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UNIVERSITY OF
CAMBRIDGE

NOTICES**Calendar**

14 May, *Saturday*. Easter Term divides. Congregation of the Regent House at 10 a.m. (see p. 515).

15 May, *Sunday*. Whitsunday. Scarlet Day.

22 May, *Sunday*. Trinity Sunday. Scarlet Day. Preacher before the University at 11.15 a.m., The Rt Revd Dr Bill Musk, formerly Area Bishop for North Africa and Rector of St George's, Tunis (*Ramsden Preacher*).

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

1 June, *Wednesday*. End of third quarter of Easter Term.

Discussions at 2 p.m.

24 May

7 June

5 July

Congregations

14 May, *Saturday at 10 a.m.*

15 June, *Wednesday at 2.45 p.m.* (Honorary Degrees)

22 June, *Wednesday at 10 a.m.* (General Admission)

23 June, *Thursday at 10 a.m.* (General Admission)

24 June, *Friday at 10 a.m.* (General Admission)

25 June, *Saturday at 10 a.m.* (General Admission)

15 July, *Friday at 10 a.m.*

16 July, *Saturday at 10 a.m.*

Notice of a Discussion on Tuesday, 24 May 2016

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, 24 May 2016, at 2 p.m. for the discussion of:

1. Report of the General Board, dated 27 April 2016, on the establishment of certain Professorships (*Reporter*, 6424, 2015–16, p. 504).

2. Report of the General Board, dated 27 April 2016, on the introduction of a Doctor of Business Degree in the Judge Business School (*Reporter*, 6424, 2015–16, p. 505).

Amending Statutes for Queens' College

9 May 2016

The Vice-Chancellor begs leave to refer to his Notice of 6 April 2016 (*Reporter*, 6421, 2015–16, p. 442), concerning proposed amending Statutes for Queens' College. He hereby gives notice that in the opinion of the Council the proposed Statutes make no alteration of any Statute which affects the University, and do not require the consent of the University; that the interests of the University are not prejudiced by them, and that the Council has resolved to take no action upon them, provided that the Council will wish to reconsider the proposed Statutes if they have not been submitted to the Privy Council by 11 May 2017.

**Report of the Council on the arrangements for approving market pay:
Notice in response to Discussion remarks**

9 May 2016

The Council has considered the remarks made at the Discussion on 1 March 2016 (*Reporter*, 6418, 2015–16, p. 417) about the above Report (*Reporter*, 6414, 2015–16, p. 356).

The Council notes Dr Cowley's points about pay and reward in general, and the specific proposal to raise the threshold above which full committee approval would be required to approve recommendations for market pay. Paragraph 6.4 of the Joint Report dated 6 and 18 March 2013 (*Reporter*, 6302, 2012–13, p. 423)* established the principle that there were some cases that did not need authorization by a committee. The threshold in 2013* was set at 10% above the lowest point of the Grade or Band in question. In recent years, experience suggests that this threshold is too low to operate efficiently and quickly in the University's interests in a market for talent which is competitive and fast-moving. The principle of maintaining a threshold is not disputed. The new threshold of 50% or £50k, whichever is the lower, has been recommended based on experience of the few cases that come forward for market pay annually, either at the point of recruitment or retention of key staff. All cases of market pay are now reported to the Human Resources Committee and for those on Grade 12 to the Remuneration Committee of the Council. This enhanced level of reporting goes further than required by the market pay policy that gives effect to the Second Joint Report and adds an important check and balance. The Council agrees that transparency is important. This regime of reporting is complemented by the annual data published on market pay in the *Reporter* to which Dr Cowley refers. For cases above the threshold, the relevant Committee will still be the determining body; the Pro-Vice-Chancellor for Institutional and International Relations consults closely with the Chair of the Remuneration Committee and the Vice-Chancellor for academic cases before making a recommendation, and the Registry similarly consults the Chair of the Remuneration Committee and the Vice-Chancellor for non-academic cases. The Council believes that these arrangements balance appropriately the delegation of decision-making to senior officers with the

[* Correction, 23 May 2016: please note that the reference provided for Paragraph 6.4 and for the threshold date were incorrectly stated and have now been corrected.]

sovereignty of the relevant committee for cases where sums above the threshold are involved. In all cases, evidence of need, academic strategy and/or the market for professional talent, and affordability are the key criteria that are applied.

Dr Cowley asked a number of specific questions. The Council would like to assure the Regent House that there is not a general presumption that market pay will be ‘standard at the top end’ of appointments. However, the Council accepts that there are certain specific disciplines in which cases for market pay are being made for a significant fraction of appointments.

Dr Cowley raises another important point regarding approval of business by circulation. The Council and its subcommittees do make significant use of circulation of business as a means of expediting decisions. One of the aims of the Council and its Remuneration Committee in making these proposals was to focus the Remuneration Committee’s scrutiny on the highest levels of market pay proposals. Routine approval of business by circulation can lead to a culture in which scrutiny is less intense.

As the Report states, a full review of various aspects of the University’s Human Resources strategy, including pay and reward, is underway for consultation and discussion by the Regent House. Dr Cowley’s suggestion that ‘more opportunity should be made to negotiate remuneration ... before interview and decision’ is one which merits further consideration during the review. However, the Council believes that the changes recommended in the Report are unlikely to be affected by these discussions and can usefully be implemented at this time.

The Council is submitting a Grace for the approval of the recommendations of this Report (Grace 1, p. 515).

VACANCIES, APPOINTMENTS, ETC.

Vacancies in the University

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

University Lecturer in the Department of Physiology, Development, and Neuroscience (two posts); salary: £38,896–£49,230; closing date: 10 July 2016; further details: <http://www.jobs.cam.ac.uk/job/10262>; quote reference: PM09036

Clinical Lecturer in Experimental Medicine – Clinical Pharmacology and Therapeutics, in the Department of Medicine, Clinical Pharmacology Unit; salary: £31,301–£54,199; closing date: 6 June 2016; further details: <http://www.jobs.cam.ac.uk/job/10292>; quote reference: RJ09065

Senior Administrator (Divisional Support) in the Academic Division (fixed-term); tenure: two years in the first instance; salary: £38,896–£49,230; closing date: 23 May 2016; further details: <http://www.jobs.cam.ac.uk/job/10195>; quote reference: AK08977

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 and appointments

The following election and appointments have been made:

ELECTION

Professor Mary Dixon-Woods, M.Sc., D.Phil., *Oxford*, Professor of Medical Sociology, University of Leicester, elected into the RAND Professorship of Health Services Research with effect from 23 May 2016.

APPOINTMENTS

Professor James Gazzard, B.Sc., *Cardiff*, Ph.D., *Nottingham*, Associate Dean, University of East Anglia, appointed Director of the Institute of Continuing Education with effect from 31 March 2016.

Professor Ian David Abrahams, B.Sc., Ph.D., *Imperial*, Professor, University of Manchester, appointed Director of the Isaac Newton Institute and N. M. Rothschild Professor of Mathematical Sciences with effect from 1 October 2016.

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 individual Faculty, Department, and institution websites, on the What’s On website (<http://www.admin.cam.ac.uk/whatson/>), and on Talks.cam (<http://www.talks.cam.ac.uk/>).

Brief details of upcoming events are given below.

Mongolia and Inner Asia Studies Unit *Tales from filming the BBC’s Human Planet in Mongolia,* <http://innerasiaresearch.org/>
by Tuppence Stone and Dina Mufti, at 5 p.m. on 16 May 2016,
in the Seminar Room, Division of Social Anthropology

REGULATIONS FOR EXAMINATIONS**Natural Sciences Tripos, Part II***(Statutes and Ordinances, p. 379)***With effect from 1 October 2016**

The General Board, on the recommendation of the Natural Sciences Tripos Management Committee, has approved amendments to the examination requirements for the subject of Genetics in Part II of the Tripos, whereby the essay and the thesis shall be on the same subject, with the essay serving as the introduction to the thesis.

Regulation 30.

Genetics

By amending the word count of the essay under paragraph (b) to 'not more than 3,500'.

By inserting after 'The subject of the essay' the words 'and the thesis shall be the same and' in the first paragraph.

By amending the last sentence of the first paragraph to read:

The essay shall be submitted to the Examiners not later than the second day of Full Lent Term, shall contain a critical review of an area of genetics or related genetics, and shall serve as an introduction to the thesis.

By removing the paragraph:

The subject of the thesis shall be either proposed by the candidate and approved by the Examiners, or chosen by the candidate, subject to the approval of the Examiners, from a list of subjects announced by the Examiners. Each candidate shall obtain the approval of the Examiners for her or his subject not later than the end of Full Michaelmas Term. The thesis shall be submitted to the Examiners not later than the seventh day after the last day of Full Lent Term.

GRACES**Grace submitted to the Regent House on 11 May 2016**

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. 107) will be deemed to have been approved at 4 p.m. on Friday, 20 May 2016.

1. That the recommendations in paragraph 6 of the Report of the Council, dated 9 February 2016, on the arrangements for approving market pay (*Reporter*, 6414, 2015–16, p. 356) be approved.¹

¹ See the Council's Notice on p. 513.

Graces to be submitted to the Regent House at a Congregation on 14 May 2016

The Council has sanctioned the submission of the following Graces to the Regent House at a Congregation to be held on 14 May 2016:

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

1. RICHARD ANTHONY, Fellow of St Edmund's College.
2. SONIA ARNAZ, Computer Officer in the University Information Services.
3. JONATHAN PAUL FULD, Associate Lecturer in the Faculty of Clinical Medicine.
4. GRAEME ALAN ROSS, Administrative Officer in the Human Resources Division of the University Offices.
5. ESKE WILLERSLEV, Fellow of St John's College and Prince Philip Professor of Ecology and Evolution in the Department of Zoology.

J. W. NICHOLLS, *Registrar*

END OF THE OFFICIAL PART OF THE 'REPORTER'

COLLEGE NOTICES**Vacancies**

Clare College: College Lecturer in Law (William-Senior Fellowship); tenure: fixed-term for four years, as from 1 October 2016; stipend: £34,576; closing date: 8 June 2016; further details: <http://www.clare.cam.ac.uk/>

Pembroke College: Director of International Programmes; tenure: from September 2016; stipend: in the region of £68,000–£74,000; College Fellowship and a range of College benefits offered; closing date: 10 June 2016; further details: <http://www.pem.cam.ac.uk/the-college/job-vacancies/>

Other Notices

Newnham College

A celebration of the life and work of Dr Catherine Seville

The Principal and Fellows of Newnham College will host a celebration of the life and work of Dr Catherine Seville, M.A., B.Mus., LL.M., Ph.D., Former Vice-Principal, Fellow and Director of Studies in Law, University Reader in Law, on Saturday, 18 June 2016 at 2.30 p.m. in Clough Hall, Newnham College. Guests are invited to join members of the College for refreshments afterwards. Space is limited and those wishing to attend are asked to inform the Newnham College Roll Office by emailing roll@newn.cam.ac.uk.

SOCIETIES**The Postdocs of Cambridge Society**

The Postdocs of Cambridge (PdOC) Society invites all postdocs at the University of Cambridge to the Annual General Meeting of the Society on Tuesday, 14 June 2016 at 6.30 p.m. in the Audit Room, King's College.

The PdOC Society Committee will report on the activities of the Society for the past year, followed by the election of the PdOC Society Committee for 2016–17. Full details, including how to register and how to stand for election for 2016–17, can be found on <http://www.pdoc.cam.ac.uk/what/2016AGM>.

EXTERNAL NOTICES**University of Oxford**

St Catherine's College: Communications Officer; salary: £24,298–£28,982; closing date: 3 June 2016; further details: <https://www.stcatz.ox.ac.uk/node/872>

Notices for publication in the *Reporter*, or queries concerning content, should be sent to the Editor, Cambridge University Reporter, Registry's Office, The Old Schools, Cambridge, CB2 1TN (tel. 01223 332305, email reporter.editor@admin.cam.ac.uk). Copy should be sent as early as possible in the week before publication; short notices will be accepted up to **4 p.m. on Friday** for publication the following Wednesday. Inclusion of notices is at the discretion of the Editor.

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