

CAMBRIDGE UNIVERSITY REPORTER

No 6460

WEDNESDAY 22 MARCH 2017

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UNIVERSITY OF
CAMBRIDGE

NOTICES

Calendar

22 March, *Wednesday*. Last ordinary issue of the *Reporter* in the Lent Term.

25 March, *Saturday*. Lent Term ends. Congregation of the Regent House at 11 a.m. (see p. 440).

1 April, *Saturday*. Congregation of the Regent House at 11 a.m. (see p. 441).

16 April, *Sunday*. Easter day. Scarlet day.

17 April, *Monday*. Easter Term begins.

20 April, *Thursday*. First ordinary issue of the *Reporter* in the Easter Term.

25 April, *Tuesday*. Full Term begins. Mere's Commemoration. Sermon in St Benedict's Church at 11.45 a.m. Preacher, Professor Ian McFarland, Fellow of Selwyn College and Regius Professor of Divinity.

Discussion on Tuesday, 2 May 2017

The Vice-Chancellor invites those qualified under the regulations for Discussions (*Statutes and Ordinances*, p. 103) to attend a Discussion in the Senate-House on Tuesday, 2 May 2017, at 2 p.m. for the discussion of:

1. Joint Report of the Council and the General Board, dated 20 March and 15 March 2017, on payment of a salary supplement for those who for tax reasons opt out of future pension provision (p. 438).

Statistical information about staff grades, additional payments, and market supplements

20 March 2017

Grace 9 associated with 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) provides for the Council to publish at least annually (i) anonymized statistical information about the number of non-clinical staff on each step of the single spine, for the institution as a whole and by School (or equivalent), according to staff category, grade, and gender; and (ii) anonymized information by School (or equivalent), according to staff category, grade, and gender, of additional payments made under the regulations for payments additional to stipend, but excluding payments for clinical responsibility.

Accordingly the Council now publishes information for 2015–16¹ showing in the tables below the payments that have been made. All data is as at 31 July 2016. The information should be read in conjunction with the Equal Pay Review 2016 and the Equality and Diversity Strategy and Action Plan (2016–2021) (*Reporter*, 6445, 2016–17, pp. 127–8).

(i) Non-clinical staff on each step of the single spine

Tables 1–9 show the number of non-clinical staff on each step of the single spine by grade and gender for (a) academic including research staff and (b) academic-related and assistant staff. Table 1 shows the data for the institution as a whole; Tables 2–9 show the data by School (or equivalent). In each table contribution points on the single spine are shaded in orange.

(ii) Payments additional to stipend

Table 10(a) shows total staff in receipt of a pensionable or non-pensionable payment made under the regulations for payments additional to stipend for each School (or equivalent) including a gender breakdown.

Tables 10(b) and (c) show, respectively, the pensionable and non-pensionable payments made by payment type, under the regulations for payments additional to stipend, across the University as a whole including a gender breakdown.

Tables 10(d) and (e) show, respectively, the pensionable and non-pensionable payments grouped by payment type, under the regulations for payments additional to stipend, across each school (or equivalent) including gender breakdown.

It should be noted that the data published in Tables 10(a)–(e) has been anonymized to protect individuals from potential identification in accordance with data protection principles.

Tables 12(a) and (b) show total staff in receipt of a bonus payment by (a) percentage of basic salary and (b) bonus range; the tables show grade and staff category across each School (or equivalent) including gender breakdown.

Market pay and advanced contribution supplements

Grace 7 associated with the Second Joint Report (*Reporter*, 6002, 2004–05, p. 745) provides for the Council to publish anonymized statistical information on all awards of market supplements at least annually by staff category, grade, gender, and School (or equivalent).

Under the arrangements introduced by the Joint Report of the Council and the General Board on amendments to the pay and grading scheme for non-clinical staff implemented following the Second Joint Report of 25 July 2005 (*Reporter*, 6302, 2012–13, p. 423), the Council and the General Board recommended that the awarding of market supplements was brought to an end and a new system of 'market pay and advanced contribution supplements' was introduced.

Market pay replaced market supplements with effect from 1 January 2014. Outstanding market supplements were transferred to either market pay or advanced contribution supplements as of 1 January 2016.

¹ In accordance with the provisions of the Report of the Council on human resources and remuneration arrangements for the Investment Office (*Reporter*, 6383, 2014–15, p. 496); information relating to the Investment Office is no longer included in the statistical information. The remuneration of Investment Office staff will continue to be disclosed in the £10k bands in the remuneration note published in the Financial Statements, as is currently the case for all employees of the University and its subsidiary undertakings.

Table 1(b) Number of academic-related and assistant staff on the single salary spine by grade, gender, and scale point
as at 31 July 2016

Scale Point	Grade 1		Grade 1		Grade 2		Grade 3		Grade 4		Grade 5		Grade 6		Grade 7		Grade 8		Grade 9		Grade 10		Grade 11		Grade 12		Overall		Scale Point
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	
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79																										6			79
78																										1	1		78
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75																										7	2		75
74																										1			74
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72																										1	1		72
71																										2			71
70																										1	1		70
69																										1			69
68																										1	4		68
67																									12	7			67
66																									2	4			66
65																									5	3			65
64																									15	11			64
63																									7	10			63
62																									19	12			62
61																									15	11			61
60																									6	7			60
59																									11	11			59
58																									10	5			58
57																									16	6			57
56																									18	23			56
55																									87	66			55
54																									13	21			54
53																									15	21			53
52																									11	22			52
51																									1	7			51
50																									18	6			50
49																									22	32			49
48																									8	19			48
47																									12	8			47
46																									1	9			46
45																									5	3			45
44																									7	14			44
43																									3	6			43
42																									17	15			42
41																									11	9			41
40																									19	13			40
39																									34	44			39
38																									105	188			38
37																									8	16			37
36																									10	12			36
35																									14	30			35
34																									21	91			34
33																									77	206			33
32																									15	55			32
31																									5	6			31
30																									1	1			30
29																									3	8			29
28																									1	1			28
27																									3	8			27
26																									1	3			26
25																									2	19			25
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23																									57	55			23
22																									13	13			22
21																									17	10			21
20																									8	8			20
19																									5	9			19
18																									3	17			18
17																									107	129			17
16																									40	47			16
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Table 2(b) Number of academic-related and assistant staff on the single salary spine by grade, gender, and scale point

School of Arts and Humanities

as at 31 July 2016

Scale Point	Grade 1		Grade 1		Grade 2		Grade 3		Grade 4		Grade 5		Grade 6		Grade 7		Grade 8		Grade 9		Grade 10		Grade 11		Grade 12		Overall		Scale Point
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	
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Table 4(a) Number of academic and research staff on the single salary spine by grade, gender, and scale point
 School of Clinical Medicine
 as at 31 July 2016

Scale Point	Grade 1		Grade 2		Grade 3		Grade 4		Grade 5		Grade 6		Grade 7		Grade 8		Grade 9		Grade 10		Grade 11		Grade 12		Overall		Scale Point	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female		Scale Point
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Total										70	194			232	368		8	81	77	2		18	5	33	16	436	668	Total

Table 5(b) Number of academic-related and assistant staff on the single salary spine by grade, gender, and scale point
 School of the Humanities and Social Sciences
 as at 31 July 2016

Scale Point	Grade 1		Grade 2		Grade 3		Grade 4		Grade 5		Grade 6		Grade 7		Grade 8		Grade 9		Grade 10		Grade 11		Grade 12		Overall		Scale Point	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female		Total
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Total			5	10	9	12	13	35	11	70	15	38																

Table 9(b) Number of academic-related and assistant staff on the single salary spine by grade, gender, and scale point
 General Board Institutions (NSIs)
 as at 31 July 2016

Scale Point	Grade 1		Grade 2		Grade 3		Grade 4		Grade 5		Grade 6		Grade 7		Grade 8		Grade 9		Grade 10		Grade 11		Grade 12		Overall		Scale Point		
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female		Scale Point	
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Total	1	1	44	69	15	32	49	76	41	75	16	42	27	43	14	26	25	41	9	20	6	11	2	5	2	2	251	443	Total

Table 10(a) Total pensionable and non-pensionable by School and gender

	Arts & Humanities		Biological Sciences		Clinical Medicine		Humanities & Social		Physical Sciences		Technology		Council		General Board		Total	
	No	£	No	£	No	£	No	£	No	£	No	£	No	£	No	£	No	£
Pensionable	28	£83,441	100	£670,778	132	£1,066,886	28	£120,335	122	£533,485	74	£229,789	101	£177,979	63	£49,551	648	£2,932,244
Female	15	£44,932	101	£227,450	134	£396,412	26	£60,749	38	£103,643	31	£47,735	80	£74,806	68	£53,891	493	£1,009,618
Male	34	£56,525	143	£238,287	104	£660,476	72	£324,233	179	£202,874	87	£178,512	128	£370,441	27	£16,323	774	£1,447,672
Non-pensionable	9	£2,427	162	£147,922	135	£76,853	53	£66,180	79	£85,735	42	£21,250	69	£66,133	37	£6,128	586	£472,629
Female	62	£139,966	243	£909,065	236	£1,127,362	100	£444,568	301	£408,301	161	£408,301	229	£548,420	90	£65,874	1422	£4,379,916
Male	24	£47,359	263	£376,372	269	£473,265	79	£126,930	117	£189,378	73	£68,985	149	£140,939	105	£60,018	1079	£1,482,246
Total	86	£187,325	506	£1,284,437	505	£1,600,628	179	£571,498	418	£925,738	234	£477,286	378	£689,369	195	£125,893	2501	£5,962,162

Table 10(b) Pensionable by payment type and gender

	No	£	Total
Admin Responsibility	12	£74,265	
Female	5	£11,952	
Male	7	£62,313	
Additional Responsibility	101	£164,907	
Female	139	£177,198	
Male	39	£96,507	
Additional Hours	5	£7,963	
Female	12	£5,826	
Male	1	£6,067	
Chair Faculty Board	22	£118,809	
Female	9	£37,345	
Male	12	£84,436	
Director	5	£46,080	
Female	52	£545,880	
Male	9	£43,545	
Head of Department	4	£25,569	
Female	1	£2,270	
Male	10	£29,642	
Head of Division	6	£12,187	
Female	1	£3,932	
Male	378	£1,724,224	
Secretary Faculty Board	318	£673,267	
Female	648	£2,932,244	
Male	493	£1,009,618	
Female	1141	£3,941,862	
Total			

Table 10(c) Non-pensionable by payment type and gender

	No	£	Total
Biological Safety Officer	28	£19,928	
Female	30	£16,874	
Male	4	£98,159	
Bonus*	1	£25,992	
Female	1	£12,500	
Male	33	£26,906	
Chair Degree Comm.	2	£1,506	
Female	14	£30,198	
Male	6	£17,516	
Director/Head Laser	24	£16,086	
Female	3	£2,210	
Male	2	£862	
Librarian	2	£400	
Female	1	£200	
Radiation Officer	56	£34,078	
Male	43	£30,119	
Female	50	£16,721	
Safety Off/Adviser	50	£15,780	
Female	8	£10,665	
Male	1	£417	
Secretary Payment	552	£1,181,158	
Female	449	£362,016	
Male	774	£1,447,672	
Other Payment	586	£472,629	
Female	1360	£1,920,300	
Male			
Total			

*Bonus payments are examined at a more granular level in tables 12(a) and 12(b)

Table 10(c) Pensionable by grouped payment type, School, and gender

	Arts & Humanities		Biological Sciences		Clinical Medicine		Humanities & Social Sciences		Physical Sciences		Technology		Council		General Board		Total	
	No	£	No	£	No	£	No	£	No	£	No	£	No	£	No	£	No	£
Headship payments (inc Chair Faculty Board, Deputy Director/Head, Director, Head of Department, Acting Head, Head of Division, Secretary Faculty Board)	23	£77,992	21	£192,233	16	£160,282	17	£107,414	16	£160,000	24	£168,820	1	£5,598			118	£872,341
	6	£25,641	6	£27,801	5	£41,300	5	£21,710	3	£20,062					1	£2,724	26	£139,238
Additional Hours/Responsibility payments (inc Admin Responsibility, Additional Responsibility, Additional Hours)	4	£5,448	9	£22,069	21	£62,047	5	£7,904	14	£32,895	13	£23,170	71	£168,294	15	£14,032	152	£335,679
	5	£2,104	11	£8,053	21	£27,225	10	£18,186	12	£31,018	19	£15,112	55	£74,246	16	£21,169	149	£197,112
Other Payment	1	£17,187	70	£456,456	95	£844,557	6	£5,017	92	£340,790	37	£37,798	29	£4,088	48	£35,519	378	£1,724,224
	4	£17,187	84	£191,595	108	£327,887	11	£20,853	26	£72,625	9	£12,561	25	£560	51	£29,999	318	£673,267
Total	28	£83,441	100	£670,778	132	£1,066,886	28	£120,335	122	£533,485	74	£229,789	101	£177,979	63	£49,551	648	£2,932,244
	15	£44,932	101	£227,450	134	£396,412	26	£60,749	38	£103,643	31	£47,735	80	£74,806	68	£53,891	493	£1,009,618
	43	£128,373	201	£898,228	266	£1,463,298	54	£181,084	160	£637,128	105	£277,523	181	£252,786	131	£103,442	1141	£3,941,862

Table 10(e) Non-pensionable by grouped payment type, School, and gender

	Arts & Humanities		Biological Sciences		Clinical Medicine		Humanities & Social Sciences		Physical Sciences		Technology		Council		General Board		Total	
	No	£	No	£	No	£	No	£	No	£	No	£	No	£	No	£	No	£
Safety Payments (inc Biological Safety Officer, Laser Officer, Radiation Officer, Radiation Supervisor, Safety Officer/Adviser)	5	£1,070	49	£31,948	50	£27,668	14	£4,558	26	£12,666	10	£6,672	6	£2,640			160	£87,223
	3	£483	30	£19,174	54	£28,452	11	£4,378	9	£4,540	4	£790	15	£7,110	1	£255	127	£65,182
Bonus													4	£98,159			4	£98,159
													1	£25,992			1	£25,992
Headship payments (inc Chair Degree Comm., Chair Payment, Deputy Director/Head, Secretary Payment)	14	£18,251	2	£1,000	1	£5,106	12	£22,270	17	£11,439	9	£9,704	1	£12,500			56	£80,269
	3	£1,404	1	£900			2	£11,862	3	£5,273							9	£19,439
Extraneous payments (inc Librarian)			1	£200					1	£662							2	£862
	15	£37,205	91	£205,139	53	£27,702	46	£297,405	135	£178,106	68	£162,136	117	£257,141	27	£16,323	552	£1,181,158
Other Payment	3	£540	131	£127,849	81	£48,401	40	£49,941	67	£75,922	38	£20,460	53	£33,031	36	£5,873	449	£362,016
	34	£56,525	143	£235,287	104	£60,476	72	£324,233	179	£202,874	87	£178,512	128	£370,441	27	£16,323	774	£1,447,572
	9	£2,427	162	£147,922	135	£76,853	53	£66,180	79	£85,735	42	£21,250	69	£66,133	37	£6,128	586	£472,629
Total	43	£58,952	305	£386,209	239	£137,329	125	£390,414	258	£288,609	129	£199,762	197	£436,573	64	£22,451	1360	£1,920,300

Table 11(c) Count of all staff newly awarded market pay between 1 August 2015 and 31 July 2016 by staff category, School (or equivalent), and gender

Staff category	Supplement % of salary	Grade	Arts & Humanities		Humanities & Social Sciences		Physical Sciences		Technology		Biological Sciences		Clinical Medicine		Council		General Board		Sub-Total			
			M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	% M	% F
Academic	>5% ≤10%	10	1																1		0%	
		12																	1		0%	
	>10% ≤15%	9		1					1	2									2	2	50%	
		12										1							1		0%	
	>15% ≤20%	12		2					1										4		0%	
	>20% ≤25%	9		1															1		0%	
	>25% ≤30%	10							1										1		0%	
	>30% ≤45%	9		1															1		0%	
	>45% ≤60%	12								1										1		100%
	>60% ≤80%	11								1										1		100%
>80% ≤90%	11								1										1		100%	
>90% ≤110%	11								1										1		100%	
																		£157,509	£199,895			
Academic Related	>5% ≤10%	6																	1		100%	
		9									1								1	1	50%	
		10								1									1	1	50%	
		11																	1		0%	
	>10% ≤15%	10																	1		0%	
>15% ≤20%	12																	1	1	100%		
>20% ≤25%	11																	1		0%		
>25% ≤45%	12																	1		0%		
																		1			50%	
																		£99,759	£64,901			
Assistant	>15% ≤20%	4																	1		0%	
		6																	1	1	100%	
																		£4,824	£7,298			
Research	≤5%	12																	1		0%	
		7																	1		0%	
	>5% ≤10%	9	1																1	1	0%	
		11																	1		0%	
	>15% ≤20%	9																	1	1	0%	
	11																	1		0%		
																		£27,434				

	Male	Female
Academic	12	5
Academic Related	6	5
Assistant	1	1
Research	5	0
Total Supplements	£289,527	£272,095

Table 11(d) Count of all staff newly awarded an advanced contribution supplement between 1 August 2015 and 31 July 2016 by staff category, School (or equivalent), and gender

Staff category	Supplement % of salary	Arts & Humanities		Humanities & Social Sciences		Physical Sciences		Technology		Biological Sciences		Clinical Medicine		Council		General Board		Sub-Total		% F
		M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	
	≤5%			1														1		0%
										1								1		0%
	>5% ≤10%		2					1				3	1					5	1	17%
									1									1		0%
	>10% ≤15%					1												1	1	100%
Academic										1								1		0%
	>15% ≤20%			2				2										4	1	20%
	>25% ≤30%			1														1		0%
	>30% ≤35%		1															1	1	100%
	>35% ≤40%								1									1		0%
																		1		0%
																		£148,080	£34,302	

	Male	Female
Academic	19	4
Academic Related	0	0
Assistant	0	0
Research	0	0
Total Supplements	£148,080	£34,302

Table 12(a), Count* of all staff in receipt of a bonus payment* during the 2015/16 financial year**
by Staff Category, School (or equivalent), and Gender, shown as a percentage of basic salary
Information provided from CHRIS

Staff category**	Supplement % of salary	Grade	Arts & Humanities		Humanities & Social Sciences		Physical Sciences		Technology		Biological Sciences		Clinical Medicine		Council		General Board		Sub-Total			
			M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	%	F
Academic Related	>10% ≤15%	12													1					1		0%
	>15% ≤20%	12														1				1		100%
	>20% ≤25%	12														1				1		0%
	>25% ≤30%	12														1				1		0%
	>30% ≤35%	12														1				1		0%
																				£98,159	£25,992	

	Male	Female
Academic	0	0
Academic Related	4	1
Assistant	0	0
Research	0	0
Total Supplements	£98,159	£25,992

Table 12(b), Count* of all staff in receipt of a bonus payment* during the 2015/16 financial year**
by Staff Category, School (or equivalent), and Gender, shown in 20K bands relating to the amount of bonus paid.
Information provided from CHRIS

Staff category**	Bonus range	Grade	Arts & Humanities		Humanities & Social Sciences		Physical Sciences		Technology		Biological Sciences		Clinical Medicine		Council		General Board		Sub-Total			
			M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	%	F		
Academic Related	£40,000-£59,999	12														1				1		0%
	£20,000-£39,999	12														2				2		33%
	£00,000-£19,999	12														1				1		0%
Total																4				4		5

Notes:

* Where bonuses have been paid more than once a year this data refers to the total amount paid to one individual, over the time period, as a count of 1.

** No Academic Staff are recorded in receipt of bonus payments.

*** A 'bonus' is a payment which is calculated with regard to specific pre-agreed objectives or performance standards, and objectively reflects the employee's performance against those standards. Bonuses are not paid at a fixed rate year-on-year, and are only paid at all if the pre-agreed criteria are met. The entitlement to participate in a bonus scheme is part of the individual's contractual arrangements with the University.

VACANCIES, APPOINTMENTS, ETC.**Vacancies in the University**

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

Bennett Professorship of Public Policy in the Department of Politics and International Studies; tenure: from 1 January 2018 or as soon as possible thereafter; informal enquiries: Professor David Runciman, Head of Department (email: dwr12@cam.ac.uk); closing date: 28 April 2017; further details: <http://www.jobs.cam.ac.uk/job/13190>; quote reference: UE11704

Dr John C. Taylor Professorship of Innovation in the Department of Engineering; tenure: from 1 October 2017 or as soon as possible thereafter; informal enquiries: Professor Andy Neely, Convenor of the Board of Electors (email: adn1000@cam.ac.uk or tel.: 01223 765608); closing date: 2 May 2017; further details: <http://www.jobs.cam.ac.uk/job/13188>; quote reference: NM11703

Professorship of Oncological Imaging in the Department of Radiology; tenure: from 1 August 2017 or as soon as possible thereafter; informal enquiries: Professor Fiona J. Gilbert, Head of Department (email: fjg28@cam.ac.uk or tel.: 01223 746438); closing date: 17 May 2017; further details: <http://www.jobs.cam.ac.uk/job/13187>; quote reference: RQ11702

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 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.

<i>Molecular Biology</i>	<i>RNA methylation in development and disease</i> , by Michaela Frye, of the Department of Genetics, at 11 a.m. on Friday, 24 March 2017 in the Max Perutz Lecture Theatre, MRC Laboratory of Molecular Biology	http://www2.mrc-lmb.cam.ac.uk/news-and-events/scientific-seminars/
<i>Endellion String Quartet</i>	The 2016–17 concert series continues with music by Beethoven, Janáček, and Arensky, with guest cellist Laura van der Heijden, at 7.30 p.m. on 26 April 2017, at West Road Concert Hall	https://www.cambridgelivetrust.co.uk/tickets/events/endellion-string-quartet-10

NOTICES BY THE GENERAL BOARD**Professorship of Education (2004)**

20 March 2017

The General Board has received a recommendation from the Faculty Board of Education and the Council of the School of the Humanities and Social Sciences that the Professorship of Education (2004) be temporarily discontinued from 1 October 2017 in accordance with Special Ordinance C (vii) B. 18(a)(ii). The Professorship will be held in abeyance for the tenure of Professor Pauline Rose as Professor of International Education.

The Council has agreed to submit a Grace to the Regent House (Grace 3, p. 439) to discontinue the Professorship temporarily from this date.

NOTICES BY FACULTY BOARDS, ETC.**Natural Sciences Tripos, Part II (History and Philosophy of Science), 2018**

The Board of History and Philosophy of Science gives notice that the written papers available for examination in 2018 are as follows:

- Paper 1: Early science and medicine
- Paper 2: Sciences in transition: Renaissance to Enlightenment
- Paper 3: Science, medicine, and empire
- Paper 4: Science, medicine, and technology since 1900
- Paper 5: Philosophy of science
- Paper 6: Ethics and politics of science, technology, and medicine
- BBS107: Philosophy and ethics of medicine
- BBS113: Early medicine
- BBS114: Modern medicine and biomedical sciences

Examination for the degree of Master of Business Administration, Easter Term 2017

The Faculty Board of Business and Management gives notice that, in the Easter Term 2017, the subjects for examination for the degree of Master of Business Administration will be as listed below. The method of examination is shown for each subject.

4. (a) One-year course**6. (a) Compulsory modules****Easter Term 2017:**

MBA15	Operations management	Examination – 1.5 hours plus 15 mins reading time (50%); group assignment – max. 1,500 words (30%); class participation (20%)
MBA108	Business and society	Individual assignment – max. 3,000 words (100%)
MBA54	Macroeconomics	Individual assignment – max. 2,500 words (75%); group assignment – 2,000 words (25%)
MBA35	Concentration and Capstone project (<i>students must choose one of</i>):	
	MBA35A Culture, arts, and media management	Group project and presentation – 15 mins, plus Q&As (100%)
	MBA35B Energy and environment	Group project and presentation – 15 mins, plus Q&As (100%)
	MBA35C Entrepreneurship	Group project and presentation – 15 mins, plus Q&As (100%)
	MBA35D Healthcare strategies	Group project and presentation – 15 mins, plus Q&As (100%)
	MBA35E Finance	Group project and presentation – 15 mins, plus Q&As (100%)
	MBA35F Global business	Group project and presentation – 15 mins, plus Q&As (100%)
	MBA35G Strategy and marketing consulting	Group project and presentation – 15 mins, plus Q&As (100%)
	MBA35H Social innovation	Group project and presentation – 15 mins, plus Q&As (100%)
MBA36	Summer activity (<i>students must choose one of</i>):	
	(a) Bootcamp: case writing	Individual assignment – 3,000 words (100%)
	(b) Bootcamp: entrepreneurship	Individual assignment – 3,000 words (100%)
	(c) Bootcamp: private equity	Individual assignment – 3,000 words (100%)
	(d) Bootcamp: creative arts management	Individual assignment – 3,000 words (100%)
	(e) Bootcamp: Lean Six Sigma	Individual assignment – 3,000 words (100%)
	(f) Dissertation	Individual assignment – 8,000 to 10,000 words (100%)
	(g) Individual project	Individual assignment – 3,000 words (100%)
	(h) Research paper	Individual assignment – 3,000 words (100%)
	(i) Work placement	Individual assignment – 3,000 words (100%)

6. (b) Elective modules**Easter Term 2017:**

MBA113	Advanced digital business	Group presentation – deck of 20 slides, 20 mins (100%)
MBA98	Advanced strategy	Group assignment – max. 3,750 words (100%)
MBA71	Asian capital markets	Individual assignment – max. 1,500 words (100%)
MBA84	Cases in corporate finance II	Group assignment – max. 3,000 words (30%); group assignment – max. 3,500 words (60%); class participation (10%)
MBA38	Consumer behaviour	Individual assignment – max. 3,000 words (60%); group presentation – max. 15 mins (40%)
MBA106	Creativity and innovation management for start ups	Group presentation – deck of 12 slides, max. 20 mins (100%)
MBA43	Entrepreneurship: how to start a technology company	Individual assignment – max. 5,000 words (100%)
MBA95	Financial market trading simulation	In-class test – 2 hours (80%); class participation (20%)
MBA23	Global marketing	Individual assignment – max. 1,000 words (10%); Individual assignment – max. 3,000 words (60%); group presentation – max. 15 minutes (30%)
MBA48	Liquid alternatives and hedge funds	Group presentation – deck of 20 slides, 15 mins (25%); individual assignment – max. 2,000 words (75%)
MBA57	Mergers and acquisitions	Individual assignment – max. 1,500 words (30%); group assignment – max. 2,500 words (70%)
MBA121	Organizing healthcare	Individual assignment – max. 4,000 words (80%); class participation (20%)
MBA60	Pharmaceuticals and biotechnology	Individual assignment – max. 3,000 words (80%); class participation (20%)
MBA28	Private equity	Individual in-class test – 3 hours (30%); individual in-class quiz – 1 hour (30%); group in-class test – 1 hour (10%); group assignment – max. 3,000 words (30%)
MBA112	Stock valuation	Group assignment – max. 5,000 words (100%)
MBA64	Strategic brand management	Individual assignment – max. 2,000 words (50%); group presentation – max. 30 mins (50%)
MBA88	Strategies for energy and climate	Individual assignment – max. 3,000 words (70%); debate participation (30%)
MBA97	Supply chain strategy	Group assignment – max. 3,000 words (30%); in-class test – 2 hours plus 10 mins reading time (70%)
MBA31	The coming of modern capital markets	In-class test – 1.5 hours (100%)
MBA73	The international film and screen industries	Group presentation – max. 15 mins (40%); individual assignment – max. 2,500 words (60%)
MBA66	The liberalization and regulations of international financial markets	Individual assignment – max. 3,000 words (100%)
MBA119	Value-driven leadership	Individual assignment – max. 800 words (40%); group presentation – 10 slides, 15 mins max. (40%); class participation (20%)
MBA44	Venture capital and the entrepreneurial world	Individual assignment – max. 3,000 words (80%); class participation (20%)

2016–18 class**6. (a) Compulsory modules****Easter Term 2017:**

EMBA10	Marketing management	3-hour written examination (60%); group assignment: 12–15 PowerPoint slides (40%)
EMBA32	Macroeconomics	Group assessment: max. length one page (25%); individual assignment: up to 2,500 words (75%)
EMBA20	Negotiation skills	Attendance only
EMBA17	Leadership in action (<i>this course runs throughout the programme</i>)	Attendance only
EMBA19	Personal and professional development (<i>this course runs throughout the programme</i>)	Attendance only

6. (b) Elective modules**Easter Term 2017:**

None

Examination for the degree of Master of Finance, Easter Term 2017

The Faculty Board of Business and Management gives notice that, in the Easter Term 2017, the subjects for examination for the degree of Master of Finance will be as listed below. The method of examination is shown for each subject.

Group 1 – core subjects

MFIN5	Management lecture series	Seminar, assessed by attendance
MFIN23	City speaker series	Seminar, assessed by attendance

Group 2 – specialist subjects

MFIN47	Liquid alternatives and hedge funds (<i>open to M.B.A.</i>)	Group presentation – deck of 20 slides, 15 mins (25%); individual assignment – 2,000 words max. (75%)
MFIN46	Alternative channels of finance	Individual assignment – 3,000 words max. (100%)
MFIN21	The coming of modern capital markets (<i>open to M.B.A.</i>)	In-class test of 1.5 hours (100%)
MFIN31	Infrastructure finance	Individual assignment – 1,500 words max. (100%)
MFIN33	Asian capital markets (<i>open to M.B.A.</i>)	Individual assignment – 1,500 words max. (100%)
MFIN35	Further econometrics: time series (<i>open to M.Phil. in Finance</i>)	In-class test – 3 hours (100%)
MFIN40	Principles of financial regulation	Individual assignment – 2,000 words max. (100%)
MFIN41	Advanced derivatives	In-class test – 1.5 hours (100%)
MFIN42	Advanced credit	Individual assignment – 2,000 words max. (50%); group case study – 2,500 words max. (50%)
MFIN48	Understanding the international economy and financial system (<i>open to M.Phil. in Finance</i>)	Individual assignment – 1,000 words max. (100%)
MBA44	Venture capital and the entrepreneurial world	Individual assignment – 3,000 words max. (80%); class participation (20%)

Projects

MFIN26	Group consulting project	Group project, assessed by group presentation – one hour (100%)
MFIN37	Individual project (optional)	Report of 12,000 words max. (100%)

REPORTS

Joint Report of the Council and the General Board on payment of a salary supplement for those who for tax reasons opt out of future pension provision

The COUNCIL and the GENERAL BOARD beg leave to report to the University as follows:

Background

1. The University's pension schemes are a critical element of the reward offering, allowing the University to attract and retain the most talented employees from around the world.

2. Changes to pension taxation have meant that pension benefits earned in a single year or over a working lifetime that exceed the Annual Allowance or Lifetime Allowance can lead to excess tax charges. These charges can make pension benefits a potentially unattractive means of attracting and retaining staff.

3. A number of major peer institutions have therefore adopted an alternative remuneration benefit whereby staff affected can opt out of their pension scheme and accept a salary supplement, in order to remain competitive within the external market.

4. The Universities Superannuation Scheme (USS) has, for its part, introduced various voluntary amendments to help affected members address the high tax charges on benefits, including an 'enhanced opt-out' and a 'voluntary salary cap'. These can be used in conjunction with a salary supplement in lieu of pension, to enable those who choose to opt out of the scheme and accept a salary supplement to maintain their death-in-service and ill-health provision.

Proposed salary supplement

5. A report was commissioned from the University's independent pension advisors, Xafinity, to ascertain the amount of salary which it would advise should be paid to staff in the USS which, after taking any other relevant factors into account, would (a) minimize the impact on the attraction and retention of staff, and (b) be cost-neutral to the University when compared to the payment of employer's pension contributions. Xafinity have advised that currently a salary supplement of 12% to affected members of USS would meet both these objectives. Detailed calculations are being undertaken to establish the appropriate figure for those in the Cambridge University Assistants' Contributory Pension Scheme (CPS) and other schemes administered by the University but, as the contributions currently being made to these schemes are lower than those to USS, the proposed supplement in these cases would also be lower. The actual amount of any salary supplement payable to eligible employees would be reviewed and amended to reflect variations in contribution rates to ensure that the supplement remained cost neutral to the University. The Finance Committee's Business Sub-Committee has agreed in principle to the payment of salary supplements on this basis, subject to approval of the proposals set out in this Report. The Human Resources Committee approved these proposals on 26 January 2017.

6. The CPS does not contain an enhanced opt-out option to enable employees to retain death-in-service and incapacity benefits, and accordingly eligible staff would need to consider this before deciding whether to accept a salary supplement in lieu of participation in the pension scheme.

Eligibility

7. Consideration has been given to whether the eligibility criteria should be broadened beyond those affected by the pension tax changes, to include any member of staff from any pension scheme who wishes to sacrifice their pension arrangements for a cash alternative. There is no legal requirement to do so. While the measure could be seen as more likely to favour older, male staff, the Council and the General Board consider that it represents a proportionate means of meeting a legitimate aim which would be permitted under the Equality Act, particularly when the implications of extending the measure to all staff are fully considered.

8. The Pensions Act 2008 prohibits employers from offering employees an inducement to opt out of pension provision, where the 'sole or main purpose' of that inducement is to encourage employees to opt out of or leave their current pension scheme. To avoid any risk either of challenge by the Pensions Regulator, or of claims in the future from staff who opt out of their pension scheme without understanding the full implications of doing so (or from dependants of such staff), the Council and the General Board consider that the University should not extend the scheme to all staff until it has satisfied itself that there are clear and positive reasons for doing so. The University should consider why this is an appropriate way forward for the benefit of those staff, who would lose the tax benefits of participation in the scheme were they to take the salary supplement. The University should also satisfy itself that staff who might opt to take the salary supplement are likely fully to understand the long-term implications of doing so and to make suitable alternative provision for themselves and their families as regards pension, death-in-service, and other benefits associated with pension scheme membership.

9. The University would also need to take soundings from the USS Trustees as to their reaction to extending the measure to all staff. The Trustees have a wide discretion to treat a university as having left the USS should they consider that it is not in the scheme's interests to continue its membership, triggering a substantial financial liability. It would be important to understand fully the implications for the University's continued membership of the USS should a large number of staff opt to take a salary supplement, before the option could be offered to all staff.

10. The Council and the General Board consider there are cogent reasons why a salary supplement should be made available now to those unable to participate in a pension scheme without suffering adverse tax consequences, if the University is to remain competitive with other institutions. It is proposed that this measure would be backdated to the date at which the member of staff affected ceased their participation in a pension scheme, which at the earliest would be April 2016. For the moment, however, they consider that no steps should be taken to extend the offer of a salary supplement to all staff, but have instructed that fuller consideration of this possibility be added to the remit of the Remuneration Working Group which was established by the Human Resources Committee in October 2016.

RECOMMENDATIONS

11. In light of the above considerations, the Council and the General Board recommend that the regulations for Payments Additional to Stipend (*Statutes and Ordinances*, p. 669) be amended by the addition of a new Regulation 12 as follows:

12. The competent authority shall have the power to establish procedures for, and authorize, with effect from 6 April 2016, the payment of additional non-pensionable payments as salary supplements to any member of the University staff who can demonstrate that they cannot participate in a pension scheme to which the University would otherwise contribute on their behalf without exceeding the lifetime or annual allowance specified by Her Majesty's Revenue and Customs for such participation.

And that thereafter the Council and the General Board put in place detailed arrangements for the making available of such supplements for eligible employees.

20 March 2017	L. K. BORYSIEWICZ, <i>Vice-Chancellor</i> CHAD ALLEN RICHARD ANTHONY R. CHARLES AMATEY DOKU NICHOLAS GAY	UMANG KHANDLWAL STUART LAING MARK LEWISOHN SUSAN OOSTHUIZEN MICHAEL PROCTOR	JOHN SHAKESHAFT SARA WELLER I. H. WHITE MARK WORMALD JOCELYN WYBURD
15 March 2017	L. K. BORYSIEWICZ, <i>Vice-Chancellor</i> CHAD ALLEN PHILIP ALLMENDINGER ABIGAIL FOWDEN	DAVID GOOD A. L. GREER PATRICK MAXWELL MARTIN MILLETT	RICHARD PRAGER HELEN THOMPSON GRAHAM VIRGO MARK WORMALD

GRACES

Graces submitted to the Regent House on 22 March 2017

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. 103), will be deemed to have been approved at 4 p.m. on Friday, 31 March 2017.

1. That, notwithstanding Regulation 3 of the regulations for the School of the Humanities and Social Sciences (*Statutes and Ordinances*, p. 581), Professor Philip Michael Allmendinger, *CL*, be reappointed as Head of the School of the Humanities and Social Sciences from 1 October 2019 to 30 September 2020.¹
2. That, notwithstanding Regulation 3 of the regulations for the School of Technology (*Statutes and Ordinances*, p. 582), Professor Richard William Prager, *Q*, be reappointed as Head of the School of Technology from 1 January 2018 to 30 September 2020.¹
3. That, on the recommendation of the General Board, the Professorship of Education (2004) (*Statutes and Ordinances*, p. 704) be discontinued until such date as the Professorship of International Education becomes vacant.²
4. That Regulation 4 of the regulations for the Diane Middlebrook and Carl Djerassi Fund (*Statutes and Ordinances*, p. 715) be amended so as to read:³
 4. The income and (if the Managers think fit) the capital of the Fund shall be used to support no more than two Visiting Professors in any one academical year (which shall include payment of approved travelling expenses incurred by the Visiting Professor on her or his appointment, such emoluments as the General Board, on the recommendation of the Managers, shall determine at the time of the election, and the indirect costs to the University of the appointment). If and whenever the income and capital of the Fund shall exceed the amount required for these purposes, the excess of income and capital over that amount may be applied in support of research or teaching in the fields of Gender Studies in such manner as may be approved by the General Board on the recommendation of the Managers.

¹ The General Board, on the recommendation of the respective Councils of the Schools, wishes to reappoint Professors Allmendinger and Prager for periods outside the terms of the regulations governing the appointment of the Heads of the Schools.

² See the General Board's Notice, p. 434.

³ The General Board, on the recommendation of the Managers, is submitting an amendment for the regulations for the Fund, to give effect to the donor's wishes, as set out in a deed of gift dated 21 April 2009, to enable surplus funds to be used in support of research or teaching in the fields of Gender Studies.

5. That Regulation 3 of the regulations for the Ashby Scholarship Fund (*Statutes and Ordinances*, p. 752) be amended so as to read:⁴

3. The Electors to the Scholarship shall be the Head of the relevant Division of the Department of Engineering, and two members of staff of this Division who shall be appointed by the Faculty Board of Engineering, on the recommendation of the Head of Division, in the Michaelmas Term to serve for four years from 1 January following their appointment.

6. By amending Regulation 2 of the regulations for the Hatton Philosophy of Life Sciences Fund (*Statutes and Ordinances*, p. 830) so as to read:⁵

2. The Managers shall be responsible for the administration of the Fund and the application of its income, and shall comprise:

- (a) the Head of the Department of History and Philosophy of Science, who shall be Chair;
- (b) the Chair of the Board of History and Philosophy of Science or a deputy;
- (c) the Secretary of the Department of History and Philosophy of Science;
- (d) the Director and Curator of the Whipple Museum of the History of Science;
- (e) three persons appointed by the Board of History and Philosophy of Science for such period as the Board shall determine.

⁴ The Council, on the recommendation of the Faculty Board of Engineering, is proposing these changes to the Electors.

⁵ The General Board, on the recommendation of the Managers, is proposing this amendment to bring the composition of the Managers into line with that of other funds supporting activities in the Department of History and Philosophy of Science.

Graces to be submitted to the Regent House at a Congregation on 25 March 2017

The Council has sanctioned the submission of the following Graces to the Regent House at a Congregation to be held on 25 March 2017:

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

1. MICHELLE CHILD, Deputy Director in the Local Examinations Syndicate.
2. MARK LEONARD COULSON, Advisory Officer in the Estate Management Division of the University Offices.
3. GÉRALDINE CÉLINE MICHELLE DUFOUR, of Pembroke College, Principal Assistant Registry in the Academic Division (Head of the University Counselling Service).
4. DEAN ALLAN JAMES FREAR, Associate Lecturer in the Faculty of Clinical Medicine.
5. PETER ALEXANDER HEDGES, Assistant Director in the Academic Division of the University Offices (Head of the University Research Office).
6. PATRICIA KILLIARD, Senior Under-Librarian in the University Library.
7. SIMON EDWARD NICOL, Computer Officer in the University Information Services.
8. DAVID ANDREW PACKER, Assistant Keeper in the Fitzwilliam Museum (Museum Registrar).
9. RICHARD ANTHONY SILVER, Assistant Director in the Local Examinations Syndicate.

Graces to be submitted to the Regent House at a Congregation on 1 April 2017

The Council has sanctioned the submission of the following Graces to the Regent House at a Congregation to be held on 1 April 2017:

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

1. CRISTINA BRANCO, Fellow of Newnham College.
2. DAVID DE CREMER, Fellow of St Edmund's College and KPMG Professor of Management Studies in Judge Business School.
3. FIONA JANET DUFFY, Fellow of Murray Edwards College.
4. ZOE ELIZABETH WILSON, Fellow of Murray Edwards College.

E. M. C. RAMPTON, *Acting Registrar*

END OF THE OFFICIAL PART OF THE 'REPORTER'

COLLEGE NOTICES

Vacancies

Downing College: College Teaching Associates to provide undergraduate supervision in a number of fields: Philosophy (core Part IA and Part IB), Natural Sciences (Animal Biology, Evolution and Behaviour), Economics (Part IIA and Part IIB papers) and Human, Social, and Political Sciences (Social Anthropology); tenure: one year from 1 October 2017 with the possibility of renewal; non-stipendiary but includes a benefits package and payment for supervisions at the standard intercollegiate rate; closing date: 24 April 2017 at 12 noon; further details: <http://www.dow.cam.ac.uk/join-downing/academic-vacancies>

Gonville and Caius College: College Teaching Officer (CTO) in Engineering (one-year, fixed-term career development post); closing date: 7 April 2017; further details: <https://www.cai.cam.ac.uk/vacancies>

Queens' College: Temporary College Lectureship in History; tenure: one year from 1 October 2017; salary: £32,004 plus benefits; closing date: 20 April 2017 at 12 noon; further details: <http://www.queens.cam.ac.uk/life-at-queens/vacancies/temporary-college-lectureship-in-history-one-year>

St Catharine's College: College Teaching Officer in Economics; tenure: five years in the first instance; salary: £39,324–£49,772 (depending on qualifications and experience, with incremental progression), plus Fellows' commons and other customary benefits of a Fellowship; closing date: 24 April 2017; further details: <http://www.caths.cam.ac.uk/vacancies>

St John's College: College Associate Lectureship and Fellowship in Law; stipend: £34,956–£39,324 plus College benefits; tenure: five years; closing date: 10 April 2017; further details: <http://www.joh.cam.ac.uk/college-associate-lectureship-and-fellowship-law-1>

Trinity Hall: Fellowship and College Lectureship in English; tenure: permanent from October 2017; stipend: £35,000 (pensionable), direction of studies separately remunerated at a fixed rate of £554 a year plus a *per capita* payment for the number of students taught; closing date: 21 April 2017; further details: <http://www.trinhall.cam.ac.uk/academic-vacancies>

College Teaching Associateship in Theology, Religion, and Philosophy of Religion; tenure: nine months from October 2017; stipend: £18,974 (£25,298 FTE, non-pensionable), direction of studies separately remunerated at a fixed rate of £554 a year plus a *per capita* payment for the number of students taught; closing date: 21 April 2017; further details: <http://www.trinhall.cam.ac.uk/academic-vacancies>

Elections

Homerton College

Elected to a Professorial Fellowship from 1 October 2016:
Richard Douglas Hickman, M.A., *Leicester*, Ph.D.,
Reading

Elected to a Professorial Fellowship from 1 December 2016:
Mary Dixon-Woods, M.Sc., D.Phil., *Oxford*

Elected to a Junior Research Fellowship from 1 January 2017:
Ross Graham Cole, B.A., *Oxford*, M.Res., *York*, Ph.D., *K*

Elected to a Bye-Fellowship from 1 February 2017:
Anna Hughes, B.A., *CHU*, Ph.D., *CL*

Peterhouse

Elected to an Official Fellowship with effect from
1 October 2017:

Nicholas Andrew Shipley Zair, B.A., M.Phil., D.Phil.,
Oxford

Elected to the Carmen Blacker Research Fellowship with
effect from 1 October 2017:

Alistair Ewan Macdonald, M.A., *Edinburgh*, M.A.,
Ph.D., *SOAS*

Events

Homerton College

*Ligeti Quartet concert in memory of Sir Peter Maxwell
Davies: 28 April 2017 at 8 p.m.*

Homerton College's resident ensemble, the Ligeti String Quartet, will play a concert in memory of Sir Peter Maxwell Davies, on Friday, 28 April 2017, at 8 p.m., in the Paston Brown Room, Homerton College. The concert will include music by Peter Maxwell Davies, Anna Meredith, John Hopkins, and Nicola Price. Tickets, priced at £10 (£5 for students and concessions) are available on the door or at <http://www.eventbrite.co.uk> (search 'Ligeti'), where further information may also be found.

EXTERNAL NOTICES

University of Oxford

Exeter College: Stipendiary Lecturer in Law (fixed-term); tenure: one year from 1 October 2017; stipend: £17,368–£19,534 plus other benefits; closing date: 12 April 2017 at 12 noon; further details: <http://www.exeter.ox.ac.uk/stipendiary-lecturer-law.html>

Mansfield College: Fixed-term Stipendiary Lecturer in Philosophy; closing date: 10 April 2017 at 12 noon; further details: <https://www.mansfield.ox.ac.uk/vacancies>

St Catherine's College: Communications Officer; salary: £24,565–£29,301; closing date: 21 April 2017; further details: <https://www.stcatz.ox.ac.uk/node/872>

Wolfson College: Berggruen Stipendiary Research Fellowship in Comparative Philosophy 2017; stipend: £33,000; closing date: 18 April 2017 at 4 p.m.; further details: <https://www.wolfson.ox.ac.uk/content/berggruen-research-fellow-comparative-philosophy>