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UNIVERSITY OF
CAMBRIDGE

NOTICES**Calendar**

24 October, *Saturday*. Congregation of the Regent House at 11 a.m. (see p. 57).

27 October, *Tuesday*. Discussion at 2 p.m. in the Senate-House (see below).

1 November, *Sunday*. All Saint's Day. Commemoration of Benefactors. Scarlet Day. Preacher before the University at 11.15 a.m., Professor Judith. M. Lieu, *R*, Lady Margaret's Professor of Divinity (Lady Margaret's Preacher).

3 November, *Tuesday*. Discussion at 2 p.m. in the Senate-House (see below).

8 November, *Sunday*. Remembrance Sunday.

9 November, *Monday*. Michaelmas Term divides.

Discussions (at 2 p.m.)

27 October

3 November

10 November

24 November

8 December

Congregations

24 October, *Saturday* at 11 a.m.

28 November, *Saturday* at 2 p.m.

Notice of a Discussion on Tuesday, 27 October 2015

The Vice-Chancellor invites those qualified under the regulations for Discussions (*Statutes and Ordinances*, p. 107) to attend a Discussion in the Senate-House, on Tuesday, 27 October 2015, at 2 p.m. for the discussion of:

1. Report of the Council, dated 13 October 2015, on works to improve access to the ground floor of the Old Schools (*Reporter*, 6399, 2015–16, p. 40).

2. Report of the General Board, dated 7 October 2015, on the introduction of an Archaeology Tripos (*Reporter*, 6399, 2015–16, p. 43).

Notice of a benefaction

19 October 2015

The Vice-Chancellor gives notice that he has accepted with gratitude a benefaction of approximately 22,000 art history books and catalogues from Sir Alan Bowness, to be collected by the University on a phased basis.

**Discussion on Tuesday, 3 November 2015 of a topic of concern to the University:
Phase 1 of the North West Cambridge development**

21 October 2015

The Council has agreed that there should be an opportunity for the discussion of a topic of concern on Phase 1 of the North West Cambridge development.

The Council's Finance Committee, at its meeting on 8 July 2015, received a revised financial appraisal for Phase 1 of the development. This indicated that potential cost overruns were forecast for the project which breached certain of the financial parameters set by the University, in particular the internal borrowing limit. This was reported to the Council on 13 July 2015, and the Audit Committee was asked to commission an urgent investigation into the governance and management structures that had enabled projected costs to escalate to such a degree without the issue having come sooner to the attention of the Finance Committee and other University officers and bodies. The Audit Committee established an Audit Group to conduct the investigation.

The Audit Group's work is in two parts: (i) an examination of the causes for the projected cost overruns and identification of the reasons why issues were not reported sooner; and (ii) a more detailed assessment of the governance and delivery arrangements for the project, to identify lessons that can be learned for the future in undertaking similar large-scale developments, including successive phases of the project. The Council, at its meeting on 19 October 2015, received the Audit Group's first report and endorsed its recommendations. The Council also received a paper outlining options to bring the project back into line with its agreed financial parameters and endorsed the Finance Committee's recommendations concerning those options. The Audit Group's first report, together with extracts from the minutes of the Finance Committee and Audit Committee meetings on 7 and 8 October 2015, is available online at: <http://www.admin.cam.ac.uk/cam-only/reporter/2015-16/weekly/6400/NWC-audit-documents.pdf>. The Audit Group intends that its findings in respect of the second part of its work will be available to the Council by the end of this year.

The Council has agreed that this topic will be included among the matters for consideration at a Discussion on Tuesday, 3 November 2015. The Vice-Chancellor authorizes all employees of the University and the Colleges to attend the Discussion and to speak on this topic, time permitting, in addition to those already entitled to attend. The arrangements for the Discussion will follow the standard format; further information is available at: <https://www.governance.cam.ac.uk/governance/decision-making/discussions/>. It will assist in the preparation of the report of the Discussion if speakers could send an electronic copy of their remarks to reporter.editor@admin.cam.ac.uk as early as possible.

Syndicates, Boards, Committees, and other bodies: Chairs appointed: Correction

The above Notice, dated 1 October 2015 and published in *Reporter* Special No 1 (p. 3), contained an error. The Chair of the Health and Safety Executive Committee is Professor Duncan Maskell (not Professor Nigel Slater). The entry should therefore read:

Committees

Health and Safety Executive Committee: Professor Duncan John Maskell, *W*

Board of Scrutiny

The Board of Scrutiny has elected Dr Matthew Vernon, *SE*, to hold office as Chair until 30 September 2016, and Dr Lydia Drumright, *HH*, to hold office as Secretary until 30 September 2016.

It is the duty of the Board of Scrutiny to scrutinize on behalf of the Regent House each year the Annual Report of the Council (including the Annual Report of the General Board to the Council), the accounts of the University, and any Report of the Council proposing allocations from the Chest. In carrying out this duty, the Board has the right to examine the policies of the University and the arrangements made for the implementation of those policies, and to report thereon to the Regent House.

Members of the Board, their addresses for correspondence, and their terms of service are:

<i>Name</i>	<i>Postal address</i>	<i>Email address</i>	<i>Until 30 Sept</i>
Dr Matthew Vernon (Chair)	University Information Services	mcv21@cam.ac.uk	2019
Dr Paul Beattie	Corpus Christi College	pb120@cam.ac.uk	2019
Mr Gordon Chesterman	St Edmund's College	gc214@cam.ac.uk	2017
Dr Lydia Drumright (Secretary)	Department of Medicine	lnd23@cam.ac.uk	2017
Dr Mike Franklin	Hughes Hall	mjf3@cam.ac.uk	2017
Mr David Goode	Wolfson College	djg39@cam.ac.uk	2016
Mr Michael Kitson	St Catharine's College	mk24@cam.ac.uk	2017
Dr Cristiano Ristuccia	Trinity Hall	car37@cam.ac.uk	2017
Mr Dick Taplin	Downing College	rkt23@cam.ac.uk	2016

The Board requests that members of the University should contact it via email where possible, preferably using the address administration@scrutiny.cam.ac.uk. Further information may be found at the Board's website: <http://www.scrutiny.cam.ac.uk/>.

VACANCIES, APPOINTMENTS, ETC.

Vacancies in the University

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

Professorship of Education in the Faculty of Education; informal enquiries: Professor Geoff Hayward, Head of the Faculty of Education (email: gfh22@cam.ac.uk or tel.: 01223 767713); closing date: 30 November 2015; further particulars: <http://www.jobs.cam.ac.uk/job/8437/>; quote reference: JR07383

Directorship of the Institute of Continuing Education; closing date: 13 November 2015; further particulars: <http://www.jobs.cam.ac.uk/job/7388/> and <http://www.odgers.com/55393>; quote reference: EA06435

University Lectureship in Biological Physics in the Department of Physics; tenure: from 1 September 2016 or as soon as possible thereafter; salary: £38,511–£48,743; closing date: 27 November 2015; further particulars: <http://www.jobs.cam.ac.uk/job/8215/>; quote reference: KA07181

Administrative Officer in the Academic Division (Student Operations) of the University Offices; closing date: 3 November 2015; salary: £27,057–£32,277; further particulars: <http://www.jobs.cam.ac.uk/job/8333/>; quote reference: AK07289

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.

EVENTS, COURSES, ETC.**Announcement of 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.

<i>Classics</i>	The Corbett Lecture 2015: <i>Choral dance and the new musical reinvention of Dionysus</i> , by Professor Eric Csapo, University of Sydney, at 5 p.m. on 19 November 2015, in room G19, Faculty of Classics	http://www.classics.cam.ac.uk/research/seminars/special-lectures
<i>Divinity</i>	Regius Professor of Divinity's inaugural lecture: <i>The crucial difference: for a Chalcedonianism without reserve</i> , by Professor Ian McFarland, at 5 p.m. on 3 December 2015, in the Runcie Room, Faculty of Divinity	http://www.divinity.cam.ac.uk/news/regiusinaug

REGULATIONS FOR EXAMINATIONS**Examination in Theology and Religious Studies for the M.Phil. Degree**

(*Statutes and Ordinances*, p. 511)

With effect from 1 October 2017

The General Board, on the recommendation of the Faculty Board of Divinity, have approved the retitling of the above course of study for the M.Phil. Degree to '*Theology, Religion, and Philosophy of Religion*'.

The programme specification and regulations are otherwise unchanged.

Examination for the Advanced Diploma in Theology and Religious Studies

(*Statutes and Ordinances*, p. 546)

With effect from 1 October 2017

The General Board, on the recommendation of the Faculty Board of Divinity, have approved the retitling of the above course of study for the Advanced Diploma to '*Theology, Religion, and Philosophy of Religion*'.

The programme specification and regulations are otherwise unchanged.

NOTICES BY FACULTY BOARDS, ETC.**Annual meetings of the Faculties***Classics*

The Chair of the Faculty Board of Classics gives notice that the Annual Meeting of the Faculty will be held at 2 p.m. on Thursday, 19 November 2015 in room G19 in the Faculty of Classics, Sidgwick Site. The main item of business will be the election of two members of the Faculty Board in class (c) to serve for four years from 1 January 2016, in accordance with Regulation 1 of the General Regulations for the Constitution of the Faculty Boards (*Statutes and Ordinances*, p. 570).

Nominations for election, and notice of any other business, should be received by Ms Amie Mitchell (email am2283@cam.ac.uk), Faculty of Classics, Sidgwick Avenue, not later than Thursday, 5 November 2015.

Veterinary Medicine

The Chair of the Faculty Board of Veterinary Medicine gives notice of the date of the Annual Meeting of the Faculty, which will be held at 12.30 p.m. on Wednesday, 11 November 2015 in Lecture Theatre 2 of the Department of Veterinary Medicine, Madingley Road.

Land Economy Tripos

(*Statutes and Ordinances*, p. 345)

With effect from 1 October 2015

The Board of Land Economy give notice of a consequential amendment to the supplementary regulations, following the amendment to Regulation 12 concerning Paper 3, published on 30 September 2015 (*Reporter*, 6397, 2015–16, p. 21).

SUPPLEMENTARY REGULATIONS

GROUP I

Paper 3. Quantitative and legal methods for land economists

An introduction to relevant skills required for successful study on the Land Economy Tripos. These include legal skills, mathematics (including refreshing mathematical skills), statistics, and qualitative policy analysis. The examination for this paper includes the submission of a report on a project. The project to be undertaken for Paper 3 and the word length shall be specified by the Board of Land Economy and announced not later than the division of the Lent Term. Candidates will be required to submit in typescript, by a date to be announced by the Board, an account of the project in the form of an extended essay. The account should be in English. Each candidate will be required to sign a declaration that the project and the report on it are her or his own work, unaided except as may be specified in the declaration, and that the report does not contain material that has already been used to any substantial extent for a comparable purpose; if two or more candidates have undertaken a project in collaboration, they will each be required to indicate the extent of their contribution.

FORM AND CONDUCT OF EXAMINATIONS, 2016

Notices by Faculty Boards, or other bodies concerned, of changes to the form and conduct of certain examinations to be held in 2016, by comparison with those examinations in 2015, are published below. Complete details of the form and conduct of all examinations are available from the Faculties or Departments concerned.

Computer Science Tripos, 2016

The Faculty Board of Computer Science and Technology give notice that, with effect from the examinations to be held in 2016, the form of the examination for the following papers for the Computer Science Tripos will be changed as follows:

PART II

Paper 7 will contain 14 questions. These will include a question on Artificial Intelligence II, a question on Principles of Communications, and a question on Hoare logic and Model Checking combined. Candidates will be expected to answer five questions.

Paper 8 will contain 15 questions. These will include a question on Principles of Communications, a question on Artificial Intelligence II, and a question on Types. There will be no question on Temporal Logic and Model Checking. Candidates will be expected to answer five questions.

Paper 9 will contain 15 questions. These will include a question on Principles of Communications, a question on Hoare logic and Model Checking combined, and a question on Advanced Algorithms. There will be no question on Mobile and Sensor Systems. Candidates will be expected to answer five questions.

All other papers remain unchanged. Students are referred to the Faculty website at: <http://www.cl.cam.ac.uk/teaching/exams/> for further details.

Land Economy Tripos, 2016

PART IA AND PART IB

Paper 3: Quantitative and legal methods for land economists

The paper will be examined through a three-hour unseen written paper (80% of the final mark for Paper 3) and a project on legal methodology (20% of the final mark for Paper 3). The written paper will be divided into two sections, Mathematics (Section A) and Statistics (Section B), and it will contain no fewer than eight questions. Candidates will be required to answer four questions, two from each section.

This is instead of having a written paper divided into three sections (A. Mathematics, B. Statistics, and C. Legal Methodology), with students required to answer two questions out of a choice of three for Sections A and B and one question out of a choice of two for Section C. Sections A and B were weighted at 40% while Section C was weighted at 20%.

PART IB AND PART II

Paper 6: Fundamentals of finance and investment

The paper will be examined through a three-hour unseen written paper. The paper will contain no fewer than ten questions, of which students will be required to answer four.

This is instead of a two-hour written paper comprising 80% of the final mark and a project comprising 20% of the final mark.

GRACES**Graces submitted to the Regent House on 21 October 2015**

The Council submits the following Graces to the Regent House. These Graces, 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, 30 October 2015.

1. That Professor Christoph Hubert Loch, *PEM*, be reappointed a member of the Finance Committee in class (*e*) to serve for three years from 1 January 2016.
2. That, notwithstanding Special Ordinance A (iii) 2, Professor Duncan John Maskell, *W*, be appointed a member of the Finance Committee in class (*e*) to serve with immediate effect until 31 December 2018.
3. That the first sentence in Regulation 4 of the regulations for the Wiltshire Prize (*Statutes and Ordinances*, p. 971) be amended so as to read:¹

A Wiltshire Prize shall be awarded in June of each year to a student who has obtained honours in Part IB of the Natural Sciences Tripos in the year in which the award is made, who offered the subjects Earth Sciences A and B, and who, in the opinion of the Awarders, has achieved distinction in the sciences of Geology and Mineralogy.

¹ This amendment to the subjects offered reflects changes to the Natural Sciences Tripos with effect from 1 October 2015 which retitled the subject of Geological Sciences as Earth Sciences (*Reporter*, 6355, 2013–14, p. 724).

Graces to be submitted to the Regent House at a Congregation on 24 October 2015

The Council has sanctioned the submission of the following Graces to the Regent House at a Congregation to be held on 24 October 2015:

That the following persons be admitted to the degree of Master of Arts under the provisions of Statute B II 2:

1. ALISON CAROLINE BASHFORD, Fellow of Jesus College and Vere Harmsworth Professor of Imperial and Naval History in the Faculty of History.
2. GLADSTONE AUSTIN AMOS BURKE, Associate Lecturer in the Faculty of Clinical Medicine.
3. RICHARD ILES, Associate Lecturer in the Faculty of Clinical Medicine.
4. FLORA ANN JESSOP, Associate Lecturer in the Faculty of Clinical Medicine.
5. CHRISTINE LEONARD, Assistant Registry in the Estate Management Division of the University Offices.
6. SARAH LOUISE MORLEY, Associate Lecturer in the Faculty of Clinical Medicine.
7. JENNIFER EILENE MURRAY, Fellow of Murray Edwards College.
8. EDWARD JAMES POTTEN, Under-librarian in the University Library.
9. HEIDI RADKE, Fellow of Girton College and University Senior Lecturer in the Department of Veterinary Medicine.
10. LYNDA LOUISE TUNSTALL, Computer Officer in the University Information Services.
11. CHRISTINE VAN RUYMBEKE, Fellow of Darwin College and Senior Lecturer in the Faculty of Asian and Middle Eastern Studies.
12. GINA MARIE WARREN, Administrative Officer in the Human Resources Division of the University Offices.

ACTA**Graces submitted to the Regent House on 7 October 2015**

The Graces submitted to the Regent House on 7 October 2015 (*Reporter*, 6398, 2015–16, p. 31) were approved at 4 p.m. on Friday, 16 October 2015.

J. W. NICHOLLS, *Registrar*

END OF THE OFFICIAL PART OF THE 'REPORTER'

REPORT OF DISCUSSION

Tuesday, 13 October 2015

A Discussion was held in the Senate-House. Deputy Vice-Chancellor Professor John Spencer was presiding, with the Registry's Deputy, the Senior Proctor, the Senior Pro-Procutor, and nine other persons present.

The following Reports were discussed:

Report of the General Board, dated 8 July 2015, on the establishment of certain Professorships (*Reporter*, 6394, 2014–15, p. 762).

No remarks were made on this report.

Report of the General Board, dated 10 July 2015, on examination arrangements for the degree of Master of Philosophy (*Reporter*, 6394, 2014–15, p. 762).

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

Deputy Vice-Chancellor, the Department for Business, Innovation, and Skills has recently published new guidelines for the grant of degree-awarding powers¹ though Cambridge hardly needs to bother its collective head about seeking those after so many centuries. It is, however, wise to respond to the Competition and Market Authority guidelines² as I see it is doing in this Report at:

Work is underway to improve the quality and consistency of information available to prospective students, so as to ensure that their expectations are accurate.

The Board is to be congratulated in the way it has undertaken this review and on the proposals which have been framed.

Perhaps this is an apt moment to thank Graham Allen as he demits office for his outstanding discharge of what was a new role when he undertook it. He will be a hard act to follow.

¹ <https://www.gov.uk/government/collections/higher-education-market-entry-guidance>

² https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/437530/Letter_from_Alex_Chisholm_to_Sajid_Javid.pdf

Twentieth Report of the Board of Scrutiny, dated 23 June 2015 (*Reporter*, 6394, 2014–15, p. 770).

Dr M. J. FRANKLIN (formerly Chair of the Board of Scrutiny, and Hughes Hall):

Deputy Vice-Chancellor, I am here today as the outgoing Chair of the Board of Scrutiny to introduce the Twentieth Report to the Regent House. This year is an important anniversary for the Board, one of the checks and balances introduced to increase transparent and accountable government in the University following the Wass Report of 1989. During 2014–15, the Board held regular meetings to survey various elements of University business. As last year's Chair, I was present at all the meetings listed in para. 3 of our Report. Throughout these meetings, our focus was on aspects of finance and governance, and I was more than satisfied with the support and assistance the Board received from everyone involved.

The Board has received no formal communication from the administration drawing its attention to errors or omissions in the published Report. This does not mean there are none, but we have endeavoured to continue the now long-established tradition of offering comments and recommendations in a spirit of constructive dialogue. My predecessor expressed her hope last year that the Council would resume the practice established eight years ago of publishing some form of preliminary response to the Board's Reports so as to better facilitate discussion. I would reiterate this plea. From its inception the Board – the University's 'watchdog body' – has been an important avenue for the expression of Regent House opinion.

The Board's purpose continues to be that of scrutinizing aspects of governance and administration of the University on behalf of the Regent House¹ and the Regent House remains the ultimate arbiter of our success. I will only focus here on elements of the Report.

Turning to one of the Board's primary areas of responsibility, financial performance, there is perhaps some cause for concern. Group results show an overall deficit of £6.3m compared with a surplus of £23.1m in the previous year. Given the continuing pressures that the higher education sector is under, these financial results are probably to be expected. Nevertheless, the fact that direct research grant expenditure rose by 12.4 per cent, while research grant income only rose by 11.9 per cent, could be indicative of a disturbing trend.

Para. 17 of the Report draws attention to the two main areas of risk for the University in the coming years: the North West Cambridge development, and potential liabilities in pension provision. I will only speak here of the latter.

The University's pensions schemes and their sustainability have been one of the Board's principal concerns for many years. This year in para. 22, we have tried to look beyond the specific dangers of the 'last man standing' nature of the Universities Superannuation Scheme, towards those linked with the changes anticipated from April 2016 – in particular the demise of the defined benefit element. We particularly welcome the University's commitment to exploring the idea of providing more flexible remuneration packages for staff that will extricate it from the hazards of the 'exclusivity' rule.

Turning briefly to research strategy, which is discussed in detail in paras. 29–36 of the Report, we are clear that although intensity brings financial benefits, the University must effectively assess performance and plan accordingly for the next Research Excellence Framework; in particular assessing research outputs and impact against other high-ranking UK universities.

All Regents will be aware of the likely impact of the Election result on finance, research, and research strategy at the University. Higher education funding from UK government sources is likely to be reviewed. Moreover, withdrawal from the EU would significantly reduce research funding (currently worth £52.6m in 2013–14, around 14 per cent of the total University research income of £371.8m). Hence in para. 35, the Board makes important recommendations concerning a proactive approach to lobbying for higher education funding in order to protect the ability of this University and others in the UK to continue to conduct world-class research.

I commend the Board's Twentieth Report to the Regent House.

¹ Statute A, Chapter VII (*Statutes and Ordinances*, pp. 9–10).

Mr N. M. MACLAREN (Member of the Senate):

Deputy Vice-Chancellor, I am afraid that the Board is indulging in understatement in its comments on information technology. I have just retired, so am remarking as a member of the Senate, not as a member of the University Information Services.

One could ask why we need so much expensive external consultancy, given that we have just imported so much expensive external managerial expertise. The Board may also be unaware that there is an admitted policy of not filling UIS positions as they become vacant, despite what the Council has said on the record. But I need to digress slightly before my main remarks.

Let us consider the results of the 2014 Research Excellence Framework, and consider the impact, which is perhaps the best indication of whether Cambridge is a leading research University or merely a large one. Cambridge dropped to No 5 overall in the REF, but was No 12 on impact;¹ I hate to think of where we would come in an international ranking. Looking through the subjects,² out of 33 entries, we had 10 in the top five, six others in the top 10, and a distressing number in the 20s, including at least two in the 60s.

The relevance to this is that an increasing amount of research is computational, and world-leading research needs access to world-leading support and advice. One aspect is that a great many researchers spend a great deal of their time doing computer administration, because they do not have access to adequate IT support, or because their time is regarded as free. In many cases, they are quite capable of turning themselves into IT experts and doing the job, but the time they spend doing so is time that they cannot spend doing research. Learning the skills often takes many months, and often consumes several days a week thereafter.

But a more important issue is that leading-edge researchers need the ability to do things that are not done elsewhere; only more pedestrian ones can rely on buying in all expertise and tools. So leading researchers need advice, assistance, services, and courses which are beyond anything that can be found elsewhere. This includes the development of new algorithms, and the modification of existing ones, which is something that I and a few other computer officers used to do for researchers.

Obviously, that always was a small part of an IT service, but let us consider outsourcing, the money-saving principle of the month. The key to success is to have someone who is central to the planning and decision-making, but who is also technical enough to ensure that snake oil salesmen are detected as such, whether they be consultants or vendors. Her Majesty's Government is singularly inept at this, but we have our own horror story in CAPSA, and a plethora of unnecessary failures.

The point here is that IT staff in the University are being actively de-professionalized, and established posts are gradually disappearing, as is made clear in paras. 46–49, and this is not compatible with attracting and retaining staff of the appropriate calibre. A post as even a Computer Officer, let alone an unestablished position, is no longer a career path for people who are capable of holding down lectureships or even Chairs but choose not to, and that is the calibre of person needed. At least one of my colleagues left to take up a Chair.

I and many other people were promoted *ad hominem* but this is no longer allowed, and the higher grades are being increasingly reserved for administrators, personnel managers, and external appointments. I know excellent job candidates who have turned down Computer Officer posts

in favour of lower-paid, more temporary, research ones because the promotion prospects were better. There are often no suitable candidates for unestablished positions, so unsuitable ones are appointed.

I do not believe that this is a conscious policy of the Council, but it is not fulfilling its responsibilities by letting such changes happen without doing any proper planning, and ensuring such changes in policy are properly reported to and discussed by the Regent House.

¹ <https://www.timeshighereducation.co.uk/sites/default/files/Attachments/2014/12/17/g/w/f/imp-14-01.pdf>

² <https://www.timeshighereducation.co.uk/sites/default/files/Attachments/2014/12/17/g/o/l/sub-14-01.pdf>

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

Deputy Vice-Chancellor, there is always much on which one might comment in the Board of Scrutiny's Annual Report but two matters stand out for me this year.

In the section on the University Information Service (UIS), at para. 48, the Board remarks on the number of

...new appointments which are to unestablished posts, removing them from the extra protections afforded to University officers by the Statutes and Ordinances. The Board is aware of other formerly established posts which have, upon being vacated, been filled on an unestablished basis.

The Board makes a broader recommendation

that the University review its use of unestablished posts, and only appoint on an unestablished basis where there exists an objective justification for doing so.

I hope that the reasons for the present trend away from appointment to University offices will be made plain to the Regent House, for this smells faintly of the kind of policy change by stealth which really ought to be the subject of a Report to the University.

I hope too that there will be some revisiting of the level of protections enjoyed by both officers and unestablished academic and academic-related staff. I spoke at some length in Discussion in January on problems faced by unestablished academic staff on contracts in Cambridge which depend on external-funding for their continuance, even where the contract is technically a 'permanent' one. There was a brief response to some of these remarks in the Notice in the *Reporter* of 15 April.¹ However, the problem is more significant still, as the Board's concern underlines.

There are many reasons why it matters if one is not a University officer. Protections available to University officers have steadily been reduced with the planned lowering of the former Statute U to the level of a Special Ordinance as a Schedule to Statute C, and the removal of the grievance procedure to the level of a mere Ordinance. But these diminished protections are still there in the Statutes and Ordinances. For unestablished academic staff there is only a set of procedures which may be found on the Human Resources pages.² These give them access neither to the University Tribunal nor to appeal to the Septemviri if they are threatened with dismissal.

When it formulated its version of the Model Statute, which became Statute U, Cambridge decided simply to apply it to its University officers (Lecturers, Readers, Professors, and certain academic-related staff holding such offices). These categories are easily identified, being listed in the Statutes and Ordinances. Officers also have the vote

as members of the Regent House. Holders of unestablished posts held by academics on short-term contracts or nominally ‘open-ended’ or ‘permanent’ contracts subject to the availability of external funding do not hold University offices and unless they happen to be Fellows of Colleges or members of a Faculty, they may not be members of the Regent House.

Oxford faced a much more difficult task because of its joint appointments, which make their holders employees of both the University and a College, and its Common University Fund (CUF) appointments, but it went the other way in terms of inclusivity. The *Gazette* records that these problems were still being discussed even when detailed proposals about the Statute to be made by the Commissioners were before Congregation.³ The settled intention in Oxford was ‘to bring the main categories of all academic and academic-related staff within the scope of the new statute’. It was even suggested that:

In so far as the categories which it wishes to incorporate are not accepted by the Commissioners for the model statute, it would be possible for the University to legislate so that those omitted were covered by provisions identical to those in the Model Statute.⁴

In that spirit, membership of Congregation, carrying the protections of Statute XII and the right to vote is widely extended, with a list of new members published regularly in the *Gazette* throughout the year as they are approved.

Is it not time now for Cambridge to rethink its policy of excluding so high a proportion of its academic staff from the protections University officers enjoy? I hope the Council will tell us in its reply (perhaps in fewer than three months?) how this trend away from appointment to University offices has come about and why, and what it proposes to do about the equal treatment of officers and unestablished staff in the matter of procedures affecting their employment. (It is perhaps timely to add a footnote to recent HESA findings that Cambridge has higher ‘support staff’ costs than any other university⁵ so it is presumably not just a matter of salary costs. The money can be found where the will is there. So what is the will of the University towards its unestablished academics?)

My second point is prompted by para. 32:

Concerns about contracts and grants management have been raised in Schools, Faculties, and Departments around the University.

In particular, ‘at the moment there is a lack of clarity regarding financial, ethical, and regulatory responsibilities’. It goes wider, as the Board admits. The lack of clarity includes ‘effectively accounting for research grant funds that have been secured’ and ‘effective audit, review, and monitoring of the management of all research projects’. I am glad to read that the ‘Board considers this issue paramount and will continue to monitor the situation’ but is it enough for it merely to mention that it is ‘aware of discussions within the University to deal with these issues and await[s] the outcome with interest’.

I suspect this needs active pressure from the Board rather than a mere watching brief. The Regent House is told nothing directly to enable it to see further into the ‘discussion within the University’ of which the Board is ‘aware’. But browse the agendas and minutes of the Audit Committee and you may glimpse shadowy forms moving under the surface as special internal audits are commissioned and completed and the Audit Committee discuss them. The Audit Committee meeting of 2 July 2015 had on its Agenda ‘External research activities and risk assurance’ and there is mention of a Research Grants

Audit paper, AUD(15)33, received at the last meeting. The Minutes were presumably to be confirmed at the meeting of 8 October before publication. But the Audit Committee meeting of 5 March 2015 still had no minutes published when I was drafting this speech in late August. This is tantalizing because the audit I was interested in was sent to the members of the committee for discussion as Principal Business Paper AUD(15)17. It had been on their agenda for 15 January 2015, but the minutes state that it was ‘not yet finalized and would therefore be carried over to the 5 March 2015 meeting’.

What can be seen in the record, however, is a sample of the way the Committee may be expected to discuss such an audit and its outcome. At the meeting of 13 November 2014, it had before it a Deloitte audit on British Heart Foundation Grant Awards AUD(14)87. The minutes comment on ‘the larger than usual number of audits with limited assurance submitted to this meeting’. From previous audits, one Priority 1 recommendation remained open and other findings were still to be implemented, the majority of which related to 2012–13 audits. The internal auditors reassured the Committee that they would escalate any recommended actions they considered to be of particular concern. The Committee agreed that it was not acceptable to have any recommendations unimplemented for over two years and that these should be escalated to management and, as deemed appropriate, to the Committee. It was proposed that in such cases the Head of the institution concerned should be invited to attend the Committee.

The University appears to lack a process designed to ensure that when an audit leads to recommendations they are followed up, in the face of the problem of loss of face for senior administrators. Recommendations may be ‘judgemental if advisory’ as may be read on the Audit Committee section of the University’s website, but that should not mean that ‘sensitivities’ should lead to cover-up or to recommendations being kicked into the long grass. The auditors speak of ‘too high degree of tolerance’.

In the case of one audit – of British Heart Foundation Grant Awards, AUD(14)87 – the website notes that ‘the report came with limited assurance and seven Priority 2, and four Priority 3 recommendations. The Priority 2 recommendations related principally to evidencing ethical approval, correcting expenditure and timely invoicing.’ This looks bad. But there is more than a hint of worse. It was ‘questioned whether the findings were peculiar to this particular research sponsor or indicative of systemic problems’. What is looked for is ‘greater assurance that the audit findings were being addressed at the most senior levels’. The Committee concluded that ‘henceforth the Head of the institution or office should be fully engaged in the discussion of the reports and, if limited assurance was ascribed to a particular report, be requested to attend the Audit Committee meeting at which the report would be discussed.’ Is that happening and what happens next?

¹ <http://www.admin.cam.ac.uk/reporter/2014-15/weekly/6382/section1.shtml#heading2-5>

² <http://www.admin.cam.ac.uk/offices/hr/policy/grievance/grievance.html>

³ *Oxford University Gazette* (1990–01), p. 977.

⁴ *Oxford University Gazette* (1990–01), p. 979.

⁵ <https://www.timeshighereducation.co.uk/news/academics-minority-more-two-thirds-uk-universities>

Dr A. L. FELDMAN (MRC Epidemiology Unit, and Churchill College), read by the Senior Proctor:

Deputy Vice-Chancellor, I am a postdoctoral researcher in the MRC Epidemiology Unit at the Clinical School, and I have read the Twentieth Report of the Board of Scrutiny with great interest and would like to comment on how two of the recommendations concern postdocs at this University. I am also the current Vice-President of the Postdocs of Cambridge Society, but please note that these remarks are my own.

The Board of Scrutiny reviewed the current situation of the University Superannuation Scheme, which is about to be fundamentally changed, and notes in para. 22 that

Neither a young post-doc nor a newly recruited Professor will find working in the University financially attractive.

I welcome and am very grateful that the Board recognizes that the revision of the pension scheme affects early career as well as more senior research staff, and agree with their conclusion that the University needs to explore how to increase its financial attractiveness to be able to recruit – and keep – talented staff, both at the start and at more senior levels of their research careers.

In paras. 34 and 35 the Board expresses its concern over the negative impact on research funding income of the potential withdrawal of the United Kingdom from the European Union. I share the Board's concern, but would also like to add that the impact would go beyond loss of research funding and would also affect the mobility of research staff and thus the attractiveness of the University as an employer for research staff from across Europe. As I experienced myself, it is very easy, at least administratively, to move to the UK as an EU citizen. I have nothing but the highest respect for my colleagues from countries outside of the EU for choosing to move here despite the sometimes time-consuming and expensive administrative processes to do so. Thus, if similar barriers were erected towards the European research community as well, it could potentially make recruiting talented research staff harder. This would in particular affect future postdocs who are on fixed-term contracts and are thus not entitled to any relocation allowance, which could mitigate the expense of visa applications and related fees.

Finally, I would like to thank you for allowing me to submit my remarks here today. There are many issues raised in reports that concern postdocs directly or indirectly, but the majority of postdocs, including myself, are not made members of their faculties and thus not included on the Roll of the Regent House, and as a consequence are not given the automatic right to attend or speak at these Discussions.

Professor A. W. F. EDWARDS (Gonville and Caius College):

Deputy Vice-Chancellor, I trust it is in order to bring up a matter which I referred to the Board and which its Secretary said the Board would be looking into with a view to commenting in its Annual Report, but which is not in fact included. It concerns the use by the Vice-Chancellor of Regulation 15 for Graces and Congregations of the Regent House to amend a Grace after it has been approved. Were this to go unchallenged it would create a wholly-unacceptable precedent and I am sorry that the Board did not take up the matter.

The *Reporter* of 5 November 2014 carried a Notice stating that the Vice-Chancellor had used Regulation 15 to amend Grace 6 of 22 October in respect of the date at which its proposals were to come into force. Grace 6 was

approved on 31 October, so the Regulation, which enables the Vice-Chancellor to correct 'an obvious or immaterial error' in a published Grace before its approval, was applied *after* its approval. That it cannot be so used is evident both from the wording of the Regulation and from the obvious fact that to use it is tantamount to the Chairman of the Regent House (which is who the Vice-Chancellor is) altering an approved minute of a decision of the Regent House (which is what an approved Grace is). If the Vice-Chancellor's interpretation were to be accepted, it would enable him to rewrite Special Ordinances and Ordinances at his pleasure, for it is relevant that in the case in point the error was neither 'obvious' nor 'immaterial'.

The correct procedure is the same for any decision-making body. A fresh motion must be passed at the earliest opportunity correcting the error, it being understood that Chairman's action may be taken in the interim and whitewashed, or not, as the case may be, at the next meeting. In our case a correcting Grace is all that is required. It could have a footnote in the old style used for tutors who needed to get a pupil exempted from a regulation: 'The Registry pleads *incuria*'.

Dr R. CHARLES (University Council, University Information Services, and Newnham College), read by Dr M. C. Vernon:

Deputy Vice-Chancellor, I would like to congratulate my former colleagues on the Board of Scrutiny for their hard work and constructive comments in the Board's latest Report. As a current member of the Council, I will take a keen interest in the drafting of our response.

COLLEGE NOTICES

Elections

Fitzwilliam College

The following were elected to Honorary Fellowships on 14 October 2015:

Sir Peter Bazalgette, B.A., *F*
 Professor Paul Muldoon, B.A., *Belfast*
 Ms Sharon White, B.A., *F*, M.Sc., *London*

Hughes Hall

The following appointments and elections have been made:

Appointed as Bursar from 15 October 2015, and elected into a Fellowship in Class A:

Ms Victoria Espley, B.A., *Oxford Brookes*

Appointed as College Lecturer in Mathematics, and elected into a Fellowship in Class D with effect from 1 October 2016:

Dr Clive Wells, M.A., M.Math., Ph.D., *CHU*

Peterhouse

The following person has been elected to an Official Fellowship from 1 October 2015:

John Ernest Robb, M.A., Ph.D., *Michigan*

St John's College

The following person has been elected to a Fellowship under Title B from 1 October 2015:

Siobhan Mary Chomse, M.A., *London*

Vacancies

Darwin College

Schlumberger Research Fellowship in Chemistry, Physics, Geophysics, Mathematics, Engineering (including Chemical Engineering), Biosciences, or Materials Science; tenure: from 1 October 2016; application deadline: 15 November 2015; further particulars: <http://www.dar.cam.ac.uk/research-fellowships> or email jg323@cam.ac.uk

Non-stipendiary Research Fellowships (all subjects); tenure: from 1 October 2016; application deadline: 15 November 2015; further particulars: <http://www.dar.cam.ac.uk/research-fellowships> or email jg323@cam.ac.uk

Hughes Hall

Non-Stipendiary Research Fellowship and Post-Doctoral Research Associateship Competition 2015–16; no subject limitations; tenure for Research Fellowships: three years initially and five years maximum; tenure for Associateship: two years initially and four years maximum; closing date: 11 January 2016; further details: <https://www.hughes.cam.ac.uk/about-us/positions-available>

Stipendiary Henslow Fellowship in Computer Science, Engineering, Mathematics, Natural Sciences (Biological and Physical), or the Clinical Sciences; researchers who have recently completed their Ph.D. Degrees; tenure: three years from 1 October 2016; salary: £20,781–£27,057 plus benefits package; closing date: 11 January 2016; further details: <https://www.hughes.cam.ac.uk/about-us/positions-available>

SOCIETIES, ETC.

Cambridge Philosophical Society

Professor Nick Butterfield, Department of Earth Sciences, will give a lecture entitled *On the origin of animals, and the invention of the modern biosphere*, at 6 p.m. on Monday, 26 October 2015, in the Bristol-Myers Squibb Lecture Theatre, Department of Chemistry, Lensfield Road. Further details are available at <http://www.cambridgephilosophicalociety.org/lectures.shtml>.

Society for the History of the University

The next meeting will be held at 8.30 p.m. in the Old Library, Darwin College, on Thursday, 5 November 2015. Dr Ceri Law will give a paper entitled *Experiences of religious change in the Tudor university*. Refreshments are available from 8 p.m.

EXTERNAL NOTICES

University of Oxford

Faculty of History: Foster Professorship of Irish History; closing date: 7 December 2015; further particulars: <https://www.ox.ac.uk/about/jobs/fp/>

Chichele Professorship of Medieval History; closing date: 14 December 2015; further particulars: <https://www.ox.ac.uk/about/jobs/fp/>

Social Policy and Intervention: Professorship of Evidence-Based Intervention and Policy Evaluation; closing date: 13 January 2016 (extended); further particulars: http://www.ox.ac.uk/about_the_university/jobs/fp/

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