

CAMBRIDGE UNIVERSITY REPORTER

No 6464

WEDNESDAY 10 MAY 2017

VOL CXLVII No 30

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UNIVERSITY OF
CAMBRIDGE

NOTICES

Calendar

20 May, *Saturday*. Congregation of the Regent House at 10 a.m.

21 May, *Sunday*. Easter Term divides.

25 May, *Thursday*. Ascension Day. Scarlet Day.

30 May, *Tuesday*. Discussion at 2 p.m. in the Council Room (see below).

4 June, *Sunday*. Whitsunday. Scarlet Day. Preacher before the University at 11.15 a.m., Dr Belay Guta Olam, President of the Mekane Yesus Seminary, Addis Ababa (Ramsden Preacher).

Discussions at 2 p.m.

30 May

13 June

27 June

11 July

Congregations

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

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

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

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

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

1 July, *Saturday* at 10 a.m. (General Admission)

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

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

Discussion on Tuesday, 16 May 2017: Cancellation

The Vice-Chancellor gives notice that the Discussion announced for Tuesday, 16 May 2017 will not take place as there are no Reports ready for discussion.

Discussion on Tuesday, 30 May 2017

The Vice-Chancellor invites those qualified under the regulations for Discussions (*Statutes and Ordinances*, p. 103) to attend a Discussion **in the Council Room**, on Tuesday, 30 May 2017, at 2 p.m., for the discussion of:

1. Report of the General Board, dated 8 May 2017, on the establishment of a Professorship of Organic Chemistry (p. 513).
2. Report of the General Board, dated 8 May 2017, on the introduction of a Master of Accounting Degree in the Judge Business School (p. 513).

Notice of an additional Discussion on Tuesday, 27 June 2017

5 May 2017

The Vice-Chancellor gives notice of an additional Discussion on **Tuesday, 27 June 2017, at 2 p.m. in the Council Room**. This Discussion has been added to the schedule of meetings in order to enable earlier consideration of the Budget Report, the publication of which has been delayed owing to the embargo on the contents of the HEFCE grant letter until 9 June 2017; confirmation of annual funding allocations by HEFCE to individual institutions for 2017–18 has been postponed in the run-up to the General Election.

Those who wish to speak at a Discussion but are unable to attend in person can ask the Proctors to read their remarks on their behalf; remarks should ideally be sent to the Senior Proctor (email: senior.proctor@admin.cam.ac.uk) by 2 p.m. on the Monday before the Discussion.

Amending Statutes for Sidney Sussex College

5 May 2017

The Vice-Chancellor gives notice that he has received from the governing body of Sidney Sussex College, in accordance with the provisions of Section 7(2) of the Universities of Oxford and Cambridge Act 1923, the text of proposed Statutes to amend the Statutes of the College.

The proposed Statutes are available on the College's website at: <https://www.sid.cam.ac.uk/aboutus/publications/statsords>. Paper copies may be inspected at the University Offices until 10 a.m. on Friday, 26 May 2017.

Elections to the Council and the Board of Scrutiny

10 May 2017

Council of the University

The Vice-Chancellor gives notice that a bye-election is to be held to fill a casual vacancy on the Council in class (a) (Heads of Colleges) under Statute A IV 2, following Professor White's decision to step down with effect from 18 July 2017. The elected member is to serve from 19 July 2017 to 31 December 2020.

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

Duties and responsibilities of Council members

Council membership offers a particularly rewarding and demanding experience. The University is both an exempt charity,¹ and a corporation established by common law. As such, Council members are both charity trustees of the University and, effectively, its corporate directors. They have associated legal responsibilities and duties, and are required to promote the interests of the University and act with integrity, care, and prudence.

It is strongly recommended that those considering standing for nomination review the Handbook for Members of the Council, which sets out the Council's primary responsibilities. Section 1 of the Handbook provides advice and guidance to members of Council on their legal and other responsibilities. The Handbook is available to members of the University to download from the bottom of the Council webpage at <https://www.governance.cam.ac.uk/committees/council/handbook-2017/>. Potential nominees might also wish to familiarize themselves with the key aspects of the University's *Statutes and Ordinances* (<http://www.admin.cam.ac.uk/univ/so/>), the most recent Budget and Allocations Report (*Reporter*, 6426, 2015–16, p. 525), and the Annual Report and Financial Statements (*Reporter*, 6448, 2016–17, p. 201).

Further useful information is provided by HEFCE (<http://www.hefce.ac.uk/reg/charityreg/>), and the Charity Commission (<https://www.gov.uk/government/publications/the-essential-trustee-what-you-need-to-know-cc3>). This information includes details of the extent of a charity trustee's personal liability. Instances of personal liability are rare and unlikely to occur, providing trustees act honestly, prudently, in good faith, and in the best interests of the University, and in compliance with legislation and the University's governing documents. Nonetheless, it is important for nominees to recognize and accept the obligations that Council membership would confer upon them.

Board of Scrutiny

The Vice-Chancellor gives notice of an election of four persons to serve as members of the Board for four years from 1 October 2017. Members are to be elected in the following classes under Statute A VII:

- one member in class (c)(i) (a person who has been a member of the Regent House for not more than ten years on 1 October 2017);
- three members in class (c)(ii) (members of the Regent House).

The Board of Scrutiny consists of:

- (a) the Proctors;
- (b) the two Pro-Proctors nominated by the Colleges;
- (c) eight members of the Regent House elected by the Regent House.

Under the provisions of Statute A VII 4, no person may be a member of the Board of Scrutiny who is a member of the Council, the General Board, or the Finance Committee of the Council, or who holds any of the University offices of Chancellor, Vice-Chancellor, Pro-Vice-Chancellor, University Advocate, Deputy University Advocate, Registrar, Assistant Registrar, or Secretary of a School. The Statute further prohibits from membership holders of offices with primarily administrative duties designated by Ordinance: Directors and Deputy Directors in the Unified Administrative Service and Assistant Treasurers have been designated as such prohibited offices. A retiring member of the Board who has served for four or more consecutive years is not eligible to serve again as a member in class (c) until one year has elapsed after the end of her or his previous period of service.

If no nominations are received in either case in accordance with the timetable below, the Council shall be asked whether it wishes to appoint a member to any vacant place or for another election to be held, in accordance with Regulation 3 of the regulations for the election of members of the Board (*Statutes and Ordinances*, p. 112).

Further information about the Board of Scrutiny can be found in the *Statutes and Ordinances* as noted above, on the Board's website (<http://www.scrutiny.cam.ac.uk/about>), and obtained from Dr Lydia Drumright (email ld23@cam.ac.uk), Chair of the Board until 30 September 2017.

¹ The University has charitable status but is exempt from the statutory requirement which otherwise obliges a charity to register with the Charity Commission. HEFCE is the principal regulator of the University as regards its compliance with its legal obligations in exercising control and management of its administration as a charity.

Nomination procedure and election timetable

The nomination procedure and election timetable for the elections to the Council and the Board of Scrutiny is as follows.

In order to be eligible, a candidate for election in each case must be nominated on a paper sent to the Vice-Chancellor at the Old Schools so as to be received not later than **12 noon on Friday, 26 May 2017**. The nomination paper must contain (a) a statement signed by two members of the Regent House, nominating the candidate for election and specifying the class in which he or she is nominated, and (b) a statement signed by the candidate certifying that he or she consents to be so nominated. Forms to facilitate the nomination process are available on the governance website (see <https://www.governance.cam.ac.uk/ballots/rh/Pages/Nomination-forms.aspx>). The candidate is also required to provide a statement of her or his *curriculum vitae* by the same date (see below). No one may be nominated for election in more than one class. The Council has agreed to make known its view that two periods of four years should normally be regarded as the maximum length of continuous service for elected members.

The Vice-Chancellor would be obliged if nominations could be delivered to the Registry in the Old Schools during office hours. Nominations will be published on the Senate-House Noticeboard as they are received; the complete list of nominations will be published in the *Reporter* on Thursday, 1 June 2017.

In accordance with the regulations governing the election (*Statutes and Ordinances*, p. 110), each person nominated for election is required to send to the Registry, not later than 12 noon on Friday, 26 May 2017, a statement of her or his *curriculum vitae* for distribution to members of the Regent House with the voting papers. It is suggested that such a statement should be of not more than 500 words in length, and that it should cover the following points:

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

The election will be conducted by ballot under the Single Transferable Vote regulations. Online voting will open at 10 a.m. on Monday, 5 June 2017 and close at 5 p.m. on Thursday, 15 June 2017. Hard-copy voting papers and supporting materials will be distributed not later than Monday, 5 June 2017 to those who opted by 3 November 2016 to vote on paper; the last date for the return of voting papers will be **5 p.m. on Thursday, 15 June 2017**.

Review of three areas of governance: Regent House membership, Council membership, and Discussions

8 May 2017

As noted in the Council's Annual Report of 2015–16, the Council has commissioned a review of certain aspects of the University's governance, focussing on three topics: the membership of the Regent House, the membership of the Council, and the format of Discussions.¹ A working group has been appointed to conduct the review; the membership of the group and its terms of reference are set out below. Meetings of the group will commence when the Vice-Chancellor Elect takes up office on 1 October 2017, and it is anticipated that one of the group's first steps will be to prepare a report setting out proposals for consultation, which will be followed by an opportunity to make comments on that report at a Discussion.

In the meantime, as part of an initial information-gathering exercise, members of the University are invited to send any comments they wish to make on one or more of the three areas to be covered by the review to **governance-review@admin.cam.ac.uk by Friday, 28 July 2017** (respondents are asked to indicate whether they wish their comments to remain anonymous). Responses will also be solicited from Heads of Schools, Heads of Departments and Chairs of Faculty Boards, and Heads of Colleges.

Terms of reference

- (i) To consult members of the University about the current membership structure of the Regent House, its size, and its representation of the staffing groups in the University, and whether and what changes should be proposed as a consequence.
- (ii) Taking into account the Group's conclusions about the membership of the Regent House, to consider whether and what changes should be proposed to the membership of the Council, including the balance between categories, the overall size of the Council, and the arrangements for ensuring that those standing for membership and the Regent House are provided with the best information about the duties, responsibilities, and priorities for the Council. In discharging this term of reference the Working Group may wish to consult beyond the current membership of the Council, including those who have recently served as members or stood for election.
- (iii) To consider possible changes to the arrangements for Discussions to ensure that contributions from those members entitled to contribute can be most easily made taking into account options for the use of digital contributions compared with the current arrangements where – except in a few recent exceptional instances – all contributions are read out at the time when Discussions are held.
- (iv) To consider any matters related to these terms of reference on which the Working Group wishes to report to the Council.

¹ Further information on the Regent House, Council membership, Discussions, and other aspects of University governance can be found on the governance website at <http://www.governance.cam.ac.uk/>.

Membership

Mr John Shakeshaft, *T* (Chair, Council member in class (*e*))
 Professor Michael Proctor, *K* (Council member in class (*a*))
 Professor Fiona Karet, *DAR* (Council member in class (*b*))
 Dr Stephen Cowley, *EM* (Council member in class (*c*))
 Dr Nick Holmes, *T* (Council member in class (*c*))
 Dr Alice Hutchings (Council member in class (*c*))
 Professor Abigail Fowden, *G* (General Board member not on the Council)
 Professor Christopher Young, *PEM* (General Board member not on the Council)
 Professor Mark Elliott, *CTH* (Professor of Public Law, Law Faculty, as a person with relevant expertise)
 Professor Eilís Ferran, *CTH* (Pro-Vice-Chancellor for Institutional and International Relations)

In attendance: the Acting Registrar, the Head of the Registrar's Office as Secretary to the Review Group, the University Draftsman, and the Deputy Head of the Legal Services Office.

Working group to consider questions relating to disinvestment

8 May 2017

In a Notice published on 11 January 2017, the Council reported on its consideration of a Grace initiated by members of the Regent House, which was submitted as Grace 1 of 11 January 2017 and subsequently approved by the Regent House on 20 January 2017 (*Reporter*, 6450, 2016–17, pp. 292 and 307). The Grace reads as follows:

That the Regent House, as the governing body of the University, resolves that none of the University's Endowment Funds should be invested directly or indirectly in companies whose business is wholly or substantially concerned with the extraction of fossil fuels, and requires the Council to publish a Report to the University within twelve months setting out how this is to be achieved.

In the Notice, the Council observed that the Grace could not operate as a mandate in respect of the exercise of Council members' fiduciary responsibility for the University's investment practice. In light of this, and recognizing the strong feeling among the signatories to the Grace, the Council proposed to commission a report 'specifically into the advantages and disadvantages of the policy of disinvestment which the Grace supports'.

At its meeting on 24 April 2017, the Council approved the following terms of reference and the shape of the membership of a working group to take forward this investigation.

Members of the University are invited to send any comments they wish to make for consideration by the working group to DisinvestmentWorkingGroup@admin.cam.ac.uk.

Terms of reference

In establishing the Group, the Council is mindful of the report from the working group on investment responsibility established by the Advisory Committee of Benefactions and External and Legal Affairs, the recommendations of which the Council accepted on 13 June 2016. That working group, chaired by Mr John Shakeshaft, was asked to consider whether any changes should be recommended to the University's Statement of Investment Responsibility. Its report focussed on the University's investment policies and management and their integration with environmental, social, and governance considerations (*Reporter*, 6430, 2015–16, p. 636). The report made nine recommendations, now substantially implemented and reviewed.

The Council does not wish to repeat this careful and detailed work on the University's investment practices. Instead, noting the continued interest among some in the University in disinvestment from businesses involved in fossil fuel extraction, as demonstrated by Grace 1 of 11 January 2017 and the Discussion on 2 November 2016 of the Topic of Concern (*Reporter*, 6446, 2016–17, p. 164), the Council has asked the Group to consider the question of disinvestment from such businesses more broadly. In particular, the Council has asked the Group to consider:

- (i) the different approaches the University might take to issues associated with disinvestment from fossil fuel industries; and
- (ii) how those approaches might impact upon the University's mission 'to contribute to society through the pursuit of education, learning, and research at the highest international levels of excellence'.

The Council has also asked the Group:

- (iii) to consult widely across the collegiate University;
- (iv) to invite individuals and representatives of the Group's choosing (including those from outside the collegiate University, if the Group so wishes) to meet with, and/or provide written comments to, the Group;
- (v) to aim to produce its final report, which will include recommendations, within twelve months but, if that is not possible, to provide a preliminary report to the Council within that timeframe; and
- (vi) to produce the final report for the Council in a form that may be distributed to the Regent House, if the Council so decides.

Membership

The membership is as follows:

- (a) Professor Dame Athene Donald (Chair);
- (b) Mr John Shakeshaft, Deputy Chair and external member of the Council;
- (c) a Council member;
- (d) two signatories to the Grace;
- (e) two student representatives;
- (f) two academics in relevant fields;
- (g) a Head of House.

The Group may co-opt others and/or call upon expert advice as it considers necessary. The full membership will be published in the *Reporter* once all appointments have been made.

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>African Archaeology Group</i>	John Alexander Seminar Series 2016–17 continues with <i>The funerary monuments of Western Sahara</i> , by Dr Joanne Clarke, University of East Anglia, at 4.30 p.m. on 15 May 2017, in the West Building Seminar Room, Division Room, Downing site	http://www.mcdonald.cam.ac.uk/events/african-seminars
<i>Divinity</i>	2017 Yerushah Lecture: <i>Legacy, prognostication, and Jews: how the Torah's emphasis on inheritance and descendants helped create a culture that prizes plans, visions, and dreams</i> , by Dr Diana Lipton, Hebrew University of Jerusalem, at 5 p.m. on 17 May 2017, in the Runcie Room, Faculty of Divinity, West Road	http://www.divinity.cam.ac.uk/events/yerushah-lecture-2017

REGULATIONS FOR EXAMINATIONS**Music Tripos, Parts IB and II**

(*Statutes and Ordinances*, p. 388)

With effect from 1 October 2017

The General Board gives notice that the regulations for the Music Tripos have been amended, as set out below, to enable the Faculty Board of Music to issue amendments to lists of prescribed subjects in Parts IB and II if they have due reason for so doing and are satisfied that no student's preparation for either examination is adversely affected.

Regulation 10.

By amending the first sentence of the Regulation that follows the articulation of the scheme of the examination in Part IB so as to read:

The Faculty Board shall have the power to prescribe, not later than the division of the Easter Term in the year next before the examination to which they apply, not more than six additional papers, provided that they shall have the power of subsequently issuing amendments if they have due reason for so doing and they are satisfied that no student's preparation for the examination shall be adversely affected.

Regulation 12.

By amending the first sentence of the Regulation that follows the articulation of the scheme of the examination in Part II so as to read:

The Faculty Board shall have the power to prescribe, not later than the division of the Easter Term in the year next before the examination to which they apply, not more than twelve additional papers, provided that they shall have the power of subsequently issuing amendments if they have due reason for so doing and they are satisfied that no student's preparation for the examination shall be adversely affected.

The Faculty Board of Music has confirmed that no candidate's preparation for the examination will be adversely affected.

Theological and Religious Studies Tripos, Parts IIA and IIB

(*Statutes and Ordinances*, p. 409)

With effect from 1 October 2017

The General Board, on the recommendation of the Faculty Board of Divinity, has approved changes to the Regulations for Part IIA and Part IIB of the Theological and Religious Studies Tripos as set out below. Changes to the associated supplementary regulations are also shown.

PART IIA

The list of papers available in Part IIA has been amended so as to introduce a revised title for Paper B3, and so as to suspend Paper B9. ‘*God and the imago Dei*’, and Paper B12. ‘*Theology and the natural sciences I*’ in 2017–18.

Regulation 18.

GROUP B

Paper B3. Judaism in the Greek and Roman periods

By removing the title of the paper and replacing it with a revised title so as to read:

Paper B3. The shaping of Jewish identity (332 BCE – 70 CE)

By inserting a footnote against the following papers so as to read ‘This paper is suspended in 2017–18’:

Paper B9. God and the *imago Dei*
 Paper B12. Theology and the natural sciences I

The Faculty Board of Divinity is satisfied that no candidate’s preparation for the examination will be affected.

SUPPLEMENTARY REGULATIONS

With effect from the same date, the Supplementary Regulations for the Tripos have been amended so as to replace the current supplementary regulation for Paper B3 with the following:

Paper B3. The shaping of Jewish identity (332 BCE – 70 CE)

This paper will be concerned with an essential period for our understanding of the formation of Judaism (and the context from which Christianity arose). It will examine the social, historical, and political contexts in which ancient Jews shaped their identity and how as a result they came to fashion new forms of literature and beliefs. It will focus on the land of Israel in the time from the rise of Alexander the Great (332 BCE) up to and including the First Roman Revolt.

PART IIB

The list of papers available in Part IIB has been amended so as to suspend Paper C4. ‘*Topic in the history of Christianity*’, Paper C5. ‘*Theologies of hope*’, and Paper C7. ‘*Topics in the study of religion*’ in 2017–18.

Regulation 18.

GROUP C

By inserting a footnote against the following papers so as to read ‘This paper is suspended in 2017–18’:

Paper C4. Topic in the history of Christianity
 Paper C5. Theologies of hope
 Paper C7. Topics in the study of religion

SUPPLEMENTARY REGULATIONS

With effect from the same date, the Supplementary Regulations for the Tripos have been amended so as to suspend Papers D1.(a) and D2.(e) in 2017–18.

By inserting a footnote against the following papers so as to read ‘This paper is suspended in 2017–18’:

Paper D1. (a) *Old Testament*
 Paper D2. (e) *Christianity and society in Africa and its diaspora, 1800–2000*

The Faculty Board of Divinity is satisfied that no candidate’s preparation for the examination will be affected.

Examination in Music Studies for the M.Phil. Degree

(*Statutes and Ordinances*, p. 519)

With effect from 1 October 2018

The General Board, on the recommendation of the Faculty Board of Music, has approved corrections to the regulations for the examination in Music Studies for the degree of Master of Philosophy so as to:

- (i) no longer allow a candidate taking Option A to submit a thesis of not more than 25,000 words in place of one of the 3,500-word essays specified under Regulation 2(b) and the 15,000-word thesis specified under Regulation 2(c); and
- (ii) no longer allow a candidate taking Option C to submit a thesis of not more than 25,000 words, or present a recital taking between 50 and 60 minutes to perform and submit an essay of not more than 12,500 words, in place of one of the essays specified under Regulation 4(b) and the 15,000-word thesis and recital taking between 50 and 60 minutes to perform specified under Regulation 4(c).

Regulation 2.

Option A – All subjects except Composition and Performance Studies

By removing the final paragraph of the regulation and amending the regulation so as to read:

- (c) a thesis of not more than 15,000 words¹ on a subject approved by the Degree Committee.

Regulation 4.

Option C – Performance Studies

By removing the final paragraph of the regulation and amending the regulation so as to read:

- (c) *either*
 - (i) a thesis of not more than 15,000 words,¹ on a subject approved by the Degree Committee,
 - or
 - (ii) a recital taking between 50 and 60 minutes to perform together with an essay of not more than 7,500 words on a related topic approved by the Degree Committee.

¹ Including tables and footnotes but excluding appendices, bibliography, musical examples, and transcriptions.

NOTICES BY FACULTY BOARDS, ETC.

Examination in Micro- and Nanotechnology Enterprise for the M.Phil. Degree, 2017–18

The Degree Committee for the Faculty of Physics and Chemistry gives notice that the modules available to candidates for the degree of Master of Philosophy in Micro- and Nanotechnology Enterprise in the academical year 2017–18 will be as below. All modules assessed by examination will each be examined by two three-hour examinations.

<i>Reference</i>	<i>Name</i>	<i>Mode of assessment</i>
NE.01	Characterization techniques	Examination
NE.02	MEMS design	Coursework
NE.04	Nanofabrication techniques	Examination
NE.05	Nanomaterials	Examination
NE.06	Nanochemistry	Examination
NE.07	Physics at the nanometer-scale	Examination
NE.08	Bionanotechnology	Examination
NE.09	Nanoelectrochemistry	Examination
NE.10	Energy harvesting	Examination
NE.11	Nano self assembly	Examination
	Science and communication in business	Coursework
	Science and communication in media	Coursework
	Science and communication in research	Coursework
	Societal and ethical dimensions of nanotechnology	Coursework
NMIS	Nurturing and managing innovation in science	Coursework
	Practicals	Coursework
	Literature survey/Patent search	Report of up to 5,000 words
	Research/Business project	Dissertation of up to 15,000 words

REPORTS

Report of the General Board on the establishment of a Professorship of Organic Chemistry

The GENERAL BOARD begs leave to report to the University as follows:

1. The General Board recommends the establishment of a Professorship of Organic Chemistry as set out in paragraph 2 below. The funding arrangements were approved by the Resource Management Committee by circulation on 27 March 2016.

2. The Board has accepted an academic case from the Council of the School of the Physical Sciences for the establishment for a single tenure, from 1 October 2017, of

3. The General Board recommends:

1. That a Professorship of Organic Chemistry be established in the University, for a single tenure from 1 October 2017, placed in Schedule to Special Ordinance C (vii) 1, and assigned to the Department of Chemistry.

8 May 2017 L. K. BORYSIEWICZ, *Vice-Chancellor*

CHAD ALLEN

PHILIP ALLMENDINGER

ABIGAIL FOWDEN

DAVID GOOD

A. L. GREER

ROBERTA HULDISCH

PATRICK MAXWELL

MARTIN MILLETT

RICHARD PRAGER

PHILIPPA ROGERSON

HELEN THOMPSON

GRAHAM VIRGO

CHRIS YOUNG

a Professorship of Organic Chemistry in the Department of Chemistry. The full salary costs of the Professorship will be met from existing resources available to the Department. The Board has agreed that election to the Professorship should be made by an *ad hoc* Board of Electors and that the candidature should be open to all persons whose work falls within the general field of the title of the Professorship.

Report of the General Board on the introduction of a Master of Accounting Degree in the Judge Business School

The GENERAL BOARD begs leave to report to the University as follows:

1. The General Board proposes that a new degree of Master of Accounting (M.Acc.), be introduced from October 2018.

2. The proposal has been submitted by the Judge Business School and has the support of the Faculty Board of Business and Management, the Judge Business School Advisory Board, the Council of the School of Technology, and the General Board's Education Committee.

3. The M.Acc. Degree is part of the Cambridge Judge Business School's strategy to achieve critical mass in accounting research and teaching, and will fulfil the need for a post-experience professional accountancy qualification addressing the increasing challenges in the discipline. The M.Acc. will provide rigorous and intensive training in advanced accounting, data analysis, and process management not currently met within existing provision. The General Board is satisfied that the remit of the proposed degree cannot be encompassed within the existing degree courses offered by the Business School.

4. In formulating the proposal, the Business School has reviewed existing programmes in accounting at other universities across the world, and consulted a range of senior practitioners, professional accounting institutes, and employers throughout its extensive network, from which the Business School has received strong support for the introduction of the M.Acc. The resulting proposed programme is clearly differentiated from the competition in terms of its prerequisites and its advanced level of teaching, satisfying a need of the profession which is not met by existing provision. Existing accounting degrees across the world target undergraduates, or postgraduates before/during their professional training. The M.Acc. is instead targeted on students who normally are already professionally qualified and experienced in accounting.

5. The M.Acc. will offer advanced courses in accounting and audit, informed and augmented by specialist courses in data analytics. It will focus on the most challenging areas of accounting practice linked to the latest developments in IT, drawing on the School's expertise in big data, information systems, process management, and statistics. The teaching hours for the Master of Accounting will be intensive, with over 300 contact hours in the classroom as well as personal project supervision and other activities, commensurate with other Judge Business School post-experience degree courses.

6. The regulations for the degree make provision for full-time (one-year) and part-time (two-year integrated) arrangements. It is anticipated that in the first instance the Business School will offer only the part-time (two-year integrated) programme. The M.Acc. aims to attract a cohort of 50 students in each year, although it is acknowledged that in the start-up phase numbers may initially be lower. To help achieve this target, the School would explore with major employers the possibility of sponsoring their employees on the programme.

7. The M.Acc. will be subject to normal review by the General Board, and to regular external review by the European Quality Improvement System (EQUIS), a leading accrediting body.

8. The M.Acc. will have a fee in line with its intensive teaching nature, with fees of £42,000 for the full-time course and £49,000 for the part-time integrated course (payable in two instalments of £29,400 in year 1 and £19,600 in year 2) starting in 2018–19. This level of fee corresponds to similar post-experience provision offered by the Business School, and is competitive with respect to other programmes in the intended market.

9. In order to support access to the programme, the Business School would introduce a scheme of bursaries to ensure that the most able students were admitted irrespective of their financial backgrounds. The Business School will seek external support for accounting as part of its regular fundraising and in the form of benefits in kind,

scholarships, sponsorship of students, student projects, case material, and contributions of specialist speakers. The School's other post-experience programmes have been very successful in gaining the support of eminent practitioners, and this programme would secure substantial engagement with the accountancy profession.

10. The General Board recommends:

I. That the degree of Master of Accounting be established with effect from 1 October 2018, with regulations as set out in Annex I of this Report.

II. That, if Recommendation I is approved, consequential amendments be made to certain other regulations with effect from 1 October 2018, as set out in Annex II.

8 May 2017	L. K. BORYSIEWICZ, <i>Vice-Chancellor</i>	A. L. GREER	PHILIPPA ROGERSON
	CHAD ALLEN	ROBERTA HULDISCH	HELEN THOMPSON
	PHILIP ALLMENDINGER	PATRICK MAXWELL	GRAHAM VIRGO
	ABIGAIL FOWDEN	MARTIN MILLETT	CHRIS YOUNG
	DAVID GOOD	RICHARD PRAGER	

Annex I

MASTER OF ACCOUNTING

1. A candidate for the Master of Accounting Examination must be approved by the Degree Committee for the Faculty of Business and Management, who shall assign to each candidate a date of commencement of candidature.

2. The Degree Committee may approve as a candidate for the Master of Accounting Examination any student who has satisfied the Committee that by reason of previous study he or she is qualified to engage in postgraduate work in Accounting.

3. Applications for approval under Regulation 2 shall be sent to the Secretary of the Degree Committee so as to arrive not later than 31 March next preceding the date on which the applicant wishes his or her candidature to begin, provided that the Committee shall have power to consider applications submitted after that date.

4. The course of study leading to the Master of Accounting Examination shall cover the following aspects of accounting: advanced topics in financial accounting, management accounting, and data analytics. The course of study shall consist, at the choice of the candidate, of one of the Options outlined in Regulation 12 below.

5. No student shall be a candidate for the Master of Accounting Examination or for any part thereof on more than one occasion.

6. The Faculty Board of Business and Management shall have power to issue supplementary regulations determining the scope and manner of assessment of the examination in either Option, and shall be empowered to amend such supplementary regulations from time to time as they may think fit, due care being taken that sufficient notice is given of any change.

7. The Faculty Board shall nominate such number of Examiners and Assessors as they may deem sufficient, including a resident member of the Senate as Chair of Examiners.

8. The names of the candidates who satisfy the Examiners shall appear in separate class-lists according to the Option that they have followed. The names of the candidates in each class-list shall be arranged in alphabetical order in a single class; a mark of distinction shall be affixed to the names of those students whose work is of special merit. The Chair of Examiners shall communicate the marks of all candidates to the Registry.

9. While following the course of study leading to the Master of Accounting Examination a student shall pay the appropriate University Composition Fee for each year of the course (including periods spent away from Cambridge).

10. On completing the requisite number of terms, or hours of study, as set out in Regulation 12 a student who has satisfied the Examiners in the Master of Accounting Examination shall be entitled to proceed to the degree of Master of Accounting.

11. A student who has taken the Master of Accounting Examination shall not be entitled to count the period or any part of the period during which he or she has been a candidate for that examination towards a course of research for the degree of Ph.D., M.Sc., or M.Litt.

12. The Master of Accounting Examination shall consist, at the choice of the candidate, of either Option A or Option B as follows:

Option A: one-year course¹

A course extending over one academical year, including three terms' residence in the University. The examination for Option A shall consist of compulsory modules, elective modules, and project work, as outlined below. Examination of the modules may be by written paper, essay, coursework, or another mode of assessment announced by the Faculty Board. Each candidate shall complete a minimum of three written papers, the duration of which shall be announced by the Faculty Board.

(a) Compulsory modules

The Faculty Board shall give notice of the topics and form of assessment for each compulsory module by the end of the Easter Term immediately preceding the start of the course.

(b) Elective modules

The Faculty Board shall give notice of the topics for elective modules by the end of the Easter Term immediately preceding the start of the course. The Faculty Board shall give notice of the form of assessment for each elective module by the end of the term immediately preceding the term in which the work is to be completed.

(c) Project work

The Faculty Board shall give notice of the list of summer activities and the format for submission by the end of the Lent Term, provided that the Board shall have the power of subsequently issuing amendments if they have due reason for doing so and they are satisfied that no student's preparation for the examination is adversely affected.

The Examiners shall have power to examine a candidate *viva voce* on any or all of the three sections of the examination (a)–(c).

Option B: two-year (part-time) course

A course extending over a period of two years comprising a number of course units and project work, which shall include not fewer than 300 hours of formal instruction in the University and not fewer than 120 hours of open study prescribed by the Faculty Board. The examination for Option B shall consist of compulsory modules, elective modules, and project work, as outlined below. Examination of the modules may be by written paper, essay, coursework, or another mode of assessment announced by the Faculty Board. Each candidate shall complete a minimum of three written papers, the duration of which shall be announced by the Faculty Board.

(a) Compulsory modules

The Faculty Board shall give notice of the topics and form of assessment for each compulsory module by the end of the Easter Term immediately preceding the start of the course.

(b) Elective modules

The Faculty Board shall give notice of the topics and form of assessment for elective modules by the end of the term immediately preceding the term in which the work is to be completed.

(c) Project work

The Faculty Board shall give notice of the format and length for submission of project work by the end of the Lent Term, provided that the Board shall have the power of subsequently issuing amendments if they have due reason for doing so and they are satisfied that no student's preparation for the examination is adversely affected.

The Examiners shall have power to examine a candidate *viva voce* on any or all of the three sections of the examination (a)–(c).

¹ Option A is suspended until further notice.

Annex II

(i) By adding ‘Master of Accounting’ to the list of primary degrees in Section 1 of Special Ordinance B (i) (*Statutes and Ordinances*, p. 70).

(ii) By adding a reference to the degree of Master of Accounting before the reference to the Master of Business Administration in the following regulations:

- Regulation 8(a) of the regulations for Residence and Precincts of the University (*Statutes and Ordinances*, p. 174);
- In the Schedule to the regulations for the Review Procedure for Examinations for Undergraduate and Certain Other Qualifications (*Statutes and Ordinances*, p. 238);
- Regulation 9 of the General Regulations for Examiners and Assessors (*Statutes and Ordinances*, p. 241);
- Regulation 3(a) of the regulations for Payments for Examiners and Assessors (*Statutes and Ordinances*, p. 242).

(iii) By amending the regulations for Academical Dress (*Statutes and Ordinances*, p. 182) as follows:

- In the regulations for Black Gowns, by replacing the entry for the M.Fin. Degree with the following: ‘M.Fin. and M.Acc.: the M.A. gown but with four buttons joined by cords forming a diamond on the upper edge of each arm slit;’.
- In the regulations for Hoods, by adding after the entry for the M.Fin. ‘M.Acc.: the M.Fin. hood but with a part lining of white silk four inches (10 cm) deep;’.

(iv) By amending the regulations for the Admission to Degrees (*Statutes and Ordinances*, p. 174) as follows:

- By inserting reference to the Master of Accounting into the Forms of Presentation for Degrees, after the reference to the Master of Finance.
- By inserting the following in the Schedule to the Forms of Admission to Degrees, after the reference to the Master of Finance:

For the M.Acc. Degree

Magistri in Arte Ratiocinandi

(v) By inserting reference to the Master of Accounting into the Order of Seniority of Graduates (*Statutes and Ordinances*, p. 181), after the reference to the Master of Finance.

GRACES**Grace submitted to the Regent House on 10 May 2017**

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. 103) will be deemed to have been approved at 4 p.m. on Friday, 19 May 2017.

1. That the recommendations in paragraph 3 of the Report of the General Board, dated 11 April 2017, on the establishment of a Jennifer Ward Oppenheimer Professorship of the Deep History and Archaeology of Africa (*Reporter*, 6461, 2016–17, p. 452) be approved.

ACTA**Approval of Graces submitted to the Regent House on 26 April 2017**

The Graces submitted to the Regent House on 26 April 2017 (*Reporter*, 6462, 2016–17, p. 482) were approved at 4 p.m. on Friday, 5 May 2017.

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

END OF THE OFFICIAL PART OF THE ‘REPORTER’

REPORT OF DISCUSSION

Tuesday, 2 May 2017

A Discussion was held in the Senate-House. Deputy Vice-Chancellor Professor Dame Carol Black was presiding, with the Registrar's deputy, the Senior Proctor, the Senior Pro-Proctor, and five other persons present.

The following Reports were discussed:

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 (*Reporter*, 6460, 2016–17, p. 438).

Dr S. J. COWLEY (University Council, and Faculty of Mathematics):

Deputy Vice-Chancellor, I am a member of the Council and the Human Resources Committee but I speak in a personal capacity.

I am in two minds about this proposal. On the one hand, there is a need to be competitive with major peer institutions, since the University is in a market, and remuneration offers need to be competitive. However, there is a tendency for those running the University to concentrate on the select few at the top end of the market (as this proposal does), and not take as seriously those at the lower end and middle parts of the market (and as someone in that position, I declare an interest).

The University's core values (approved by Grace) include 'recognition and reward of the University's staff as its greatest asset'. Further, the Vice-Chancellor's objectives for this academic year include the sentence:

The Vice-Chancellor's conviction is that its people are the University's most important asset in pursuit of this ambition.

While as a member of the Council I occasionally see acknowledgement of these values and convictions, which at face value apply to all staff, I see relatively less action. Whenever pay or pensions come up, there is almost a knee-jerk reaction that the University is short of resource. Of course there is not a bottomless pit, and there have to be priorities. Yet, as I have observed before, the money seems to be there for capital expenditure, or for overruns, or for market pay, or for other aspects of expenditure, e.g. between July 2002 and July 2015 the total headcount of staff increased from 8,420 to 10,845, i.e. by 29%, while the headcount of academic-related staff increased from 967 to 1,843, i.e. 91%.

As a result of this lack of money for pay and pensions, many staff have suffered an inflation adjusted cut in salaries, e.g. since 2009 RPI has increased by 23% while HE pay settlements have delivered 7% (which may explain the increasing use by the University of market pay, indeed routinely for certain institutions). In addition, there have been two rounds where USS pensions have been significantly reduced. Based on USS's own calculations, the last change resulted in a reduction of almost £5 billion in the pensions members receive in exchange for contributions many feel that they had already made. Yet the £5 billion was available if the sector had prioritized staff over capital expenditure, since as UUK's *USS – the need for reform* noted

the sector is planning to invest over £15 billion in infrastructure projects during the four years from 2013/14, which is nearly 50 per cent higher than in the previous four years;

that 50% increase almost exactly matched the reduction in members' pensions.

When I joined the University as a member of staff in 1990, there was a greater sense of collegiality, and this was one of the defining features of the University that made it an attractive place to work (at least compared with Imperial, which was my previous employer). However, when the pension cuts went through I predicted that staff at the top end of the salary range would be more likely to receive special treatment. This proposal is but one example. Moreover, this proposal was not originally even going to be Discussed or Graced. At its meeting on 21 November 2016 (a meeting before I re-joined the Council), the Council agreed to the proposal, with the Minutes recording:

After a short discussion and a vote, it was agreed that whilst some measures involving a salary supplement might be controversial and require the publication of a Grace for the approval of the Regent House, this was not necessary in this case. The Council approved the introduction of the salary supplement in lieu of pension

Further, while there was a potential conflict of interest for some members of the Council, none was declared, and it was also proposed that

A low key communication strategy developed given the nature and circumstances of the benefit.

Indeed, the communication strategy was so low-key that a proposed Notice had not been published within thirty days of the decision. The thirty days is important, since to make a representation under Statute A IX 1 that a decision is *ultra vires*, one has to do so within thirty days after the doing of the act. By chance I found out about this proposal informally soon after 5 p.m. on the thirtieth day after 21 November 2016. I was hampered by the fact that I had no access to the relevant Council papers, and no Report, Notice, or Grace had appeared in the *Reporter*. My representation that it was necessary to Grace this proposal was submitted with less than two hours to spare. While my representation seems to have had an effect, this whole procedure, including the wording, is not conducive to good governance and leaves a rather unpleasant smell. At the very least there are lessons to be learnt about transparency and the inadequacy of the thirty day restriction in Statute A IX 1.

Let me also declare that the 'low key communication strategy', when I found out about it, was a red rag to a bull. It is not just pensions where a few favoured individuals seem to be benefitting. There is something of a merry-go-round where the favoured few are regraded or given multiple increments.

In 2002, there was transparency and the stipends of University Officers were published in the *Statutes and Ordinances*. From perusal, I estimate that the number of academic-related staff then on the Professorial, 'grade 12', scale was of the order of ten, now I gather that there are of the order of fifty. For assistant and academic-related (grades 1–11) staff, every year about 6% receive a contribution increment through the Contribution Reward Scheme (CRS), while for those on grade 12 about 20% receive a contribution increment biennially, so that is about 10% a year. Moreover, a higher proportion of two and three increment awards are made under the grade 12 scheme compared to the CRS, where the majority of awards are for one increment.

There is little question that many of these favoured few are working long hours in support of the University, but so do very many others in the collegiate University. The going rate for CTOs at one College seems to be £35,000, while in my Faculty I regularly get emails at all hours from members of staff who are being paid little more than a pittance. Yet many/most of these have to be content with pay increases of less than RPI, and possibly do not know that two and three increment awards are made. It does seem to be true that ‘whoever has will be given more, and they will have an abundance’; I just hope that the second half of the quote is not implemented more effectively.

By the nature of how the University works, those in the leadership meet more regularly with the others in the leadership, and those that support them. They are decent human beings, and I can understand why they want to reward those that help them directly. But there are many others in the University working as hard, or possibly even harder. Many are not in a position to benefit from market pay, and are also not benefitting from as many contribution increments as the better paid. Maybe unconscious bias does not just apply to gender, or other aspects of diversity.

As another example, consider the statement in the Report that

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.

Surely the answer to that, for the sake of fairness, is to introduce an enhanced opt-out option, yet I have heard of no proposal. The rules of the Cambridge University Assistants’ Contributory Pension Scheme do not need the agreement of other universities to be amended, so why not implement it?

My experience of the pensions’ debates is one where many members of the USS care deeply, and where the University has, in some respects, dropped the ball. I have been a member of various University Pensions Advisory Groups (PAGs) since October 2010. There has often been serious discussion at these meetings, yet the output of the PAGs has only been advisory, and the Pensions Working Group (PWG) has often watered down, or ignored, the PAG output. In the worst case, the PAG came to a conclusion, yet the decision of the group when circulated for approval for forwarding to the PWG had been ‘adjusted’. For once the inner workings of the University were exposed, since ‘tracked changes’ were on, and the author of the watering down was clear; it was the then Registry, who had not attended the PAG meeting.

The papers I have seen recently suggest that, despite the significant cuts in benefits, USS is now in dire straits again; partly this is because of the damage to gilt yields caused by Brexit (we have not heard much about that from the ‘leavers’). Hence, the PAG has recently been reformed and I am again a member. However, in the light of previous experience I do not hold out much hope that it will have much effect. Pensions are just not seen as a sufficient priority for those at the top, and if/when there are cuts, then those at the top are in a much better position to argue for compensatory pay increases, while those further down just have to grin and bear it.

This leads me back to this Report. One of the surprises for me in the papers supporting the Report was that the University’s deficit recovery contribution to USS is only 2.1%. This seems much lower than the numbers being bandied around when it was being argued that members of

the USS had to take a £5 billion hit. In searching around for the figures, I came across *Proposed Changes to USS – Myths, Misconceptions, and Misunderstandings*, published by the Employers Pensions Forum (EPF). In that it is stated that the reason why only 12% of the University’s 18% contribution above the salary threshold would be paid into the defined contribution scheme was because the

balance of the employer contribution will pay for future benefits in the career revalued benefits section and will be required to address the scheme’s funding deficit in respect of past service benefits.

I naïvely thought that most of the 6% was needed for the deficit, given that the figures in the USS 2014 Actuarial Valuation consultation on the proposed assumption for the old scheme’s technical provisions and recovery plan, gave the deficit contribution rate as 9.8%. When I asked around a few months ago, I was not alone in this misconception, but it turns out it was ‘just’ 2.1%.

So if only 2.1% of the 6% is going to pay off the deficit, where is the other 3.9% going? From the above employers’ quote it is going to ‘pay for future benefits in the career revalued benefits section’. Whose future benefits? The career revalued benefits section is for that portion of one’s salary up to the salary threshold, yet it seems that for USS not to end up with an increasing deficit on that part of the scheme, 3.9% of the employer contribution above the threshold of those earning more than the threshold is needed. I conclude that if all those earning above the threshold withdrew from the scheme, the scheme would have an increasing deficit. Hence to my mind, the University should not be paying 12% to those who withdraw from the scheme, but 8.1% to the employee with the other 3.9% paid to the USS, if necessary voluntarily, for future benefits in the career revalued benefits section of us all.

Now my sums in the previous paragraph might be flawed, but if they are I would like a detailed explanation in the Council response.

Professor R. J. ANDERSON (University Council, Computer Laboratory, and Churchill College), read by Dr Cowley:

Deputy Vice-Chancellor, I cannot support this measure. It rewards a senior professor on £120k who opts out of pension payments to avoid paying tax, but fails to reward a research associate on £30k who opts out of pension payments because she needs the money to pay her rent, or because she plans to return home after her postdoc. We should treat all staff equally.

Professor M. R. E. PROCTOR (University Council, and Provost of King’s College), read by the Senior Proctor:

Deputy Vice-Chancellor, I wish to support the conclusions of this Report. I am a member of Council and signed the Report. My personal views fully coincide with the conclusions expressed and the actions proposed.

I am in fact one of those persons whose University pension may be subject to Pension Tax when I retire from my Chair in September. However I have no personal interest in the Report’s recommendations as I have continued to make full pension contributions and will not be in a position to seek an uplift of salary if the provisions are approved.

It is an unfortunate but inescapable fact that all Universities are in competition for outstanding leadership in research and governance, and Cambridge must have the flexibility to be able to offer appropriate terms to those it wishes to attract and to retain. The proposals in the Report enhance that flexibility, at no cost to the University.

The proposals will of course also benefit a number of senior academics and administrative staff who are not involved in any pay negotiation. I have heard these described as ‘fat cats’, and concern has been expressed that this is a benefit only available to the higher paid, though it must be remembered that these are the same people who have had their projected pensions progressively reduced by the government’s Pension Tax changes. The salary uplifts that they would receive under the scheme would be subject to higher rate tax and this of course reduces the benefit provided to them.

The Report is reassuring concerning employees not immediately able to make use of the proposed scheme since it makes clear that there will be further consultation on the possibility of extending the provisions to those not subject to Pension Tax. I personally hope that the conclusion of the consultation will be that, so far as the law and the pension providers’ rules allow, some discretion will be allowed to all employees who wish – in full knowledge of the implications – to give up their pension benefits. This would give a similar role to personal choice as has been allowed in the recent relaxation of Government rules on pension commutation.

In conclusion, this Report is timely. It involves no additional University expenditure, or loss of income to anyone, and it enhances the University’s position in the marketplace. Further extension to a wider range of employees is under discussion. I hope that the Regent House will give it its full support.

Dr R. F. ANTHONY (University Council, and Bursar of Jesus College), read by the Senior Proctor:

Deputy Vice-Chancellor, I am Bursar of Jesus College, an elected member of the University Council, and a member of the Finance Committee’s Business Sub-Committee, although I am making these remarks in a personal capacity.

One of the greatest concerns of the University Council is how to maintain the University’s position as one of the top five global universities. We face intensive competition, not only from within the UK – especially Oxford and London – but also from across the world. A key factor in this is recruiting and retaining the best staff at a time when our resources are becoming more constrained. Effective use of these resources is therefore a necessity if Cambridge is to remain pre-eminent among its peers.

Where we have flexibility, we must use it to its greatest effect, particularly if our competitors are already doing so. How can the University be expected to retain and recruit top academics, when it is prevented from offering a pension that is as attractive as that offered by Oxford, Imperial, and other members of the Russell Group? The payment of a supplement for those who are disadvantaged by the current taxation rules relating to pensions is therefore something that the University must do.

The proposal before you has been brought forward after lengthy debate and consideration in various committees. Pay and pensions are always sensitive issues, and it is important that the University considers these matters carefully and seeks to make provision for all rather than a few. That is why I welcome the work being undertaken by the Remuneration Working Group and the Human Resources Committee to extend the proposals to a wider number of employees. However, this involves complex issues of law and pension regulation, and is not a reason for a delay, while our competitors move ahead of us.

Despite its name, the payment of a salary supplement is not extra pay for certain employees, it is merely replacing what they would have been paid as pension contributions and structuring it in a different way to avoid excess tax charges. There is no additional cost to the University, and it should not be compared to other supplements that have been introduced by the University, such as market pay.

The proposals made in the Joint Report have already taken a considerable amount of time to come before the Regent House, and further delay will only make it more difficult for the University to retain and recruit the most talented employees. I therefore urge the University to follow the example of other British universities and use the excellent pension provision it offers in the most effective and efficient way.

Professor E. V. FERRAN (Pro-Vice-Chancellor for Institutional and International Relations, and St Catharine’s College), read by the Senior Pro-Proctor:

Deputy Vice-Chancellor, as the Pro-Vice-Chancellor for Institutional and International Relations I wish to speak on the Joint Report of the Council and the General Board on the payment of a salary supplement for those who for tax reasons opt out of future pension provision.

The University needs to recruit and retain the most talented staff. It needs to be able to offer competitive remuneration packages to do so. Pension provision is a very important part of that package. Historically pension scheme membership has been of benefit to all staff and relatively straightforward in the way benefits accrue. Over recent years however, the increasing complexity of pension scheme structures and benefits combined with significant reductions in pension tax allowances has meant that some employees do not benefit from joining or remaining in the schemes offered.

Recognizing that this is a problem for both recruitment and retention of talented employees, the UK Higher Education sector has developed a cash supplement alternative for those who choose not to join, or to opt out of, pension schemes. Over 50 HEIs in the UK are now offering a supplement, including eleven members of the Russell Group. These universities include Oxford, Imperial, LSE, Edinburgh, Bristol, Exeter, Liverpool, and Glasgow.

Not being in a position to offer the supplement would threaten our competitiveness. Whilst we could make up some ground by using other pay supplement mechanisms, that approach would be less transparent than the dedicated cash supplement alternative and would be likely to operate in a way that is more favourable to new joiners than to existing staff.

The proposed cash supplement is an appropriate and fair approach for dealing with an issue that would otherwise leave staff at a disadvantage. The supplement is not an addition to total remuneration but a substitute for the contribution the University would otherwise have made to a pension scheme on behalf of a staff member. Without a supplement the staff member would, in effect, suffer a reduction in their total remuneration. The supplement is cost neutral for the University. Cost neutrality is an essential feature.

Initially the supplement will be 12% (for members of the USS) but with provision to review that figure to maintain cost neutrality should there be a change in pension scheme contribution rates. Detailed calculations are being undertaken to establish the appropriate figure for those in the Cambridge University Assistants’ Contributory Pension Scheme and other schemes administered by the University.

It has been suggested to me that limiting the scheme to those affected by the pension tax changes could discriminate in favour of older, male staff. I am satisfied that the scheme represents a proportionate means of meeting a legitimate aim which would be permitted under equalities legislation. In any case, I expect the diversity of eligible staff to increase quite quickly, particularly if we are able in due course to extend the scheme beyond staff affected by adverse tax issues.

The proposed cash supplement is a step in the direction of a more flexible approach to remuneration packages. Careful consideration has been given to whether the scope of the proposed scheme and the eligibility should be broadened beyond those affected by the pension tax changes. The University is not in a position to extend the supplement any further at the moment because of considerations relating to USS membership and to the prohibition in the pensions legislation on employers offering inducements to employees to opt out of pension arrangements. However, with detailed and careful work, it may be legally permissible to extend the scheme to other categories of staff. I am fully committed to exploring the possibilities and I have asked the Remuneration Working Group of the Human Resources Committee to investigate further as part of a wider review of the employee benefits package. I will report the findings to the General Board and Council.

In my role as Pro-Vice-Chancellor with strategic responsibility for staff I am critically aware of the importance of having competitive, fair, equitable, and sustainable remuneration policies and practices. The proposed scheme is consistent with that objective and will add to the attractive range of benefits which help to differentiate the University as an employer of choice.

Professor P. M. ALLMENDINGER (General Board, Head of the School of the Humanities and Social Sciences, and Clare College), read by the Senior Pro-Proctor:

Deputy Vice-Chancellor, as Head of the School of the Humanities and Social Sciences I wish to speak on the Joint Report of the Council and the General Board on the payment of a salary supplement for those who for tax reasons opt out of future pension provision.

As the Joint Report makes clear, this proposal has the support of the General Board and Council. It is based upon independent advice, is cost neutral, and is part of a broad review and modernization of rewards and benefits at all levels across the University. What is less clear in the Report are the issues to which it relates, issues that are pressing and critical to the future success of the University.

Within the School of the Humanities and Social Sciences we are increasingly struggling to recruit and retain staff at all levels, particularly international staff. Thus far we have not noticed a 'Brexit effect' though the devaluation of the pound has made salaries less competitive at all levels. At the same time housing costs in the city remain relatively high and at a comparable level with London. The main factor behind the recruitment problem is competition in terms of what other institutions – international and domestic – are offering; packages that go beyond salaries to include benefits such as housing support. After salaries, pensions are the issue which I discuss most often regarding recruitment and retention. Within the UK our competitor institutions, including Oxford, are also now offering a salary supplement for those who opt out of pension arrangements for tax purposes. Blocking this proposal will be met with a mixture of surprise and satisfaction at Oxford, LSE, Imperial, King's, Glasgow, Edinburgh, and elsewhere.

From the discussion at General Board I know that recruitment is a problem that is shared across the University. This proposal will not solve that problem. It is, however, an important part of the solution and without it I fear that the situation will worsen.

Whilst it is a cliché to say that the University exists in an increasingly competitive and global environment, it is nevertheless true. Whilst we do not know the final arrangements for our exit from the EU what we can say is that it is unlikely that staff recruitment will become easier as a result. As such we cannot simply assume that the brightest and the best staff will come to Cambridge or even stay here. There are a wide range of factors that will attract and retain staff such as the availability of affordable homes, excellent schools, and reliable public transport. Not all of these factors are within our direct control. However, we can act and we can make a difference in other areas and this proposal is part of a suite of changes that will help ensure that we remain attractive and an employer of choice at all levels.

The decisions we make as a University over the next couple of years will shape whether we maintain our international position and our relevance to society locally, nationally, and globally. We need to support change across the institution and ensure that we can adapt to uncertain times. Our staff are critical to our future. This is a pragmatic and sensible proposal that will help us remain attractive and recruiting and retaining staff.

Report of the General Board, dated 11 April 2017, on the establishment of a Jennifer Ward Oppenheimer Professorship of the Deep History and Archaeology of Africa (Reporter, 6461, 2016–17, p. 452).

No remarks were made on this Report.

COLLEGE NOTICES**Elections****Fitzwilliam College**

Elected to a Fellowship in Class B, with effect from 1 June 2017:

Michael Kenny, B.A., *CHR*, M.A., Ph.D., *Manchester*

Elected to a Fellowship in Class C, with effect from 1 October 2017:

David Winters, B.A., *Birmingham*, M.A., *London*

Vacancies

Fitzwilliam College: Up to five Bye-Fellowships in any field; benefits: membership of the Senior Combination Room, dining rights, enhanced supervision payment; tenure: from October 2017, renewable annually; closing date: 22 May 2017 at 10 a.m.; further details: <http://www.fitz.cam.ac.uk/vacancies/academic>

Newnham College: One-year Postdoctoral Affiliation (the College will have up to 25 at any one time); eligibility: applications welcome from women in any field who already hold an established and salaried postdoctoral research position or personal fellowship in the University of Cambridge or one of its associated research institutes, with tenure for at least two years (applicants must be based in Cambridge and have completed a Ph.D.); benefits: membership of the Senior Combination Room, dining rights, possibility of undergraduate teaching and/or graduate mentoring; tenure: from 1 October 2017, renewable annually for up to three years; closing date: 31 May 2017; further details: <http://www.newn.cam.ac.uk/vacancy/postdoctoral-affiliates/>

Events**Girton College**

57th Founders' Memorial Lecture: 6 June 2017
Hisham Matar – Life and Work

The Founders' Memorial Lecture, established in 1928, celebrates the values that underpinned the Foundation of Girton College: equality and inclusion, excellence in diversity, radical thinking, and an ethic of care.

This year's lecture will be given by 2017 Pulitzer Prize winning author Hisham Matar at 6 p.m. on Tuesday, 6 June 2017, in the Stanley Library, Girton College, Huntingdon Road. Entrance is free but places are limited and should be reserved (email: ms2276@cam.ac.uk, or tel.: 01223 338951); further details are available at <https://www.girton.cam.ac.uk/>.

Awards**Magdalene College***Peter Peckard Prize*

The College invites submissions for its annual Peter Peckard Prize, worth £1,000, on a topic relating to some form of human exploitation and slavery today. Essays or contributions in other media are welcomed from all undergraduate members of the University.

The closing date for the receipt of entries is 1 July 2017. Further details are available at <http://www.magd.cam.ac.uk/college-news/the-peter-peckard-prize/>.

EXTERNAL NOTICES**University of Oxford**

Merton College: Fitzjames Research Fellowship in Medieval English Literature; tenure: from 1 October 2017 for four years; salary: £29,819 a year plus £10,000 housing allowance or free accommodation; closing date: 8 June 2017 at 9 a.m.; further details: <https://www.merton.ox.ac.uk/vacancies>

Nuffield College Centre for Experimental Social Sciences: Research Administrator; salary £30,000; closing date: 30 May 2017 at 12 noon; further details: <http://www.nuffield.ox.ac.uk/About/Vacancies/Documents/CESSraJD17.pdf>

Nuffield College Centre for Social Investigation: Postdoctoral Research Officer (ESRC Brexit Project); salary: £30,478; closing date: 12 June 2017; further details: <https://www.nuffield.ox.ac.uk/About/Vacancies/Pages/Vacancies.aspx>

Oriel College: Outreach Officer (full-time, permanent); salary: £27,000; closing date: 29 May 2017; further details: <http://www.riel.ox.ac.uk/people/vacancies/outreach-officer>

University College (in association with the Faculty of English): Associate Professorship and Tutorial Fellowship in English Literature, 1550–1700; salary: £45,562–£61,179 a year (plus £10,842 a year College housing allowance if living outside College, and other benefits); closing date: 12 June 2017 at 12 noon; further details: <https://www.univ.ox.ac.uk/content/associate-professorship-and-tutorial-fellowship-english-literature-1550-1700>

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