

# CAMBRIDGE UNIVERSITY REPORTER

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UNIVERSITY OF  
CAMBRIDGE

**NOTICES****Calendar**

25 November, *Saturday*. Congregation of the Regent House at 10 a.m.

29 November, *Wednesday*. End of third quarter of Michaelmas Term.

1 December, *Friday*. Full Term ends.

5 December, *Tuesday*. Discussion by videoconference at 2 p.m. (see below).

**Discussions (Tuesdays at 2 p.m.)**

5 December

12 December

**Congregations (at 10 a.m. unless otherwise stated)**

25 November

**Additional Discussion on Tuesday, 5 December 2023: Process for Senate elections**

The Council has scheduled an additional Discussion to be held on 5 December 2023 (see paragraph 1 of the Report on p. 113). The Vice-Chancellor accordingly invites members of the Senate, members of the Regent House, University and College employees, registered students and others qualified under the regulations for Discussions (*Statutes and Ordinances*, p. 111) to attend the Discussion, to be held **by videoconference on Tuesday, 5 December 2023 at 2 p.m.** The following item will be discussed:

1. Report of the Council, dated 10 November 2023, on a revised nomination and election process for Senate elections (p. 113).

Those wishing to join the Discussion by videoconference should email [UniversityDraftsman@admin.cam.ac.uk](mailto:UniversityDraftsman@admin.cam.ac.uk) from their University email account (if they have one), providing their CRSid (if a member of the collegiate University), by 10 a.m. on the date of the Discussion to receive joining instructions. Alternatively contributors may email their remarks to [contact@proctors.cam.ac.uk](mailto:contact@proctors.cam.ac.uk), copying [ReporterEditor@admin.cam.ac.uk](mailto:ReporterEditor@admin.cam.ac.uk), by no later than 10 a.m. on the day of the Discussion for reading out by the Proctors,<sup>1</sup> or may ask someone else who is attending to read the remarks on their behalf.

In accordance with the regulations for Discussions, the Chair of the Board of Scrutiny or any ten members of the Regent House<sup>2</sup> may request that the Council arrange for one or more of the items listed for discussion to be discussed in person (usually in the Senate-House). Requests should be made to the Registry, on paper or by email to [UniversityDraftsman@admin.cam.ac.uk](mailto:UniversityDraftsman@admin.cam.ac.uk) from addresses within the cam.ac.uk domain, by no later than 9 a.m. on the day of the Discussion. Any changes to the Discussion schedule will be confirmed in the *Reporter* at the earliest opportunity.

General information on Discussions is provided on the University Governance site at <https://www.governance.cam.ac.uk/governance/decision-making/discussions/>.

<sup>1</sup> Any comments sent by email should please begin with the name and title of the contributor as they wish it to be read out and include at the start a note of any College and/or Departmental affiliations held.

<sup>2</sup> <https://www.scrutiny.cam.ac.uk/> and [https://www.admin.cam.ac.uk/reporter/regent\\_house\\_roll/](https://www.admin.cam.ac.uk/reporter/regent_house_roll/).

**Mere's Commemoration: Preacher appointed**

The Vice-Chancellor gives notice that she has appointed Dr Ruth Jackson Ravenscroft, Bye-Fellow, Tutor and Director of Studies of Sidney Sussex College, Bye-Fellow and Director of Studies of Lucy Cavendish College, member and Director of Studies of Corpus Christi College, Foundation Year Teaching Associate and Affiliated Lecturer in the Faculty of Divinity, to preach the sermon at the annual commemoration of John Mere, in St Bene't's Church, at 11.45 a.m. on Tuesday, 23 April 2024.

**Election of a member of the Council's Finance Committee in class (b)**

A vacancy will arise on the Council's Finance Committee for a member of the Regent House, elected by representatives of the Colleges, to serve for three years from 1 January 2024.

The election is conducted in accordance with the Single Transferable Vote regulations.<sup>1</sup> Voting is by postal ballot.

Nominations should be made in writing to the Director of Governance and Compliance, University Offices, The Old Schools, Cambridge, CB2 1TN, and must include a statement by the person nominated that they are willing to serve on the Finance Committee. Nominations and statements should be made by **12 noon on Friday, 24 November 2023**. Nominations should be supported by the signatures of two members of the Regent House.

If a ballot is necessary, papers will be dispatched by Friday, 1 December, for return by 12 noon on Tuesday, 12 December 2023.

<sup>1</sup> See *Statutes and Ordinances*, p. 121.

## Pilot registration process for online voting in votes of the Senate

2 November 2023

In July 2023, the Senate approved changes to introduce electronic voting in elections and other votes of the Senate (*Reporter*, 2022–23: 6703, p. 715; 6708, p. 849). Members of the Senate<sup>1</sup> can now choose to cast their votes in person or online. The Report presenting the proposal noted that there would be an additional step for those voting online, who would need to register so that their identity could be verified before granting access to voting systems. This Notice provides information about the proposed registration process.

The Council has agreed to run a pilot registration process. The process involves completion of a short online form that requests details from which Senate membership can be checked and confirmed against University records. Members of the Senate are invited to **comment on the process by 5 p.m. on 26 January 2024** by emailing [ConsultationResponses@admin.cam.ac.uk](mailto:ConsultationResponses@admin.cam.ac.uk). After that date, the Council will publish an update providing details of the final registration process after taking account of feedback received. The pilot registration form is available at: <https://www.governance.cam.ac.uk/governance/key-bodies/senate/Pages/Voting-in-an-election-of-the-Chancellor.aspx>.

Registration confirmed during the pilot will count as registration for the purposes of future votes of the Senate. Members of the Senate who take part in the pilot will therefore not need to complete the form again, unless they wish to update their details or voting preferences.

In the pilot process, members of the Regent House who already vote online in votes of the Regent House are automatically opted in to voting online in votes of the Senate. Members of the Regent House can use the registration form to change their voting method to in-person voting or, having changed to in-person voting, to revert to online voting at a later date.

<sup>1</sup> For information on Senate membership see <https://www.governance.cam.ac.uk/governance/key-bodies/senate/>.

## Implementation of Topping Study recommendations

9 November 2023

In July, the Council published a study exploring the implications of a Grace proposing an end to all sponsorship and collaboration with companies involved in the fossil fuel industry (*Reporter*, 6709, 2022–23, p. 854). The Study, led by Nigel Topping, former UN Climate Change High Level Champion for COP26, made four recommendations. The Council also reported that it had asked a working group to consider whether, and if so how, the Study's recommendations might be implemented, and to propose a format for consultation on the Grace, informed by the findings of the Topping Study. The working group's report, together with background reports on the internal and external context, are available at <https://www.admin.cam.ac.uk/cam-only/reporter/2023-24/weekly/6718/WorkingGroupToppingReport-2023.pdf>.

In October, the Council agreed with the following four actions proposed by the working group to take forward the Topping Study's recommendations:

1. To develop an institutional academic strategy in climate and sustainability, building upon the University's interdisciplinary research strengths, capabilities and ambitions. If the Regent House supports the Council's proposal to create an additional office of Pro-Vice-Chancellor with responsibility for sustainability,<sup>1</sup> the person appointed to that role is likely to play a significant part in the development and implementation of the strategy.
2. The Committee on Benefactions and External and Legal Affairs to review its processes with reference to the feedback from the Topping Study and mindful of the priorities set out in a future strategy in climate and sustainability.
3. The Head of Sustainable Procurement to establish a plan, in the context of the new Procurement Strategy under development, to meet ISO 20400 standards for Sustainable Procurement.
4. To provide a plan for engaging with members of the University community, including students, to support the exchange of views on the issues raised, so that those views can inform the development of the strategy in climate and sustainability.

Community engagement will start this term, with several meetings with heads of institutions, academic staff, professional services staff, and students. The Council will announce details of these meetings in the *Reporter*. The Council will also publish updates as progress is made towards its other goals.

<sup>1</sup> See *Reporter*, 6715, 2023–24, p. 69.

## VACANCIES, APPOINTMENTS, ETC.

### Electors to the A. G. Leventis Professorship of Greek Culture: Amendment

Further to the Notice published on 27 September 2023 (*Reporter*, 6711, 2023–24, p. 3), the membership of the Board of Electors to the A. G. Leventis Professorship of Greek Culture has changed. Professor Verity Platt, *Cornell University*, has stepped down and been replaced by Professor Peter Thonemann, *University of Oxford*.

### Electors to the Professorship of Evolutionary Biology and Ecology

The Council has appointed members of the *ad hoc* Board of Electors to the Professorship of Evolutionary Biology and Ecology as follows:

Professor Anne C. Ferguson-Smith, *DAR*, in the Chair as the Vice-Chancellor's deputy

(a) *on the nomination of the Council*

Professor Kate Jones, *University College London*

Professor Anna Philpott, *CL*

(b) *on the nomination of the General Board*

Professor Beverley Glover, *Q*

Professor Lucas Keller, *University of Zürich*

Professor Edgar Turner, *CL*

(c) *on the nomination of the Faculty Board of Biology*

Dr Nick Fraser, *National Museums Scotland*

Professor Christopher Jiggins, *JN*

Professor Rebecca Kilner, *PEM*

## Election

The following election has been made:

Professor HOWARD JAMES STONE, M.A., Ph.D., *Q*, Professor of Metallurgy (Grade 11), Department of Materials Science and Metallurgy, elected Tata Steel Professor of Metallurgy with effect from 1 November 2023.

## Vacancies in the University

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

**Paul Mellon Professorship of American History in the Faculty of History**; tenure: 1 October 2024 or as soon as possible thereafter; informal enquiries: Professor Mary Laven, Chair of the Faculty of History and Convenor of the Board of Electors (email: [chair@hist.cam.ac.uk](mailto:chair@hist.cam.ac.uk)); closing date: 11 December 2023; further details: <https://www.jobs.cam.ac.uk/job/43935/>; quote reference: JJ39377

**Professorship of Macroeconomics in the Faculty of Economics**; tenure: from 1 September 2024 or as soon as possible thereafter; informal enquiries: Professor Oliver Linton, Chair of the Faculty of Economics and Convenor of the Board of Electors (email: [obl20@cam.ac.uk](mailto:obl20@cam.ac.uk)); closing date: 18 December 2023; further details: <https://www.jobs.cam.ac.uk/job/43919/>; quote reference: JH39363

**Research Assistant/Associate in Observational Cosmology and Astrophysics with LSST (fixed-term) in the Institute of Astronomy**; tenure: three years in the first instance; salary: £32,982 (Assistant) or £36,024 (Associate); closing date 15 January 2024; further details: <https://www.jobs.cam.ac.uk/job/43579/>; quote reference: LG39066

**Interim Business and Operations Manager (fixed-term) in the Department of Veterinary Medicine**; tenure: two years in the first instance; salary: £61,198; closing date: 26 November 2023; further details: <https://www.jobs.cam.ac.uk/job/43851/>; quote reference: PP39303

*The University actively supports equality, diversity and inclusion and encourages applications from all sections of society.*

*The University has a responsibility to ensure that all employees are eligible to live and work in the UK.*

## EVENTS, COURSES, ETC.

### Announcement of lectures, seminars, etc.

The University offers a large number of lectures, seminars and other events, many of which are free of charge, to members of the University and others who are interested. Details can be found on individual Faculty, Department and institution websites, on the What's On website (<https://www.admin.cam.ac.uk/whatson/>) and on Talks.cam (<https://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 online at <https://www.training.cam.ac.uk/>.

Brief details of upcoming events are given below.

#### *MRC Laboratory of Molecular Biology*

Crick Lecture 2023: Jill Banfield (University of California, Berkeley), on *Innovating metagenomics to explore the strange world of archaeal extrachromosomal elements*, in person in the Max Perutz Lecture Theatre and online via Zoom, on Monday, 27 November 2023 at 11 a.m.; further details: <https://www2.mrc-lmb.cam.ac.uk/news-and-events/scientific-seminars/>

## REPORTS

### Report of the Council on a revised nomination and election process for Senate elections

The COUNCIL begs leave to report to the University as follows:

1. In June 2023, the Senate approved changes to allow the introduction of electronic voting in votes of the Senate (*Reporter*, 2022–23: 6703, p. 715; 6708, p. 849). In its response to remarks on the Report, the Council noted that it would consult in the Michaelmas Term 2023 on further changes to Senate procedures, with the aim of publishing a Report (*Reporter*, 6708, 2022–23, p. 838). In a slight change of plan, the Council is publishing this Report to provide details of its proposals and at the same time is using alumni channels to consult with the wider membership of the Senate on the Report's recommendations. The Council has also agreed to schedule an additional Discussion, on 5 December 2023, to give a longer timeline for review of the Report's recommendations.

2. The Senate elects the Chancellor and the High Steward, two of the University's highest offices. It also approves its own procedures. The Senate comprises all members of the University who hold certain degrees from the University and all members of the Regent House.

3. Following the election of the Chancellor in 2011, the Council set up a working group to review the election process. That group's recommendations were submitted for approval in July 2014, but the Vice-Chancellor withdrew them once it became apparent that it did not have the full support of the Senate and a vote might be called on them (*Reporter*: 2013–14, 6347, p. 536 and 6355, p. 705; 2014–15, 6361, p. 57). Members of the Senate welcomed

parts of the 2014 recommendations. For instance, there was acknowledgement that greater flexibility was needed with regard to the timetable and that re-opening the nomination period due to the withdrawal of a nominee would not necessarily be conducive to the timely completion of the process. However, members of the Senate were less convinced about the revised role of the Nomination Board and questioned its retention. The proposal that voting should continue to be conducted under the Single Transferable Vote regulations also attracted criticism.

4. The Council has considered the comments made, including those at the Discussion in June 2023, and now proposes a new Ordinance to govern the process for electing the Chancellor and the High Steward (set out in Annex A).<sup>1</sup> The new proposals incorporate the suggestions made by members of the Senate, most notably the removal of the Nomination Board and the replacement of the Single Transferable Vote voting system with 'first past the post'. The main changes, when compared to the existing process, are set out in the table below.<sup>2</sup>

5. The Council has published information separately about a pilot registration process for making nominations in elections and voting online in votes of the Senate, and the ways for giving feedback on that process (p. 111). It also invites members of the Senate to comment on the registration process at the Discussion of this Report.

#### (a) Removal of the Nomination Board

##### *Current position:*

- A Nomination Board nominates a candidate for election as Chancellor, to ensure that there is at least one nomination. Once the Board has published its nomination, members of the Senate are invited to make their own nominations.

##### *Reasons for changes:*

- The Board's nominee is likely to be seen as the establishment candidate, which could be a disadvantage to that candidate.
- Unlike all other nominees, the Board's candidate might not necessarily have the support of 50 members of the Senate.
- See also (b) below; the Council makes a nomination if there are no candidates.
- See also (c) below on changes to the election timetable.

<sup>1</sup> The current Ordinance for the Nomination and Election of the Chancellor is published in *Statutes and Ordinances*, p. 109.

<sup>2</sup> Any reference to the process for the election of the Chancellor also applies to the process for the election of the High Steward.

**(b) Election of a University Council nominee if no candidate is nominated***Current position:*

- The nomination process starts again if there are no candidates by the close of the nomination period.

*Details of changes:*

- If no candidate is nominated by the deadline, the Council<sup>3</sup> nominates one candidate, who is automatically declared elected as Chancellor.

*Reasons for changes:*

- To conclude the process without the need to rerun the nomination process, and to provide a nominee in the absence of the Nomination Board.

**(c) Changes to the election timetable***Current position:*

- The Nomination Board cannot formally meet until 70 days in term before the vacancy is due to occur (even if it has advance notice), but it has to publish the name of its nominee by the end of the 70-day period.
- Members of the Senate have 28 days of term to submit nominations after the announcement of the Board's nominee.
- Candidates cannot withdraw from the election if only 7 days remain before the first of the days appointed for voting. If a candidate withdraws, nominations reopen for a further 28 days and any days appointed for voting within those 28 days are automatically cancelled.
- The process starts again from the beginning following the death of a candidate.
- The Vice-Chancellor determines the days for voting in person and online.

*Details of changes:*

- The Council determines the timetable for the election, including the days for voting and the latest day on nominations of candidates must be received.
- Elections will normally take place in Full Term and the Council will give at least 40 days' notice of every election.
- Candidates have to be formally nominated at least 17 days before the first day of voting in the election.
- No timetable changes are triggered by the death or withdrawal of a candidate. If at the close of the nomination period there is more than one candidate, there will be an election. If there is one candidate, that person is elected. As noted above, if there is no candidate, the Council makes a nomination.

*Reasons for changes:*

- To provide a simpler timetable that is easier to follow and more flexible but within parameters in Ordinance to ensure fairness.
- If the Chancellor resigns, the changes will allow the Council to start the nomination process as soon as there is notice of resignation, enabling better transition planning.

**(d) Replacement of the Single Transferable Vote with the first-past-the-post voting system***Current position:*

- The Single Transferable Vote (STV) system is used in all elections.

*Details of changes:*

- The first-past-the-post voting system is used to elect members of the House of Commons; the candidate with the most votes wins the election.

*Reasons for changes:*

- In STV, voters cast a single vote but have the option to rank candidates in their order of preference. A vote may be transferred to a voter's lower ranked alternates if their preferred candidate is eliminated or elected with surplus votes. STV works well if there are several vacancies, but where there is only one vacancy (as in the election of the Chancellor), it can lead to the election of a candidate who is not the first choice of the majority of voters.

**(e) The Vice-Chancellor makes a choice if there is an equality of votes***Current position:*

- The election process starts again if the candidates with the highest number of votes have the same number of votes.

*Reasons for changes:*

- To conclude the process without the need to rerun the election.

<sup>3</sup> For the purpose of making a nomination, the membership of the Council would not include its student members, nor include the Chancellor on the occasion of an election to the office of Chancellor. However, the Council would consult with its student members before making a nomination.

**(f) The Vice-Chancellor or a deputy is the returning officer***Current position:*

- There is no explicit reference to the identity of the returning officer, who is responsible for the conduct of votes.

*Reasons for changes:*

- To bring the process into line with other University elections and votes (in most University elections and votes, the Vice-Chancellor is formally the returning officer, but has delegated this responsibility to the Registry).

**(g) Changes to align arrangements where there is no reason for them to be different***Current position:*

- There are differences between the arrangements for Senate elections and for votes on changes to Senate procedures.<sup>4</sup>

*Details of changes:*

- The election framework remains broadly the same, except:
  - the Council determines the ballot timetable instead of the Vice-Chancellor;
  - ballots normally take place in Full Term; and
  - the authority to postpone elections for up to 80 days is replaced with the authority to postpone a ballot so that an election can take place first.

*Reasons for changes:*

- To make the arrangements easier to follow.

**(h) Additional publicity for Senate matters through alumni channels***Current position:*

- All announcements about voting and other matters of interest to members of the Senate are published in the *Reporter* and on the University website.

*Reasons for changes:*

- To make sure matters of interest to the Senate are brought to the attention of all members who wish to receive this information.

**6. The Council recommends** that the changes to the Ordinances governing Senate procedures, as set out in Annex A, be approved.

10 November 2023

DEBORAH PRENTICE,  
*Vice-Chancellor*

ZOE ADAMS

MADELEINE ATKINS

GAENOR BAGLEY

MILLY BODFISH

SAM CARLING

ANTHONY DAVENPORT

JOHN DIX

SHARON FLOOD

ALEX HALLIDAY

HEATHER HANCOCK

LOUISE JOY

FERGUS KIRMAN

SALLY MORGAN

RICHARD MORTIER

SHARON PEACOCK

VAREESH PRATAP

PIPPA ROGERSON

JASON SCOTT-WARREN

ANDREW WATHEY

PIETER VAN HOUTEN

<sup>4</sup> As set out in the Ordinances for the Nomination and Election of the Chancellor (*Statutes and Ordinances*, p. 109) and Graces of the Senate (*Statutes and Ordinances*, p. 115).

## ANNEX A: CHANGES TO ORDINANCES

(a) By replacing the existing Ordinance for the Nomination and Election of the Chancellor (*Statutes and Ordinances*, p. 109) with the following:

NOMINATION AND ELECTION OF THE CHANCELLOR<sup>[1]</sup>

1. The Council<sup>[2]</sup> determines the timetable of the election to fill a vacancy in the office of Chancellor, including the days and hours for voting and the nomination period. Following receipt of notice of a vacancy, the Council will publish the timetable for an election in the *Reporter* as soon as practicable, and will include information on the arrangements for registration of voters voting electronically and the accepted methods for submitting nominations.<sup>[3]</sup>

2. Elections will normally take place in Full Term and the Council will give at least forty days' notice of voting opening. The deadline for the receipt of nominations will be at least seventeen days before voting opens.

3. For a nomination to be valid it must be:

(a) made in writing and signed by at least fifty members of the Senate; and

(b) accompanied by a statement dated and signed by the person nominated consenting to the nomination; and

(c) received by the Registry by the deadline for nominations.

All valid nominations will be published in the *Reporter* as soon as possible.

4. (a) If at the close of the nomination period there is only one candidate, or if only one candidate remains after any other nominated candidates have withdrawn, the candidate is automatically elected as Chancellor.

(b) If at the close of the nomination period no candidate has been nominated, the Council will nominate a candidate. This candidate is automatically elected as Chancellor.

(c) If at the close of the nomination period there is more than one candidate, an election will take place. The provisions of Special Ordinance A (viii) 5 concerning reserved business apply to nominations by the Council under Regulation 4(b). The Council will consult with its student members before making a nomination.

5. Voting in person will take place on two days, which need not be consecutive. One of the days for in-person voting will be a Saturday. Voting electronically will take place on ten consecutive days, to overlap with at least one of the days appointed for voting in person.

6. The form of the voting paper and the method of casting votes will be determined by the Vice-Chancellor.

7. In case of an equality of votes, the Vice-Chancellor will choose between the candidates. The Single Transferable Vote regulations shall not apply to voting under these regulations.

8. The Vice-Chancellor, or a duly appointed deputy, will be the returning officer. The Proctors, or those appointed as their deputies for the occasion, will be in attendance on the two days of voting in person.

9. The result of the election will be published in the *Reporter* as soon as possible.

<sup>[1]</sup> As noted in Statute A I 9, this Ordinance for the election of the Chancellor also applies to the election of the High Steward.

<sup>[2]</sup> In the election of a Chancellor, the Council comprises all members excluding the Chancellor.

<sup>[3]</sup> The Council has confirmed that the accepted methods for submitting nominations shall be on paper with handwritten signatures delivered to the Old Schools and by electronic means linked to an email account registered with the University for this purpose.

(b) By amending Regulation 10 of the Ordinance for Graces of the Senate (*Statutes and Ordinances*, p. 115) as follows:

10. In a ballot of the Senate voters shall cast their votes in person or electronically. The Council determines the timetable of the ballot, including the days and hours of voting, and the arrangements for registration of voters voting electronically. Voting will normally take place during Full Term, with voting opening between fourteen and twenty-eight days after publication of the Notice announcing the ballot, unless the Council decides to postpone the ballot to allow an election of the Chancellor or the High Steward to take place first. Voting in person will take place on two days, which need not be consecutive. One of the days for in-person voting will be a Saturday. Voting electronically will take place on ten consecutive days, to overlap with at least one of the days appointed for voting in person.



**OBITUARIES****Obituary Notices**

ANN KAMINSKI, Ph.D., Fellow and formerly Tutor of St Edmund's College, member of Robinson College, Head of Scientific Administration, Cancer Research UK Cambridge Institute and sometime Postdoctoral Researcher, Department of Biochemistry, member of the University Council, died on 31 October 2023, aged 64 years.

The Right Honourable IGOR, Baron JUDGE, M.A., (Hon.) LL.D., Honorary Fellow of Magdalene College, Distinguished Associate and formerly Visitor of Darwin College, Commissary, sometime Lord Chief Justice of England and Wales and formerly President of the Selden Society, died on 7 November 2023, aged 82 years.

**GRACES****Grace submitted to the Regent House on 15 November 2023**

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. 112), will be deemed to have been approved at 4 p.m. on Friday, 24 November 2023.

1. That in the Ordinance for the Jerry Lee Fund for Experimental Criminology (*Statutes and Ordinances*, p. 903), the following sentence be inserted at the end of Regulation 2:<sup>1</sup>

If the Wolfson Professor of Criminology is also the Director of the Institute, the Committee of Management of the Institute of Criminology shall appoint a Manager from among the teaching officers in the Institute.

<sup>1</sup> The Council, on the recommendation of the General Board, the Institute's Committee of Management and the Council of the School of the Humanities and Social Sciences, is proposing this change to enable a substitute appointment if the Wolfson Professor is also the Director of the Institute and therefore already Chair of the Managers of the Fund.

E. M. C. RAMPTON, *Registrar*

**END OF THE OFFICIAL PART OF THE 'REPORTER'**

## REPORT OF DISCUSSION

**Tuesday, 7 November 2023**

A Discussion was convened by videoconference. Deputy Vice-Chancellor, Dr Mike Rands, *DAR*, was presiding, with the Registry's Deputy, the Senior Proctor, the Junior Proctor and eighteen other persons present.

Remarks were made as follows:

***Report of the Council, dated 23 October 2023, on an additional office of Pro-Vice-Chancellor***

(*Reporter*, 6715, 2023–24, p. 69).

Dr S. PIDGEON (Head of Environmental Sustainability):

Deputy Vice-Chancellor, please can it be confirmed that the remit of the new PVC role will be sustainability in its broadest sense, which includes people as well as environmental considerations, rather than environmental sustainability, which is a sub-set of broader sustainability. The announcement in the *Reporter* used the terms sustainability and environmental sustainability interchangeably but they are different in execution. It is important to clarify the remit of the new role before the appointment process gets underway.

To date, the University's approach to sustainability has focused on the environmental performance of its estate. To develop a more mature approach the University needs to broaden its definition of sustainability, and its application, to everything it does, including its research, education and operations.

Ms V. G. MANDAPATI (Murray Edwards College):

Deputy Vice-Chancellor, I am speaking today as a member of Cambridge Climate Justice, a group of students who are worried about the climate crisis and its impact on people around the world.

Earlier this year, the University-commissioned report by Mr Topping was published. Within this report were a series of clear steps the University needs to take to preserve its academic integrity, international standing, and social obligations in the face of the climate crisis. The process of appointing a new Pro-Vice-Chancellor is welcome, but it must not delay implementing these recommendations.

Since 2022, Cambridge University has taken nearly £3 million in fossil fuel funding. Since 2017, it has taken nearly £15 million. This is funding which has been shown to bias research and lead to outcomes which favour the fossil fuel industry – the same industry which is driving the climate crisis.

This is funding that the University can easily replace through fundraising by CUDAR, as recommended by Mr Topping. This body already exists; a new Pro-Vice-Chancellor is not required to implement this change. This change would also be one of extensive impact: showing the world that Cambridge takes the climate crisis seriously and is willing to act for the good of the planet, not profit. An end to fossil fuel funding at Cambridge is not simply desirable, it is necessary. By continuing to accept this funding, the University implicitly endorses climate destruction, knowingly contradicts its own academic standards, threatens academics' freedom to speak their mind, and goes against the plan set out in the report it itself commissioned.

All of this comes within the context of the delays of divestment. This process still has yet to be completed. The 2020 divestment decision<sup>1</sup> was a huge win for students, academics, the community and the planet alike, but Cambridge is once again dragging its heels. It would be unacceptable for this to continue, especially when the imperative to act originates from the University itself. Not to mention the ongoing relationship with SLB, the world's biggest oilfield services provider, which, despite being rated red by CBELA, continues to enjoy pride of place on the University's West Cambridge site despite its complete disregard for the future of the planet.

If the process of creating a new post is so essential to carrying out the Topping report and meeting the demands of the future, this should be explained through a roadmap which entrenches the University's commitment to fulfilling its sustainability obligations and commitments. The lack of any such timetable in the public sphere is worrying. Further, it is essential that the student body be involved in the selection policy in a meaningful way, to give the governing body of the University some accountability to the students they serve. At present, there is nothing to stop this process stagnating for years, or for the new Pro-Vice-Chancellor to be someone entirely unwilling to implement the changes Cambridge wants and needs.

Cambridge University commissioned the Topping report, and it has been clear in its moderate and modest findings, even though some loopholes in its recommendations remain. Continued delay in implementing the report's recommendations would be nothing more than a distraction to avoid facing the reality of fossil fuel influence in our educational institution.

<sup>1</sup> *Reporter*, 6590, 2020–21, p. 13.

Mr S. HUTTON (Selwyn College):

Deputy Vice-Chancellor, I am the chair of the Cambridge Students' Union Ethical Affairs Campaign, and, having discussed the new PVC role with other students, I wish to relay some thoughts. Broadly it is promising that the University wants to take action on the climate crisis, but I wish to raise a number of concerns.

The first of these is the word 'sustainability', which is a limiting framing of the issue around the climate. Sustainability implies a continuation of 'business as usual' rather than a holistic approach to not sustain the current destructive practices that have led to the climate crisis. Environmental justice is so much more than sustaining the operation of the University, and in those terms, the University has not, so far, taken adequate action.

As previously raised, since the original Grace asking for the University to condemn and remove fossil fuel funding for research it has been over a year, and in that time, the University Council has continued to delay on implementation of this crucial step. Every time students have been given a deadline on this issue, it has been broken, up until the latest, in which we were told a consultation framework on the recommendations of Mr Topping's report would be communicated, which it has not yet. We hope this consultation will be concluded and communicated promptly and that recommendations will be implemented quickly.

The appointment of a Pro-Vice-Chancellor does not meaningfully hasten the conclusion of this critical climate policy, and I believe that, as a student and a student representative, this announcement of a new PVC comes in place of meaningful reports on the policy that students believe should have already been implemented.

Dr W. J. ASTLE (MRC Biostatistics Unit), read by the Senior Proctor:

Deputy Vice-Chancellor, this Report proposes that the maximum number of Pro-Vice-Chancellors should be raised from five to six. In January 2003, the Regent House approved a proposal of the Council to increase the maximum number of Pro-Vice-Chancellors from two to five (*Reporter*, 5912, 2002–03 p. 543). At the time of that proposal, the University employed approximately one administrator ( $n=443$ ) for every three academics ( $n=1,514$ ) (*Reporter*, 6189, 2009–10 p. 869). Twenty years later, when we might have expected computerisation to have improved the productivity of administration, the University employed approximately one administrator ( $n=1,869$ ) for each academic ( $n=1,898$ ; although only  $n=1,597$  academics were in established posts).<sup>1</sup> Notwithstanding this trend, the University is apparently unable to recruit the staff it requires to fulfil its core administrative functions (*Reporter*, 6714, 2023–24, pp. 52–63). My own experience suggests that the problem of understaffing and overwork in the Research Operations Office is so severe that it can take over eighteen months to complete a collaboration agreement required by a research funding agency.

We are told that an increment to the number of Pro-Vice-Chancellors allowed by Ordinance will ‘enable the Council to appoint a Pro-Vice-Chancellor with specific responsibility for supporting all activities related to environmental sustainability across the University’. Will this worthy choice of brief suffice to placate a Regent House with reasonable suspicions about administrative bloat? Perhaps we shall find out in a ballot, but before casting your vote it is worth reading the small print, which implies a desire for managerial expansion going beyond the fulfilment of the role described:

The Council is committed to reviewing the effectiveness of the role before the end of the second term, in its usual way, to determine whether this approach is still appropriate once sustainability is more embedded within the University’s core activities. At that time, the Council will consider whether the role will continue in that area or whether the role needs to move across to another area that requires leadership.

In June, the Regent House was asked to approve ‘changes to the reward scheme for all academic-related staff at Grade 12, including Directors of Divisions in the Unified Administrative Service (UAS) and some Grade 12 staff in other Non-School Institutions’. (*Reporter*, 6706, 2022–23, p. 780). These changes relaxed the rules for awarding pay rises to senior administrators. Now the Regent House is asked to allocate further resources, this time to senior academic management in the form of an extra Pro-Vice-Chancellor. Where is the evidence that problems of the University will be solved by more investment in senior administration or senior academic management? The Board of Scrutiny tells us that the Estates Division cannot recruit staff (*Reporter*, 6714, 2023–24, pp. 52–63). How will our new Pro-Vice-Chancellor for Sustainability deal with the problem of the energy inefficiency of buildings without staff in the Estates Division?

In last week’s Discussion, Professor Anderson suggested that if the University’s administrative bloat continues a vote should be called on the next Allocations Report (*Reporter*, 6717, 2023–24, p. 105). Before the Regent House approves a new Pro-Vice-Chancellor it surely needs to see convincing arguments and empirical evidence that the benefit will be worth the cost.

<sup>1</sup> Staff Headcount within each University Institution as at 31 July 2022, University Databook 2021–22, <https://tableau.blue.cam.ac.uk> (registered users only); for access information see <https://www.information-hub.admin.cam.ac.uk/university-management-information/databook> (Raven required).

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

Deputy Vice-Chancellor, recommending the creation of a sixth Pro-Vice-Chancellor this brief Report argues not for an Office but for a ‘role’, though even the role is not clear. Only ‘if the change is approved’ will the Council ‘give detailed consideration to the title and remit of the new role’. So it cannot be known whether one of the existing Pro-Vice-Chancellors could have taken on this role or several of them share it, because it has not yet been fully defined.

The Council first discussed the Topping report<sup>1</sup> at its meeting on 17 July 2023. Minute 836 says that the Vice-Chancellor ‘proposed that the Council establish a small informal Working Group’ to consider ‘whether, and if so how, the recommendations might be implemented’ and report back to the Council in October.<sup>2</sup> The resulting Report for Discussion today says that when it met on 16 October, the Council decided on a much wider remit ‘encompassing’ the University’s ‘educational offerings, operations, and outreach activities’. This is said to require a ‘reset in approach’ and a whole new Pro-Vice-Chancellor to ‘make sure it receives the attention it needs’, though the Council admits it may find later that it has not been clear about that.

There is further confusion between role and Office. When Statute C III 16 fixes the ‘term’ of a Pro-Vice-Chancellor at three years with a possible second three and up to eight in ‘exceptional circumstances’, it refers to the person not the Office. The ‘role’ may change but the Office continues. This Report says that by the end of the holder’s ‘second term’ the Council ‘will consider whether the role will continue in that area or whether the role needs to move across to another area that requires leadership’. But what is to ‘move across’ is not the ‘role’ but the ‘Office’. How did this Report come to be published in such a hurry that this constitutional muddle was not noticed?

This hasty Report says nothing about what this new permanent Office will cost. The Notice in the *Reporter* of 25 October 2023 for a replacement ‘Pro-Vice-Chancellor for Innovation’ puts the stipend at up to £185k (*Reporter*, 6715, 2023–24, p. 68). That could mean £200k including USS and National Insurance. Pro-Vice-Chancellors also need support staff, in the form of ‘Executive Assistants and Teams’.<sup>3</sup> Six sets of those must represent a considerable chunk of the University’s budget. What happened to the principle that the Office of Pro-Vice-Chancellor was intended to be part-time and that a Pro-Vice-Chancellor should keep an existing University Office and give only 80% of his or her time to the additional role?<sup>4</sup>

How has the Office of Pro-Vice-Chancellor evolved to create what increasingly looks like ‘sofa government’ (though the Vice-Chancellor’s office may need a larger sofa)? During the Discussion of the Wass Report in 1989, T. J. Smiley said he feared that under its proposals ‘the real ... power’ would come to lie with an ‘informal group of senior members with whom the Vice-Chancellor can share some of the burdens of office’.<sup>5</sup> Despite this warning, the argument that Vice-Chancellors needed such support proved convincing, and during the 1990s successive pairs of Pro-Vice-Chancellors were appointed by Council on the nomination of the Vice-Chancellor, though with as yet no portfolios.<sup>6</sup> In 1998, the salary was £25,000.

In his Review of University management and governance, after the CAPSA scheme for reform of the University's accounting system became a disaster, Mike Shattock suggested the 'establishment of four Pro-Vice-Chancellor posts, instead of the current two, each with a clearly defined portfolio' though he did not 'support the idea that they 'should become executive Pro-Vice-Chancellors with administrative staff formally attached to their Offices'.<sup>7</sup> However, the Report of March 2001 on the Unified Administrative Service had already placed these Pro-Vice-Chancellors in 'the senior management team of the University'. It suggested that this 'management team' was 'still under strength and that its capacity can and should be enhanced perhaps by the appointment of one or two more additional Pro-Vice-Chancellors'.<sup>8</sup> A parallel system of governance began to form, with this 'team' publishing no Agendas or Minutes of its meetings and conducting its discussions without reporting on them to the Regent House.

A year later it was argued that Pro-Vice-Chancellors, who should be 'appointed from inside the University', should have portfolios, so as to 'serve in defined areas'. They should 'derive their duties and authority by delegation from the Vice-Chancellor, and also by appointment by the central bodies as chairs of key committees',<sup>9</sup> though the University already had Deputy Vice-Chancellors to chair committees on the Vice-Chancellor's behalf.<sup>10</sup>

A Consultation Paper on University Governance of 2002<sup>11</sup> suggested that Pro-Vice-Chancellors should be 'appointed from inside the University', active academics with experience of running a Faculty, Department or School. In order to tempt active academic researchers to give up the time while remaining working academics, it was intended that it should 'be possible for a Pro-Vice-Chancellor to be offered provision for the appointment of a research assistant, or similar assistance, to help maintain his or her research activity'.

On 26 June 2002 the Report of the Council on governance (the Regent House, the Council, the Vice-Chancellor, and the Pro-Vice-Chancellors)<sup>12</sup> proposed an increase in the maximum number of Pro-Vice-Chancellors from two to five 'in order to support the Vice-Chancellor and to give greater opportunity for senior academic leadership in the overall running of the University'. In 2003, the number of Pro-Vice-Chancellors was duly increased to five, and a 'Nominating Committee' was created to replace nomination by the Vice-Chancellor. A three-year period of office was retained but it was agreed that the maximum period of service for any one Pro-Vice-Chancellor was to be six years (eight in 'exceptional circumstances').<sup>13</sup> It was felt at the time that

although it would not be appropriate to establish a separate office of Senior Pro-Vice-Chancellor, the title of Senior Pro-Vice-Chancellor should be conferred on one of those appointed to the office, in recognition of that individual's responsibility for leading and co-ordinating the work of the team of Pro-Vice-Chancellors.<sup>14</sup>

Pro-Vice-Chancellors were to 'have access to the full range of administrative support available through the Unified Administrative Service' but 'not be line managers for parts of the Service':

Pro-Vice-Chancellors will thus either lead activity or will help ensure that it goes forward under other academic leadership. In the latter case Pro-Vice-Chancellors will co-ordinate, participate, and provide support as necessary.<sup>15</sup>

They were to have provisional 'portfolio areas', though these were 'likely to evolve over time, in response to changing needs and priorities', but they would 'also function as a team' and expect to discharge the traditional duties of Deputy Vice-Chancellors (mainly the chairing of committees) if needed. However their focus was not to lie in membership of a 'Senior Leadership Team' for the Vice-Chancellor, but in working closely with the 'committees and other bodies in the University relevant to their portfolios'. They would thus provide a key means of liaison between the University's institutions and the central management and administration.<sup>15</sup>

In September 2014, in published reflection on the Office and its purposes, the 'leadership' role was emphasised:

The general role of the Pro-Vice-Chancellors is to take forward strategy and policy development and to support the Vice-Chancellor in providing institutional leadership to the University, particularly in their areas of responsibility.<sup>16</sup>

In the *Reporter* of 16 December 2020 the need for a new role for a Pro-Vice-Chancellor was explained in a Notice also stressing 'leadership': 'the Council wishes to appoint a Pro-Vice-Chancellor to provide senior academic leadership on matters relating to the University's community, with an emphasis on its staff and public engagement', because that represented 'a priority area for the University's development going forward'. The intention was to combine this with the role of Pro-Vice-Chancellor (Research) from 1 September 2021 in a new portfolio incorporating that of Institutional and International Relations.<sup>17</sup> There has therefore been no lack of former reconfiguration not being deemed to justify a whole new Office.

The current definition in the Notice in the *Reporter* of 25 October 2023 giving a 'revised brief' for the Office of Pro-Vice-Chancellor (Innovation and Impact) is strong on 'academic leadership', so as to 'ensure that the University maintains and enhances its contribution to society and its global academic standing'.

Is it not high time for a Report to allow Discussion of the constitutional place of that 'Team' to allow the Regent House to say what it wants by way of a published record of its activities before the attempt to rush the current muddled proposal to add yet another Pro-Vice-Chancellor goes any further?

<sup>1</sup> <https://www.admin.cam.ac.uk/reporter/documents/reports/FossilFuelStudy2023.pdf>

<sup>2</sup> [https://www.governance.cam.ac.uk/committees/council/2023-07-17/MeetingDocuments/23.07.17 Confirmed Council Minutes.pdf](https://www.governance.cam.ac.uk/committees/council/2023-07-17/MeetingDocuments/23.07.17%20Confirmed%20Council%20Minutes.pdf) (Raven required).

<sup>3</sup> <https://www.cam.ac.uk/about-the-university/how-the-university-and-colleges-work/people/pro-vice-chancellors>

<sup>4</sup> *Reporter*, 6057, 2006–07, p. 230.

<sup>5</sup> *Reporter*, 5420, 1989–90, p. 298–9.

<sup>6</sup> See for example *Reporter*, 5746, 1997–98, p. 950.

<sup>7</sup> *Reporter*, 5861, 2001–02, p. 200.

<sup>8</sup> *Reporter*, 5842, 2000–01, p. 561.

<sup>9</sup> *Reporter*, 5873, 2001–02, p. 509.

<sup>10</sup> Statute C III 7 (a) (*Statutes and Ordinances*, p. 19).

<sup>11</sup> *Reporter*, 5873, 2001–02, p. 509.

<sup>12</sup> *Reporter*, 5890, 2001–02, p. 945.

<sup>13</sup> Report of the Council, dated 14 April 2014, on the period of office of a Pro-Vice-Chancellor and the conferment of the title of Senior Pro-Vice-Chancellor (*Reporter*, 6344, 2013–14, p. 465) and Grace 5 of 26 February, 2003.

<sup>14</sup> *Reporter*, 6344, 2013–14, p. 465 and see the Ordinance for the Pro-Vice-Chancellors (*Statutes and Ordinances*, p. 696).

<sup>15</sup> *Reporter*, 5933, 2002–03, p. 1264.

<sup>16</sup> *Reporter*, 6358, 2014–15, p. 26.

<sup>17</sup> *Reporter*, 6601, 2020–21, p. 252.

**COLLEGE NOTICES****Elections***Darwin College*

Elected to an Official Fellowship under Title A with effect from 30 October 2023:

Fiona Duffy, Development Director

*Hughes Hall*

Elected to a By-Fellowship with effect from 1 September 2023:

Sheheryar Banuri, B.Sc., M.Sc., Ph.D., *UT Dallas*

Kieron Devey, B.A., *Keele*

Claire Dickens, B.A., *Lancaster*, M.A., *York*

Elected to a By-Fellowship with effect from 10 October 2023:

Peter Mills, B.Sc., *Bradford*, Pg.Dip., M.Sc., *Sheffield*

**Vacancies**

*Queens' College*: Rokos–Menon Visiting Senior Research Fellowship 2024–25; tenure: up to a year (not extendable); non-stipendiary but certain collegiate benefits and allowances apply; closing date: 18 January 2024; further details: <https://www.queens.cam.ac.uk/life-at-queens/vacancies/rokos-menon-visiting-senior-research-fellowship-202425>

**OTHER NOTICES****Cambridge Endowment for Research in Finance (CERF)****CERF Ph.D. Scholarship Competition 2024**

For the ninth year, CERF is offering a scholarship scheme, for doctoral funding starting in October 2024. Funding is for up to three years and includes University fees and a maintenance stipend.

The scheme is open to Ph.D. students within the University of Cambridge, from any department, who do research into all aspects of finance, financial institutions, and financial markets, and their relationship with the performance of the economy. Incoming doctoral students or students who are in the first year of their Ph.D. can apply for funding.

The closing date for applications is 9 February 2024 and further information, including details on how to apply, is available at <https://www.cerf.cam.ac.uk/cerf-funding-opportunities/about-cerf-phd-scholarship/cerf-scholarship-competition-2024>.

**EXTERNAL NOTICES****Oxford Notices**

*Department of Experimental Psychology, Department of Psychiatry and St Catherine's College*: Professorship of Translational Cognitive Neuroscience; tenure: 1 October 2024 or as soon as possible thereafter; closing date: 15 January 2024 at 12 noon; further details: <https://www.recruit.ox.ac.uk>; vacancy ID: 169125

*Faculty of Law and Pembroke College*: Professorship of Competition Law; tenure: from Autumn 2024 or as soon as possible thereafter; closing date: 10 January 2024 at 12 noon; further details: <https://www.recruit.ox.ac.uk>; vacancy ID: 169383

*Institute of Developmental and Regenerative Medicine and Jesus College*: Postdoctoral Research Scientist and Junior Research Fellowship: 'Determining the role of autoimmunity during heart failure'; tenure: 30 months from 1 July 2024 or as soon as possible thereafter; salary: £36,024; closing date: 8 January 2024 at 12 noon; further details: <https://www.jesus.ox.ac.uk/about-jesus-college/our-community/vacancies/>