy Technologies for the degree of Master of Philosophy, 2014–15, as published on 30 July 2014 (*Reporter*, 6356, 2013–14, p. 787).

Module B4 ‘Electrochemical engineering’, will now be offered as module B3 ‘Electrochemical engineering’. The module will be assessed by examination.

Module B8 ‘Particle technology’, will now be offered as module B7 ‘Particle technology’. The module will be assessed by examination.

The following modules will not be offered in the academical year 2014–15:

<i>Reference</i>	<i>Name</i>
4D13	Architectural engineering
B2	Catalysis

The following module will be offered as an elective in the academical year 2014–15:

<i>Reference</i>	<i>Name</i>	<i>Mode of assessment</i>
4E11	Strategic management	Course-work

The Degree Committee confirm that no student’s preparation for the examination will be affected by the change.

Examination in Finance for the M.Phil. Degree, 2014–15

The Degree Committee for the Faculty of Business and Management give notice that, in the academical year 2014–15, the subjects for examination in Finance for the M.Phil. Degree will be as listed below. The method of examination is shown for each subject.

Group 1 (students choose five compulsory subjects)

MF5	Corporate finance I and II [one three-hour written examination (60%), 1,000-word written referee report (20%), and class participation (20%)] [double weight, counts as two modules].
<i>Either</i>	
MMSO6	Fundamentals of competitive markets [one two-hour written examination (70%) and class participation and five practice papers of 3–4 questions each (30%)].
<i>or</i>	
M100	Microeconomics I [two-hour written examination].
<i>and</i>	
<i>Either</i>	
M300	Econometric methods [two-hour written examination];
<i>and either</i>	
M310	Further time series with applications in finance and macroeconomics [two-hour written examination];
<i>or</i>	
M320	Cross section and panel data econometrics [two-hour written examination].
<i>or</i>	
MP0-1	Econometrics I [two 2.5-hour tests]
<i>and</i>	
MP01A	Econometrics II – Advanced [two 2.5-hour tests]

Group 2 (four* optional subjects to be chosen)

M400.	Asset pricing [two-hour written examination]
MF3.	Financial reporting and capital markets [assessed by two 2,000-word essays, 50% each]
MF6.	Asset pricing I and II [2.5-hour written examination (80%), plus written problem set of four questions (20%)]
MFIN14.	Fixed income analysis [assessed by individual project/essay of 1,500 words (60%) and group assignment of 1,500 words (40%)]
MFIN40.	Overview of financial regulation (Easter Term) [two-hour written examination]
TPE6.	Strategic valuation [assessed 100% by a project of no more than 4,000 words, comprising computer modelling and associated questions, and the preparation of a six-slide PowerPoint presentation]
MMSO8.	Game theory and information economics [class participation (30%), 3,000-word term paper (70%)]

* A 12,000-word dissertation may be substituted in place of three modules from Group 2.

(Mathematical Tripos Part III papers)

Paper 30.	Stochastic calculus and applications [one three-hour written examination]
Paper 34.	Actuarial statistics [one two-hour written examination]
Paper 37.	Time series and Monte Carlo inference [one three-hour written examination]
Paper 40.	Advanced financial models [one three-hour written examination]
Paper 41.	Optimal investment [one two-hour written examination]
Paper 68.	Numerical solution of differential equations [one three-hour written examination]

Examination in Innovation, Strategy, and Organization for the M.Phil. Degree, 2014–15

The Degree Committee for Judge Business School give notice that in the academical year 2014–15 the subjects for examination in Innovation, Strategy, and Organization for the M.Phil. Degree will be as listed below. The method of examination is shown for each subject.

Group 1 Compulsory subjects*Either*

MISO-4 Concepts of statistical analysis (assessed by 4,000-word assignment)

or

MPO-1 Econometrics I (assessed by two 2.5-hour tests)

MPO-2 Qualitative research methods (assessed by answering five research exercises, no word limit)

MISO1 Information systems and organizational change [assessed by 3,000-word essay (70%), plus half-hour seminar presentation (30%)]

MISO2 Strategy and innovation [assessed by 3,000-word essay (70%), plus half-hour seminar group presentation (30%)]

MISO3 Foundations of organizational analysis [assessed by 4,000-word essay (100%)]

Group 2 Optional papers

MPO-4 Individual research project (assessed by 4,000-word essay)

MISO-6 Marketing strategy [assessed by 4,000-word essay (70%), plus 20-minute presentation (20%), and class participation (10%)]

MISO-7 The classics of organizational analysis [assessed by 20-minute presentation (50%), and 4,000-word essay (50%)]

MISO-8 Organizational research methods [assessed by class participation (20%), plus 4,000-word essay (80%)]

MISO-9 Organizational behaviour [assessed by 4,000-word essay (70%), plus class participation (30%)]

MISO-10 Consumer behaviour [assessed by class participation (20%), attendance (10%), report on article from leading journal of up to 1,000 words (20%), and 3,000-word essay (50%)]

MMSO2 Operations strategy and technology management [class participation (20%), one-page summary of assigned reading (20%), three-page paper on research opportunities (30%), three-page review report (30%)]

MMSO6 Fundamentals of competitive markets [one two-hour written examination (70%) and class participation and five practice examination papers of 3–4 questions each (30%)]

MMSO8 Game theory and information economics [class participation (30%), 3,000-word term paper (70%)]

Dissertation

12,000-word dissertation

Examination in Management for the M.Phil. Degree, 2014–15

The Degree Committee for Judge Business School give notice that in the academical year 2014–15 the subjects for examination in Management for the M.Phil. Degree will be as listed below. The method of examination is shown for each subject.

Group 1 (compulsory subjects)

MM1 Quantitative techniques for management [assessed by two-hour written examination]

MM3 Business economics [assessed by two-hour written examination]

MM4 Strategic management [assessed by two-hour written examination (70%), plus three team assignments at 400 words each (30%)]

MM5 Organizational analysis and behaviour [assessed by two-hour written examination]

MM6	Accounting and finance [assessed by two-hour written examination (70%), plus three 15-minutes in-class written quizzes (30%)]
MM7	Accounting [assessed by two-hour written examination (70%), plus two group assignments at 1,500 words each (30%)]
MM30	Marketing [assessed by two-hour written examination (60%), plus 10-minute group project presentation (30%), plus two case study assignments at 1,500 words each (10%)]
MM35	Management consulting project [assessed by one-hour group presentation (50%), plus 3,000-word essay (25%), plus class participation (25%)]
MM37	Operations management [assessed by two-hour written examination with additional fifteen minutes of reading time]

Group 2 (optional papers)

MM11	Human resources management [assessed by class participation (30%), plus 3,000-word essay (70%)]
MM2	Business innovation in a digital age [assessed by two-hour written examination (70%), plus class participation (30%)]
MM12	International business economics [assessed by 3,000-word essay]
MM20	Environment and sustainability [assessed by 3,000-word project report (70%), plus one-hour seminar presentation (30%)]
MM32	Ethics [assessed by 4,000-word essay]
MM33	Decision-making intuition [assessed by 1.5-hour class test (40%), plus individual essay of up to 3,000 words (25%), plus group project up to 3,000 words, and 20-minute presentation (25%), plus class participation (10%)]
TPE6/4I1	Strategic valuation [assessed 100% by a project of no more than 4,000 words, comprising computer modelling and associated questions, and the preparation of a six-slide PowerPoint presentation]
TPE10	Managing the innovation process [assessed by class participation (20%), plus case write-up up to 2,500 words (40%), plus group project of up to 2,500 words (40%)]
TPE14	Project management for postgraduates [assessed by in-class discussion participation (30%), plus 1,000-word group case write-up (30%), plus individual essay of up to 1,000 words (40%)]
MF3	Financial reporting and capital markets [assessed by two 2,000-word essays, 50% each]

Examination in Management Science and Operations for the M.Phil. Degree, 2014–15

The Degree Committee for the Faculty of Business and Management give notice that in the academical year 2014–15 the subjects for examination in Management Science and Operations for the M.Phil. Degree will be as listed below. The method of examination is shown for each subject.

Group 1 (compulsory subjects for non-dissertation option which can be replaced by other subjects from Group 2, subject to written approval from the academic programme director)

MP0-1	Econometrics I [two 2.5-hour tests]
MP0-1A	Econometrics II [two 2.5-hour tests]
MMSO2	Operations strategy and technology management [class participation (20%), summary of reading up to 2,000 words (20%), paper on research opportunities up to 2,500 words (30%), and reviewer's report up to 2,500 words (30%)]
MMSO3	Process perspectives on innovation management [class participation (30%), plus 20-minute presentations/discussions (20%), final research proposal up to 2,500 words (30%), and take-home exam of four questions (20%)]
MMSO6	Fundamentals of competitive markets [one two-hour written examination (70%) and class participation and five practice examination papers of 3–4 questions each (30%)]
MMSO9	Mathematical foundations of operations management [class participation (20%), 30–40-minute presentation and summaries of six articles (30%), provisions of proofs of no more than 2,000 words (30%), and reviewer's report of no more than 2,000 words (20%)]
MISO6	Marketing strategy [assessed by 4,000-word essay (70%), plus 20-minute presentation (20%), and class participation (10%)]

Group 2 (optional subjects)

MMSO8	Game theory and information economics [class participation (30%), 3,000-word term paper (70%)]
Mathematical Tripos, Part III Paper 38	Mathematics of operational research [one three-hour written examination]
Mathematical Tripos, Part III Paper 39	Stochastic networks [one three-hour written examination]
MMSO5	Individual research project [4,000-word essay]
MISO10	Consumer behaviour [assessed by class participation (20%), attendance (10%), report on article from a leading journal up to 1,000 words (20%), and 3,000-word essay (50%)]

Students taking the dissertation-only option will take either MMSO2 or MMSO3 from Group 1, all remaining Group 1 subjects, and complete a 12,000-word dissertation.

Examination in Nuclear Energy for the M.Phil. Degree, 2014–15

The Degree Committee for the Faculty of Engineering give notice of an amendment to the offered modules for the examination in Nuclear Energy for the degree of Master of Philosophy, 2014–15, as published on 30 July 2014 (see *Reporter*, 6356, 2013–14, p. 790).

The following modules will be offered as electives in the academical year 2014–15:

<i>Reference</i>	<i>Name</i>	<i>Mode of assessment</i>
4C5	Design case studies	Course-work
4D16	Construction management	Examination
DEM4	Globalization, business, and development	Examination

The following module will not be offered in the academical year 2014–15:

<i>Reference</i>	<i>Name</i>
MM10	Globalization at the crossroads

Module B4 ‘Electrochemical engineering’, will now be offered as module B3 ‘Electrochemical engineering’. The module will be assessed by examination.

Module B5 ‘Fluid mechanics and environment’, will now be offered as module B4 ‘Fluid mechanics and environment’. The module will be assessed by examination.

Examination in Technology Policy for the M.Phil. Degree, 2014–15

The Degree Committee for Judge Business School give notice that in the academical year 2014–15 the subjects for examination in Technology Policy for the M.Phil. Degree will be as listed below. The method of examination is shown for each subject. Students must take 11 modules. Students are also required to take the Management of Technology and Innovation programme and to complete a Final Group Project.

Group 1 (compulsory subjects)

TP1	Introduction to technology policy [assessed by class participation (10%), plus mid-term written in-class test (two hours) (30%), plus 3,000-word policy analysis (60%)]
TP2	Seminars in technology policy [assessed by eight 700-word essays, equally weighted]
TP3	European science and technology policy practicum [assessed by 3,000-word essay (70%), plus 30-minute debate presentation (20%), plus class participation (10%)]
MOT&I	Management of technology and innovation (double weighted) [assessed by group project (100%)]
FGP	Final group project (double weighted) [assessed by a 12,000-word written report (70%), plus 90-minute client presentation (20%), plus peer evaluation (10%)]

Group 2 (optional papers)

TPE4	ETECH [assessed by a 3,000-word report (75%), plus 25-minute presentation (25%)]
TPE5	Entrepreneurial science and innovation policy [assessed by two 750-word essays (15% each), plus one 4,000-word essay (70%)]
TPE6/4I1	Strategic valuation [assessed 100% by a project of no more than 4,000 words, comprising computer modelling and associated questions, and the preparation of a six-slide PowerPoint presentation]

TPE7	Political economy of technology policy [assessed by one 800-word essay (20%), plus 20-minute presentation (10%), plus one 3,000-word essay (70%)]
TPE8	System dynamics [assessed by two in-course essays of up to 3,000 words and one in-course essay of 2,000 words (20% each), plus final project (20-minute oral presentation: 10%; 2,500-word written report: 30%)]
TPE9	Negotiation skills [assessed by one 1,000-word essay (30%), plus one 2,000-word essay (60%), plus class participation (10%)]
TPE10	Managing the innovation process [assessed by class participation (20%), plus case write-up of up to 2,500 words (40%), plus group project of up to 2,500 words (40%)]
TPE11/4E4	Management of technology [assessed 100% by one 4,000-word report]
TPE12/4I7	Electricity and the environment [assessed by one 1,000-word paper (30%), plus one 2,000-word essay (70%)]
TPE13/4E3	Information systems [assessed by group case analysis (20% 20-minute presentation and 5% discussion), plus individual 3,000-word essay (65%), plus participation and individual 10-minute presentation of paper (10%)]
TPE14	Project management for postgraduates [assessed by in-class discussion participation (30%), plus 1,000-word group case write-up (30%), plus individual essay of up to 1,000 words (40%)]

Candidates for the M.Phil. Degree in Technology Policy are permitted to borrow any of the following modules:

From the M.Phil. Degree in Innovation, Strategy, and Organization:

MIS01	Information systems, innovation, and organizational change [assessed by 3,000-word essay (70%), plus half-hour seminar presentation (30%)]
MIS02	Strategy and innovation [assessed by 3,000-word essay (70%), plus half-hour seminar group presentation (30%)]
MP02	Qualitative research methods [assessed by answering five research exercises, no word limit]

From the M.Phil. Degree in Finance:

MF3	Financial reporting and capital markets [assessed by two 2,000-word essays, 50% each]
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From the M.Phil. Degree in Management:

MM20	Environment and sustainability [assessed by 3,000-word project report (70%), plus one-hour seminar presentation (30%)]
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From Part II B of the Engineering Tripos in 2015:

Details of available modules and formats of examination are available in the *Reporter*, 6349, 2013–14, p. 597. For those modules shown as assessed by examination, this will be by one written paper of 1.5 hours. For those modules shown as assessed by course-work, students should contact the Department of Engineering for precise details of the requirements.

4A2	Computational fluid dynamics
4A3	Turbomachinery 1
4A7	Aerodynamics
4A13	Combustion and IC engines
4B5	Nanotechnology
4B6	Solid state devices
4B7	VISI design, technology, and CAD
4B11	Photonic systems
4B14	Solar-electronic power
4B19	Renewable electrical power
4C2	Designing with composites
4C3	Electrical and nano materials
4C4	Design methods
4C5	Design case studies
4C15	MEMS: design
4D6	Dynamics in civil engineering
4D13	Architectural engineering
4D14	Contaminated land and waste management
4D15	Sustainable water engineering
4E5	International business economics
4E6	Accounting and finance
4E11	Strategic management
4F1	Control system design
4F5	Advanced communications and coding

4F11	Speech and language processing
4F12	Computer vision robotics
4I5	Nuclear materials
4I8	Medical physics
4I10	Nuclear reactor engineering
4I11	Advanced fission and fusion systems
4M12	Partial differential equations and variational methods
4M14	Sustainable development
4M15	Sustainable energy
4M16	Nuclear power engineering
4M18	Present and future energy systems

From the M.Phil. Degree in Engineering for Sustainable Development:

Students should contact the Department of Engineering for further details of assessment methods.

ESD100	Concepts, values, and change processes
ESD200	Sustainability methods and metrics
ESD300	Sustainability assessment of large infrastructure projects
ESD450	Policy, legislation, and government
ESD500	Sustainable design and implementation
ESD600	Development engineering

Examination in Future Infrastructure and the Built Environment for the M.Res. Degree, 2014–15

The Degree Committee for the Faculty of Engineering give notice of an amendment to the offered modules for the examination in Future Infrastructure and the Built Environment for the degree of Master of Research in the academical year 2014–15 as published on 30 July 2014 (*Reporter*, 6356, 2013–14, p. 792).

Module B9, ‘Rheology and processing’, will now be offered as module B8 ‘Rheology and processing’. The module will be assessed by examination.

The following module will offered as an elective in the academical year 2014–15:

<i>Reference</i>	<i>Name</i>	<i>Mode of assessment</i>
5R19	Earthquake engineering	Course-work

The Degree Committee confirm that no student’s preparation for the examination will be affected by the change.

Examination in Gas Turbine Aerodynamics for the M.Res. Degree, 2014–15

The Degree Committee for the Faculty of Engineering give notice of the form of assessment for the industry courses comprising part of the examination in Gas Turbine Aerodynamics for the degree of Master of Research in the academical year 2014–15.

In the first industry course, ‘IC1 Holistic gas turbine design’, credit will be awarded for attending lectures and participating in classroom design exercises as individuals and in groups during a five-day course hosted at Rolls-Royce, Derby.

In the second industry course, ‘IC2 Gas turbine build’, credit will be awarded for attending classroom briefings and participating in gas turbine practical activities during a ten-day course hosted at Siemens, Lincoln. Practical activities will include working in groups to disassemble and inspect a gas turbine; taking part in gas turbine simulator exercises; and taking part in typical field maintenance exercises.

Examination in Graphene Technology for the M.Res. Degree, 2014–15

The Degree Committee for the Faculty of Engineering give notice of the form of assessment for the Research Skills Sessions comprising part of the examination in Graphene Technology for the degree of Master of Research in the academical year 2014–15.

The Research Skills Sessions will be evaluated through a series of six course-work exercises, each of up to 3,000 words in length, based on practical sessions. These exercises are expected to show understanding of the theoretical and practical aspects of the exercise, evidence of achievements as outlined for each session, evidence of results attained, and mature discussion of the above.

Examination in Integrated Photonic and Electronic Systems for the M.Res. Degree, 2014–15

The Degree Committee for the Faculty of Engineering give notice of an amendment to the offered modules for the examination in Integrated Photonic and Electronic Systems for the degree of Master of Research, 2014–15, published on 30 July 2014 (*Reporter*, 6356, 2013–14, p. 793).

Module R02 ‘Network architecture’ will not be offered in the academical year 2014–15.

The Degree Committee confirm that no student’s preparation for the examination will be affected by the change.

Examination in Ultra Precision Engineering for the M.Res. Degree, 2014–15

The Degree Committee for the Faculty of Engineering give notice of an amendment to the offered modules for the examination in Ultra Precision Engineering for the degree of Master of Research, 2014–15, published on 30 July 2014 (*Reporter*, 6356, 2013–14, p. 795).

The following modules will not be offered in the academical year 2014–15:

<i>Reference</i>	<i>Name</i>
TIM	Technology and innovation management
4B5	Nanotechnology
4B11	Photonic systems

The following additional module will be offered, and will be compulsory for all candidates for examination:

<i>Reference</i>	<i>Name</i>	<i>Mode of assessment</i>
4E4	Management of Technology	Course-work

The Degree Committee confirm that no student’s preparation for the examination will be affected by the change.

GRACES

Grace submitted to the Regent House on 17 December 2014

The Council submits the following Grace to the Regent House. This Grace, unless it is withdrawn or a ballot is requested in accordance with the regulations for Graces of the Regent House (*Statutes and Ordinances*, p. 111), will be deemed to have been approved at 4 p.m. on Friday, 26 December 2014.¹

1. That the recommendations in paragraph 6 of the Report of the Council, dated 18 November 2014, on a Garden Room for the Botanic Garden (*Reporter*, 6365, 2014–15, p. 148) be approved.

¹ Any request for a ballot or amendment received will be acted upon when the Old Schools re-opens on 5 January 2015.

ACTA

Approval of Grace submitted to the Regent House on 3 December 2014

The Grace submitted to the Regent House on 3 December 2014 (*Reporter*, 6367, 2014–15, p. 206) was approved at 4 p.m. on Friday, 12 December 2014.

J. W. NICHOLLS, *Registrar*

END OF THE OFFICIAL PART OF THE ‘REPORTER’

REPORT OF DISCUSSION

Tuesday, 9 December 2014

A Discussion was held in the Senate-House. Pro-Vice-Chancellor Professor Jeremy Sanders was presiding, with the Registry's Deputy, the Junior Pro-Proctor, the Deputy Junior Proctor, and three other persons present.

The following Reports were discussed:

Report of the Council, dated 18 November 2014, on a Garden Room for the Botanic Garden (Reporter, 6365, 2014–15, p. 148)

No remarks were made on this Report.

Joint Report of the Council and the General Board, dated 24 November 2014 and 5 November 2014, on revisions to the arrangements for the contribution-based review of Professorial pay (Reporter, 6366, 2014–15, p. 182)

Professor G. R. EVANS (Emeritus Professor of Medieval Theology and Intellectual History), read by the Junior Pro-Proctor:

Deputy Vice-Chancellor, once upon a time academics employed by Cambridge as University officers climbed a fixed salary scale by year of service. There were Readerships and Professorships for a few, mostly established and appointed to by bodies of Electors, but University Lecturer was the career grade. That was how it was when I put my own foot on a lowly rung in 1980. Then it was felt by a well-meaning Vice-Chancellor and Registry that it might reward academics better if more single-tenure Readerships and personal Chairs were made available. After some dispute of the late 1990s an actual procedure was graced by the Regent House to replace the previous secrecy about the mode of choice of the lucky ones, when the High Court required the University to ensure that the General Board were 'able to see how recommendations had been arrived at so that, without repeating the entire exercise, they could either approve the recommendations or, if they so wished, consider the basis on which any of the recommendations had been made', wording still printed in the Board's annual Report on Senior Academic Promotions.¹ After a few years, in 2002, the Regent House trustingly allowed that procedure to be changed without further reference to itself:

IV. That the General Board be given authority to make such changes in the procedure as they consider necessary from time to time for the fair and efficient management of the promotions exercise.²

Meanwhile, in 1997–8, the grade of Senior Lecturer was introduced,³ adding a rung to the ladder of academic ascent. Professors, once they had arrived at the title, used to get a flat professorial salary. With the introduction of Senior Lectureships came the moment when supplementary payments for Professors were approved and the Regent House unaccountably agreed on a ballot that the names of those receiving such awards should remain 'confidential'.⁴

The University of Cambridge, like other universities in receipt of HEFCE funding, was forced a few years later to adapt its arrangements through the HERA process for paying its University Teaching Officers, and create a single 'pay and grading' scale which would embrace all employees. That change brought with it the assumptions that some would henceforth be more equal than others in new ways: recipients of 'market' payments, recruitment and retention incentives and other devices.

The logic has always seemed disjointed to me. If it is a good thing to create a single published salary scale for all categories of staff, why is it desirable to destroy both transparency and consistency by secretly handing out sweeties (whole family-sized packs indeed) to some individuals on the assumption that the rewards of having freedom to do interesting work in a great University are not enough and only a lot more money will entice them to stay or bring them to Cambridge at all? Only no one must know about it. I have met few scholars in a lifetime motivated to that extent, or at all really, by money.

So where are we now? The present Report notes that 'the complexity of the arrangements have (sic) grown following the amendments to the pay structure approved in 2013 (Reporter, 6302, 2012–13, p. 423)'. It is proposed to make still more changes to the procedure. But how?

In the current arrangements about stipends, 'procedures' are 'approved by the competent authority', 'the University', or procedures may be 'recommended by the Finance Division'.⁵ The Regent House is not asked for its consent to this quasi-legislation. Now we have a recommendation that 'revisions' to these 'procedures' should be approved according to a lengthy paragraph (3) which features a hypothetical 'would' rather than 'shall' in its proposals. This seems much too woolly for safety in a legislative process.

The custom in Cambridge is to lay proposed legislation on matters of importance before the Regent House and solicit its consent to the creation of a Statute or Ordinance. Indeed it is a constitutional requirement. Legislative certainty seems desirable in any process designed to reward some of the University's servants but not others with generous but secret acknowledgements of their 'contribution'. The Regent House should not be asked to Grace mere hypotheses about how this is to be achieved. Nor is it wise for it to be quite so free with its delegation of its legislative powers.

¹ <http://www.admin.cam.ac.uk/reporter/1997-98/weekly/5716/4.html> and see <http://www.admin.cam.ac.uk/reporter/2013-14/weekly/6351/section5.shtml#heading2-7>.

² <http://www.admin.cam.ac.uk/reporter/2002-03/weekly/5899/5899.pdf>.

³ <http://www.admin.cam.ac.uk/reporter/1997-98/weekly/5742/20.html>.

⁴ <http://www.admin.cam.ac.uk/reporter/1997-98/weekly/5742/20.html>, para.40.

⁵ <https://www.admin.cam.ac.uk/univ/so/2012/chapter11-section2.html#heading2-9>.

COLLEGE NOTICES

Vacancies

King's College: TRACE Scholarship in Law; award: studentships will cover University composition fees and maintenance costs; closing date: 9 January 2015; further particulars: <http://www.kings.cam.ac.uk/study/graduate/studentships/law.html>

Nigel Glendinning Studentship in History of Art/Spanish Studies; award: studentships will cover University composition fees and maintenance costs; closing date: 9 January 2015; further particulars: <http://www.kings.cam.ac.uk/study/graduate/studentships/spanish.html>

Sidney Sussex College: Thornely College Lectureship and Fellowship in Law; tenure: five years from 1 September 2015; stipend: £27,864–£34,233; closing date: 19 January 2015; application form and further particulars: <http://www.sid.cam.ac.uk/aboutus/personnel>

College Chaplain; this is a multi-faceted role with responsibility for pastoral care to the whole College community, in addition to responsibility for the life of the Chapel and the Christian community in College; tenure: from 1 September 2015 for a maximum of eight years; stipend £23,386–£28,695; closing date: 19 January 2015; application form and further particulars: <http://www.sid.cam.ac.uk/aboutus/personnel>

EXTERNAL NOTICES

University of Oxford

Exeter College: Bennett Boskey Fellowship in Extra-European History since 1500 (fixed-term); salary: £30,434–£37,394 a year; closing date: 5 February 2015 at 12 noon; further particulars: <http://www.exeter.ox.ac.uk/bennett-boskey-fellowship-extra-european-history-1500-fixed-term>

Michael Cohen Fellowship in Philosophy (fixed-term); salary: £30,434–£37,394 a year; closing date: 5 February 2015 at 12 noon; further particulars: <http://www.exeter.ox.ac.uk/michael-cohen-fellowship-philosophy-fixed-term>

Merton College: Fitzjames Research Fellow in Medieval English Literature; £29,203 a year plus housing allowance of £10,000 a year or free accommodation; closing date: 9 February 2015; <http://www.merton.ox.ac.uk/vacancies/index.shtml>

St Antony's College: A. G. Leventis Visiting Fellowship in Contemporary Greek Studies, for the academical year 2015–16, at SEESOX (South East European Studies at Oxford); allowance: £21,855; closing date: 26 January 2015; further particulars: <http://www.sant.ox.ac.uk/seesox/>

St Hugh's College: Senior Tutor; closing date: 19 January 2015; further particulars: <http://www.st-hughs.ox.ac.uk/vacancies/>

Woolf Institute, Cambridge

Research assistant: Ph.D. candidate sought to act as a research assistant to support writing grant applications; hours: a total of 65 hours work from the end of January to the end of May 2015; further particulars: <http://www.woolf.cam.ac.uk/news/detail.asp?ItemID=865>

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