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UNIVERSITY OF
CAMBRIDGE

NOTICES

Calendar

15 March, *Friday*. Full Term ends.

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

23 March, *Saturday*. Congregation of the Regent House at 11 a.m.

25 March, *Monday*. Lent Term ends.

30 March, *Saturday*. Congregation of the Regent House at 11 a.m.

17 April, *Wednesday*. Easter Term begins. First ordinary issue of the *Reporter* in the Easter Term.

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

23 April, *Tuesday*. Full Term begins. Mere's Commemoration. Sermon in St Benedict's Church at 11.45 a.m. Preacher, Professor Janet Soskice, Emerita Fellow of Jesus College and Emerita Professor of Philosophical Theology.

Annual Reports of the Council and of the General Board for the academic year 2017–18, and the Reports and Financial Statements for the year ended 31 July 2018: Notice in response to Discussion remarks

11 March 2019

The Council has received the remarks made at the Discussion on 22 January 2019 (*Reporter*, 6535, 2018–19, p. 372) concerning the above Reports (*Reporter*, 6530, 2018–19, p. 179).

The Council notes the helpful reminder to members of the Regent House about the role of the Board of Scrutiny from its Chair, Mr Goode.

Professor Anderson and Professor Gay draw attention to their reasons for signing a note of dissent to the Council's Annual Report and Mr Caddick comments further on this. The Council received information at its meeting on 18 February 2019 about progress made against the recommendations of the Divestment Working Group as endorsed by the Council (see *Reporter*, 6511, 2017–18, p. 702). As noted by the Chief Financial Officer in his remarks at the Discussion on 5 February 2019 (*Reporter*, 6537, 2018–19, p. 398), sector data on the holdings in the Cambridge University Endowment Fund (CUEF) will shortly be made available publicly for the first time together with more information on the operation of the Investment Office. The Working Group's report, as Mr Caddick notes, put forward a number of proposals in support of 'considered divestment' to enhance the University's role in tackling climate change. These proposals focus on the part that the University can play through academic leadership and research to work towards a carbon neutral future. The members of the Council, in weighing up decisions that affect the University's finances in their capacity as trustees, must consider all factors, with paramount importance given to the University's continued ability to carry out its mission, to contribute to society through the pursuit of education, learning and research at the highest international levels of excellence.

Professor Gay suggests that there is an error in the Council's Annual Report concerning the level of the cumulative monetary outperformance of the CUEF to the agreed benchmark. The figure is correctly stated in the Report as compound outperformance of £300m over the CUEF's ten-year existence, or on average £30m per annum, when compared to the agreed composite passive benchmark (the CUEF also continues to be ahead of its long-term objective of achieving returns of RPI + 5.25%). This composite benchmark has been set by the Investment Board as an appropriate measure against which to assess the CUEF's performance.¹ However, the Council recognises that the benchmark applied is only one of a range against which the CUEF's performance could reasonably be measured.

The Council refers Dr Thomas and Professor Anderson to the Council's previous response to similar comments concerning the finances and the objectives of the North West Cambridge development (*Reporter*, 6505, 2017–18, p. 551). Eddington is now an attractive location offering affordable key worker housing for rent to University and College staff; over 98% of the key worker housing for Phase 1 is now let to tenants. The high specification to which the accommodation has been built, combined with a rental model that deliberately keeps rents affordable, have resulted in the downward revaluation of the Phase 1 holdings, as reported in the Financial Statements. This is a consequence of developing a site with aims that are broader than the purely commercial. The external interest paid annually is expected to exceed rental income after current-year operating costs for an extended period of time. Indeed, current forecasts suggest that the development will only start to produce an annual surplus towards the end of the original loan term (2052). Therefore, while Phase 1 should ultimately generate sufficient net surplus to cover bond interest and principal, this will not be achieved by 2052 and the University will consider disposal or refinancing options at that stage. It could take 20 to 30 years beyond that date for Phase 1 to achieve a cumulative cash-flow-positive position.

The Council notes the comments made by Mr Goode and Dr Thomas on the remuneration of senior staff including the Vice-Chancellor in comparison to that of other staff. It welcomes the introduction of a pay ratio to compare the salary of the Vice-Chancellor with the median of all staff as a means of gauging the balance of pay between them and enabling comparison with other institutions. It notes that the remuneration of the Vice-Chancellor at the University of Cambridge is in line with that of other UK leaders of higher education institutions and is significantly less than that of its global peers. The Council observes that, as a member of the New Joint Negotiating Committee for Higher Education Staff (N-JNCHES), the University is bound by the national pay awards agreed under the N-JNCHES process. However, the Council acknowledges the need to improve the total reward package offered to staff and tackle pay inequalities. Details of initiatives which aim to close the gender pay gap are set out in the report (see *Reporter*, 6536, 2018–19, p. 386).

¹ The 65:35 Composite Benchmark is composed of 65% MSCI AC World Index, 15% Barclays Capital Global Aggregate Bond Index (hedged to GBP), 10% FTSE British Government Index-Linked All Stocks and 10% UK IPD (Property) Total Return.

The Council recognises the importance of staff and student wellbeing, noted in the remarks of Professor Evans, to the wellbeing of the University as a whole. As noted in the General Board's Annual Report, an application for additional resources to cover University staff requirements is being put forward in the current planning round, and a Student Mental Health and Wellbeing Strategy has been devised to identify and promote sources of support. One of the major pillars of the Student Support Initiative is to provide additional resource to sustain student wellbeing.

Professor Evans asks whether the report that the General Board is to receive on the lessons learned from the programme of Strategic Research Reviews will be published as a Report to the University for Discussion. The General Board will be asked to consider this point when it receives the report in the Easter Term 2019.

Finally, the Council notes that a number of remarks on these Reports make comments about individuals and reminds members of the standards of courtesy and restraint that are expected to be observed in making remarks at a Discussion.

The Council is submitting a Grace (Grace 1, p. 445) for the approval of its Annual Report (which includes the General Board's Report).

Report of the Council on the governance of the remuneration of the Vice-Chancellor and senior post-holders and other pay-related matters: Notice in response to Discussion remarks

11 March 2019

The Council has received the remarks made at the Discussion on 22 January 2019 (*Reporter*, 6535, 2018–19, p. 380) concerning the above Report (*Reporter*, 6532, 2018–19, p. 297).

It has passed the remarks to its Remuneration Committee, which is taking the remarks very seriously and is considering what might be done to mitigate at least some of the concerns. The Remuneration Committee will report to the Council in the Easter Term 2019.

Research Excellence Framework 2021: Consultation on the Code of Practice

On behalf of the Pro-Vice-Chancellor for Research and as part of a wider consultation on the Code of Practice governing the University's submission to REF2021, the REF Office invites responses to the online consultation on the Code of Practice from all members of staff with an interest in REF2021. The online consultation is **open until 25 March 2019** and further information, including links to the survey, can be found on the REF website (raven required) at: <https://www.ref.admin.cam.ac.uk/news/ref2021-consultation-code-practice-8-25-march-2019>

Annual Reports

The following Annual Reports have been received by the Council and/or the General Board and are available as indicated:

Botanic Garden Annual Report 2017–18	https://www.admin.cam.ac.uk/reporter/documents/botanic/botanic-garden-annual-report-2018.pdf
Cambridge Assessment Annual Report for year ended 31 July 2018	http://www.cambridgeassessment.org.uk/Images/519063-annual-report-17-18.pdf
Careers Service Annual Report 2017–18	https://www.admin.cam.ac.uk/reporter/documents/careers-service/careers-service-annual-report_2017-18.pdf
Isaac Newton Institute for Mathematical Sciences Annual Report 2017–18	http://www.newton.ac.uk/documents/annual-reports
McDonald Institute for Archaeological Research Annual Report 2016–17	https://www.mcdonald.cam.ac.uk/publications/annual-reports
West and North-West Cambridge Estates Board Annual Report for year ended 31 July 2018	https://www.admin.cam.ac.uk/reporter/documents/nw-cam/nw-cam-annual-report-2018.pdf

Details of further Annual Reports published will appear in the *Reporter* of 17 July 2019.

VACANCIES, APPOINTMENTS, ETC.

Vacancies in the University

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

DeepMind Professorship of Machine Learning in the Department of Computer Science and Technology: informal enquiries: Professor Ann Copstake, Convenor of the Board of Electors (email: aac10@cam.ac.uk); tenure: from 1 October 2019 or as soon as possible thereafter; closing date: 15 April 2019; further details: <http://www.jobs.cam.ac.uk/job/20739/>; quote reference: NR18436

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.

AWARDS, ETC.**Anthony Wilkin Fund, 2019**

The Faculty Board of Human, Social and Political Science invites applications for the Anthony Wilkin Studentship in Ethnology and Archaeology and for grants from the Anthony Wilkin Fund. The Fund is devoted to the encouragement of research in Ethnology and Archaeology. For the Studentship, preference is given to candidates who have obtained honours in the subjects of Archaeology, Biological Anthropology or Social Anthropology in the Human, Social and Political Sciences Tripos, or who have been approved for the award of the degree of Master of Philosophy having followed a course under the supervision of the Degree Committee for the Faculty. For grants, preference is given to current Cambridge graduate students, University Teaching Officers (UTOs), Postdoctoral Fellows and scholars affiliated with the University of Cambridge desiring to pursue research in Ethnology or Anthropology or Archaeology.

Applications should be sent to Anna O'Mahony (email: administrator@arch.cam.ac.uk) no later than **30 May 2019**. Letters of reference (two for the Studentship, one for grants) should be sent directly to administrator@arch.cam.ac.uk by referees, to arrive no later than 30 May 2019. The value of individual awards, including both grants and the Studentship, will be decided by the Management Committee. The application form is available at: <https://www.arch.cam.ac.uk/prospective-students/graduate-funding/AnthonyWilkinapplicationform.docx/>.

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/>). A variety of training courses are also available to members of the University, information and booking for which can be found at <http://www.training.cam.ac.uk/>

Brief details of upcoming events are given below.

<i>Cambridge Conservation Initiative</i>	<i>Earth Talk: Introducing the Cambridge Conservation Initiative</i> , Elizabeth Allen of CCI introduces the initiative and the organisations working together for the natural world, at 6 p.m. on Tuesday, 19 March 2019 at the Museum of Zoology	https://www.museum.zoo.cam.ac.uk/events/cci-earth-talk-intro-cambridge-conservation-initiative
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NOTICES BY THE GENERAL BOARD**Renaming of the Faculty of Modern and Medieval Languages****With effect from 1 October 2019**

The General Board, on the recommendation of the Faculty of Modern and Medieval Languages, with the support of the Council of the School of Arts and Humanities, and following consultation with the other institutions in the School, has approved the renaming of the Faculty of Modern and Medieval Languages as the Faculty of Modern and Medieval Languages and Linguistics (MMLL).

The Board has also approved consequential changes to Ordinances to reflect the change in name.

Professorship of Surgical Oncology

The General Board has been informed by the Board of Electors to the Professorship of Surgical Oncology that it has been unable to make an election to this Professorship (see *Reporter*, 6379, 2014–15, p. 421). Under the provisions of Special Ordinance C (vii) B.20(a)(ii) the Board has discontinued the Professorship until 30 April 2019.

NOTICES BY FACULTY BOARDS, ETC.**Natural Sciences Tripos, Part II (History and Philosophy of Science), 2019–20: Papers and Sources**

The Board of History and Philosophy of Science gives notice that the written papers available for examination in 2020 are as follows:

- Paper 1. Early history of science, medicine and technology
- Paper 2. Sciences and empires (1780–present)
- Paper 3. Modern medicine and life sciences (1780–present)
- Paper 4. Philosophy and scientific practice
- Paper 5. Epistemology and metaphysics of science
- Paper 6. Ethics and politics of science, technology and medicine

The prescribed sources for the essay component of the Part II course in 2019–20 can be found online at: https://www.hps.cam.ac.uk/study/undergraduate/partii#primary_sources

FORM AND CONDUCT OF EXAMINATIONS

Notices by Faculty Boards, or other bodies concerned, of changes to the form and conduct of certain examinations to be held in 2018–19, by comparison with those examinations in 2017–18, are published below. Complete details of the form and conduct of all examinations are available from the Faculties or Departments concerned.

Development Studies for the M.Phil. Degree, 2018–19

The Degree Committee for the Department of Politics and International Studies gives notice that the mandatory and optional modules available to study for the examination in Development Studies for the degree of Master of Philosophy in the academic year 2018–19, will be as follows:

Group 1 – Core Papers

- Paper 1. *Development economics*: to be examined by an essay of not more than 4,000 words on a topic approved by the Development Studies Committee and a two-hour examination
- Paper 2. *Institutions and development*: to be examined by an essay of not more than 4,000 words on a topic approved by the Development Studies Committee and a two-hour examination
- Paper 3. *Sociology and politics of development*: to be examined by an essay of not more than 4,000 words on a topic approved by the Development Studies Committee and a two-hour examination
- Paper 4. *Globalisation and development*: to be examined by an essay of not more than 4,000 words on a topic approved by the Development Studies Committee and a two-hour examination

Group 2 – Full Papers

- Paper 15. *Education and human development*: to be examined by two essays of not more than 5,000 words each on topics approved by the Development Studies Committee
- Paper 30. *Justice and development*: to be examined by two essays of not more than 5,000 words each on topics approved by the Development Studies Committee
- Paper 43. *Political economy of development in Africa*: to be examined by two essays of not more than 5,000 words each on topics approved by the Development Studies Committee
- Paper 400. *The development of Central Asia and caucasus*: to be examined by two essays of not more than 5,000 words each on topics approved by the Development Studies Committee

Group 2 – Half Papers

- Paper 13. *Financial organisation and economic growth*: to be examined by an essay of not more than 4,000 words on a topic approved by the Development Studies Committee
- Paper 14. *Happiness, justice, freedom and capabilities: a philosophical exploration*: to be examined by an essay of not more than 4,000 words on a topic approved by the Development Studies Committee
- Paper 340. *Gender and development*: to be examined by an essay of not more than 5,000 words on a topic approved by the Development Studies Committee and participation in a bi-monthly research seminar
- Paper 900. *Humanitarianism and development*: to be examined by an essay of not more than 5,000 words on a topic approved by the Development Studies Committee

CLASS-LISTS

Approved for degrees

The Board of Graduate Studies has approved the following persons for the award of degrees. In the case of degrees where dissertations are required to be deposited in the University Library, the title of the dissertation is shown after the name of the person by whom it was submitted.

This content has been removed as it contains personal information.

OBITUARIES**Obituary Notice**

PETER CARPENTER, MBE, M.A., formerly External Director of Studies in Education at Churchill College, Founder of the Kurt Hahn Trust and recipient of the Verdienstkreuz 1. Klasse, died on 12 February 2019, aged 96 years.

GRACES**Graces submitted to the Regent House on 13 March 2019**

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. 105), will be deemed to have been approved at 4 p.m. on Friday, 22 March 2019.

1. That the Annual Report of the Council for the academic year 2017–18, dated 19 November 2018 (*Reporter*, 6530, 2018–19, p. 181) be approved.¹
2. That the recommendations in paragraph 5 of the Report of the General Board, dated 15 February 2019, on the establishment of certain Professorships (*Reporter*, 6538, 2018–19, p. 418) be approved.

¹ See the Council's Notice on p. 439.

E. M. C. RAMPTON, *Registrar*

END OF THE OFFICIAL PART OF THE 'REPORTER'

REPORT OF DISCUSSION

Tuesday, 5 March 2019

A Discussion was held in the Senate-House. Deputy Vice-Chancellor Professor Sarah Worthington was presiding, with the Registrary's deputy, the Senior Proctor, the Deputy Senior Proctor and three other persons present.

The following item was discussed:

Report of the General Board, dated 15 February 2019, on the establishment of certain Professorships (Reporter, 6538, 2018–19, p. 418).

No remarks were made on this Report.

COLLEGE NOTICES

Vacancies

Darwin College: the Fellows of Darwin College are seeking to elect a Master to succeed Professor Mary Fowler from 1 October 2020. Enquiries, or suggestions of names of possible candidates for consideration, should be sent to Professor Anne Ferguson-Smith, Chair of the Search Committee, or Julian Evans, College Secretary (email: mastership@darwin.cam.ac.uk or tel: 01223 764651); closing date: 26 April 2019; further details: <http://www.darwin.cam.ac.uk/vacancies>

Fitzwilliam College: Fellowship and College Lectureship in Modern European History; tenure: five years from 1 September 2019; salary: £32,236 with annual increments up to maximum of £36,261; closing date 11 April 2019; further details: <https://www.fitz.cam.ac.uk/vacancies>

College Teaching Officer in Law (in association with *King's College*) with a Fellowship at Fitzwilliam College and a Bob Alexander Teaching Bye-Fellowship at King's College; tenure: five years from 1 September 2019; salary: £32,236 with annual increments up to maximum of £36,261; closing date 11 April 2019 at 12 noon; further details: <https://www.fitz.cam.ac.uk/vacancies>

Girton College: Bursar; tenure: permanent; stipend: point on University scale will be based on experience and portfolio of the applicant; closing date: 12 April 2019 at 5 p.m.; further details: <https://www.girton.cam.ac.uk/vacancies>

Newnham College: Isaac Newton Trust/Newnham College Research Fellowship in Engineering; tenure: five years from 1 October 2019; stipend: £26,495–£31,604 depending on experience, plus benefits; closing date: 8 April 2019; further details: <http://www.newn.cam.ac.uk/research/research-fellowships/>

Queens' College: Queens' Postdoctoral Research Associates (Q-PDRA) 2019 (four posts) for matriculated members of Queens' College; any subject discipline considered; tenure: one year in the first instance; personal research allowance of £500 plus SCR membership and three meals per week; closing date: 12 April 2019; further details: <https://www.queens.cam.ac.uk/life-at-queens/vacancies/queens-postdoctoral-research-associates-q-pdra-scheme-2019>

Postdoctoral Research Associates (PDRA) 2019 (four posts); applicants should not be matriculated members of any Cambridge College; any subject discipline considered; tenure: one year in the first instance; personal research allowance of £500 plus SCR membership and three meals per week; closing date: 12 April 2019; further details: <https://www.queens.cam.ac.uk/life-at-queens/vacancies/postdoctoral-research-associates-pdra-scheme-2019>

Trinity College: Six-hour College Lectureship in Mathematics for Natural Sciences; tenure: five years in the first instance; salary: £9,520; closing date: 15 April 2019; further details: <https://www.trin.cam.ac.uk/vacancies/>

EXTERNAL NOTICES

Oxford Notices

Jesus College: Stipendiary Junior Research Fellowship in Philosophy; salary: £32,236; closing date: 7 May 2019 at 12 noon; further details: <https://www.jesus.ox.ac.uk/vacancies>

St Catherine's College: Communications and Marketing Officer; salary: £25,482–£29,515; closing date: 27 March 2019; further details: <https://www.stcatz.ox.ac.uk/category/vacancies>

Oxford Centre for Islamic Studies: Home Bursar; closing date: 1 April 2019 at 12 noon; further details: <https://www.saxbam.com/appointment/oxford-centre-for-islamic-studies/>