CONTENTS

Notices
Calendar 322
Discussion on Tuesday, 5 February 2019 322
Amending Statutes for Downing College 322
EU Public Procurement Regulations 322
Discussion of a topic of concern to the University: The future of the Investment Office 322
Statistical information: Staff grades, additional payments, and market supplements 323

Vacancies, appointments, etc.
Electors to the Russell R. Geiger Professorship of Crop Science 349
Electors to the Professorship of Psychology in the Social Sciences 349
Vacancies in the University 349

Events, courses, etc.
Announcement of lectures, seminars, etc. 350

Notices by the General Board
Senior Academic Promotions, 1 October 2019 exercise: Committee amendments 350

Regulations for examinations
Natural Sciences Tripos, Part II 350

Reports
Report of the Council on refurbishment of the Bunker as a collections storage facility for the Museum of Archaeology and Anthropology 351

Obituaries
Obituary Notice 352

Graces
Graces to be submitted to the Regent House at a Congregation on 26 January 2019 353

Acta
Approval of Graces submitted to the Regent House on 9 January 2019 353

End of the Official Part of the ‘Reporter’

College Notices
Vacancies 354
Events 354
Memorial Service 354

Societies, etc.
Cambridge Philosophical Society 354

External Notices
Oxford Notices 354
NOTICES

Calendar
24 January, Thursday. End of first quarter of Lent Term.
26 January, Saturday. Congregation of the Regent House at 2 p.m (see p. 353).
27 January, Sunday. Preacher before the University at 11.15 a.m., Sister Jane Livesey, N, General Superior of the Congregation of Jesus.
5 February, Tuesday. Discussion at 2 p.m. in the Senate-House (see below).
13 February, Wednesday. Lent Term divides.

Discussions (Tuesdays at 2 p.m.)
- 5 February
- 19 February
- 5 March
- 19 March

Congregations (Saturdays unless otherwise stated)
- 26 January, at 2 p.m.
- 23 February, at 2 p.m.
- 23 March, at 11 a.m.
- 30 March, at 11 a.m.

Discussion on Tuesday, 5 February 2019
The Vice-Chancellor invites those qualified under the regulations for Discussions (Statutes and Ordinances, p. 105), to attend a Discussion in the Senate-House on Tuesday, 5 February 2019 at 2 p.m., for the discussion of:
1. Topic of concern to the University: The future of the Investment Office (Reporter, 6532, 2018–19, p. 294; see also p. 322 below).

Amending Statutes for Downing College
18 January 2019
The Vice-Chancellor gives notice that he has received from the Governing Body of Downing 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 amendments and the current Statutes of the College are available on the College’s website:
- http://www.dow.cam.ac.uk/about/documents-and-policies/proposed-amendments-statutes-downing-college;
- http://www.dow.cam.ac.uk/about/documents-and-policies/statutes-and-ordinances

EU Public Procurement Regulations
23 January 2019
The Council, on the advice of the Finance Committee, has declared that the University continues to remain outside the scope of the EU Public Procurement Regulations as it is less than 50% publicly funded. The calculation is carried out annually to ensure that it remains possible to make the declaration. It is the Council’s intention that the University’s procurement procedures should continue to follow good practice as may be set out in the regulations, as well as that in the University’s Financial Regulations (Statutes and Ordinances, p. 1035; see also http://www.finance.admin.cam.ac.uk/policy-and-procedures/financial-regulations).

Discussion of a topic of concern to the University: The future of the Investment Office
21 January 2019
Further to the Registrary’s Notice dated 7 January 2019 (Reporter, 6532, 2018–19, p. 294), additional information about the above topic of concern has been provided by the Revd Dr P. Dominiak and is available at http://www.admin.cam.ac.uk/reporter/2018-19/weekly/6534/Future-IO-info.pdf. This topic of concern will be discussed on 5 February 2019 (see above).
Statistical information: Staff grades, additional payments, and market supplements

23 January 2019

Grace 9 associated with the Second Joint Report of the Council and the General Board on new pay and grading arrangements for non-clinical staff (Reporter, 6002, 2004–05, p. 745) provides for the Council to publish at least annually (i) anonymised statistical information about the number of non-clinical staff on each step of the single spine, for the institution as a whole and by School (or equivalent), according to staff category, grade and gender; and (ii) anonymised information by School (or equivalent), according to staff category, grade and gender, of additional payments made under the regulations for payments additional to stipend, but excluding payments for clinical responsibility.

Accordingly the Council now publishes information for 2017–18 showing in the tables below the payments that have been made. All data is as at 31 July 2018.

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

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

(ii) Payments additional to stipend

The data on which the tables in this section draw do not include clinical payments, and Investment Office staff, Pro-Vice-Chancellor, and Heads of School payments (as these are included in the basic pay for those roles).

- Table 10(a) shows total staff in receipt of a pensionable or non-pensionable payment made under the regulations for payments additional to stipend for each School (or equivalent) including a gender breakdown.
- Tables 10(b) and (c) show, respectively, the pensionable and non-pensionable payments made by payment type, under the regulations for payments additional to stipend, across the University as a whole including a gender breakdown.
- Tables 10(d) and (e) show, respectively, the pensionable and non-pensionable payments grouped by payment type, under the regulations for payments additional to stipend, across each School (or equivalent) including gender breakdown.

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

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

Market pay and advanced contribution supplements

Grace 7 associated with the Second Joint Report (Reporter, 6002, 2004–05, p. 745) provides for the Council to publish anonymised statistical information on all awards of market supplements (now market pay and advanced contribution supplements) at least annually by staff category, grade, gender, and School (or equivalent). Accordingly, the Council publishes below information for 2017–18 on market pay awards and advanced contribution supplements.

- Table 11(a) shows the total number of staff in receipt of market pay awards.
- Table 11(b) shows the total number of staff in receipt of advanced contribution supplements.
- Table 11(c) shows the number of staff newly awarded market pay in 2017–18.
- Table 11(d) shows the number of staff newly awarded advanced contribution supplements in 2017–18.

Tables

The tables are published on pages 324–348.
<table>
<thead>
<tr>
<th>Scale</th>
<th>Grade T &amp; A</th>
<th>Grade 1</th>
<th>Grade 2</th>
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<th>Grade 4</th>
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Table 1(a) Number of academic and research staff on the single salary spine by grade, gender and scale point as at 31 July 2018
Table 1(b) Number of academic-related and assistant staff on the single salary spine by grade, gender and scale point as at 31 July 2018

<table>
<thead>
<tr>
<th>Grade T &amp; A</th>
<th>Grade 1</th>
<th>Grade 2</th>
<th>Grade 3</th>
<th>Grade 4</th>
<th>Grade 5</th>
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<th>Grade 7</th>
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</tbody>
</table>

Total: 12 2 150 262 142 159 227 366 265 689 336 662 257 404 316 515 316 346 174 214 156 151 38 24 53 25 234 3779 Total
Table 2(a): Number of academic and research staff on the single salary spine by grade, gender and scale point
School of Arts and Humanities
as at 31 July 2018

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<th>Grade</th>
<th>Overall Male</th>
<th>Overall Women</th>
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<th>Female</th>
<th>Male</th>
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</table>
Table 2(b) Number of academic-related and assistant staff on the single salary spine by grade, gender and scale point

School of Arts and Humanities

as at 31 July 2018

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<tr>
<td>23</td>
<td>70</td>
<td>0</td>
</tr>
<tr>
<td>24</td>
<td>71</td>
<td>0</td>
</tr>
<tr>
<td>25</td>
<td>72</td>
<td>0</td>
</tr>
<tr>
<td>26</td>
<td>73</td>
<td>0</td>
</tr>
<tr>
<td>27</td>
<td>74</td>
<td>0</td>
</tr>
<tr>
<td>28</td>
<td>75</td>
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</tr>
<tr>
<td>29</td>
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<td>30</td>
<td>77</td>
<td>0</td>
</tr>
<tr>
<td>31</td>
<td>78</td>
<td>0</td>
</tr>
<tr>
<td>32</td>
<td>79</td>
<td>0</td>
</tr>
<tr>
<td>33</td>
<td>80</td>
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<td>34</td>
<td>81</td>
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<td>37</td>
<td>84</td>
<td>0</td>
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<tr>
<td>38</td>
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<tr>
<td>39</td>
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</tr>
<tr>
<td>41</td>
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</tr>
<tr>
<td>42</td>
<td>89</td>
<td>0</td>
</tr>
<tr>
<td>43</td>
<td>90</td>
<td>0</td>
</tr>
<tr>
<td>44</td>
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<tr>
<td>45</td>
<td>92</td>
<td>0</td>
</tr>
<tr>
<td>46</td>
<td>93</td>
<td>0</td>
</tr>
<tr>
<td>47</td>
<td>94</td>
<td>0</td>
</tr>
<tr>
<td>48</td>
<td>95</td>
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<td>49</td>
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<tr>
<td>51</td>
<td>98</td>
<td>0</td>
</tr>
<tr>
<td>52</td>
<td>99</td>
<td>0</td>
</tr>
<tr>
<td>53</td>
<td>100</td>
<td>0</td>
</tr>
</tbody>
</table>

Total: 174

Note: The diagram shows the number of staff in each grade and gender category, with the yellow sections indicating the number of women and the orange sections indicating the number of men. The total number of staff in each grade is listed at the bottom of the diagram.
Table 3(a) Number of academic and research staff on the single salary spine by grade, gender and scale point

School of the Biological Sciences
as at 31 July 2018

<table>
<thead>
<tr>
<th>Scale Point</th>
<th>Grade 1</th>
<th>Grade 2</th>
<th>Grade 3</th>
<th>Grade 4</th>
<th>Grade 5</th>
<th>Grade 6</th>
<th>Grade 7</th>
<th>Grade 8</th>
<th>Grade 9</th>
<th>Grade 10</th>
<th>Grade 11</th>
<th>Grade 12</th>
<th>Overall</th>
</tr>
</thead>
<tbody>
<tr>
<td>Total</td>
<td>99</td>
<td>89</td>
<td>223</td>
<td>207</td>
<td>1</td>
<td>96</td>
<td>52</td>
<td>38</td>
<td>25</td>
<td>27</td>
<td>15</td>
<td>58</td>
<td>691</td>
</tr>
</tbody>
</table>
Table 3(b) Number of academic-related and assistant staff on the single salary spine by grade, gender and scale point

School of the Biological Sciences
as at 31 July 2018

<table>
<thead>
<tr>
<th>Grade</th>
<th>Men</th>
<th>Women</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>2</td>
<td>1</td>
<td>0</td>
<td>1</td>
</tr>
<tr>
<td>3</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>4</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>5</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>6</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>7</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>8</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>9</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>10</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>11</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
</tbody>
</table>

*Note: The table details the number of academic-related and assistant staff at the School of the Biological Sciences as at 31 July 2018.*
Table 4(a) Number of academic and research staff on the single salary spine by grade, gender and scale point
School of Clinical Medicine
as at 31 July 2018

<table>
<thead>
<tr>
<th>Grade</th>
<th>Men</th>
<th>Women</th>
<th>Overall</th>
</tr>
</thead>
<tbody>
<tr>
<td>Grade 6</td>
<td>Max</td>
<td>Min</td>
<td>Mean</td>
</tr>
<tr>
<td>Grade 7</td>
<td>Max</td>
<td>Min</td>
<td>Mean</td>
</tr>
<tr>
<td>Grade 8</td>
<td>Max</td>
<td>Min</td>
<td>Mean</td>
</tr>
<tr>
<td>Grade 9</td>
<td>Max</td>
<td>Min</td>
<td>Mean</td>
</tr>
<tr>
<td>Grade 10</td>
<td>Max</td>
<td>Min</td>
<td>Mean</td>
</tr>
<tr>
<td>Grade 11</td>
<td>Max</td>
<td>Min</td>
<td>Mean</td>
</tr>
<tr>
<td>Grade 12</td>
<td>Max</td>
<td>Min</td>
<td>Mean</td>
</tr>
</tbody>
</table>

| Total | 81 | 271 | 299 | 468 | 100 | 89 | 74 | 1 | 2 | 21 | 8 | 16 | 14 | 16 | 712 | Total |

Note: The table includes the number of staff in each grade, gender, and scale point category for the School of Clinical Medicine as at 31 July 2018.
### Table 4(b) Number of academic-related and assistant staff on the single salary spine by grade, gender and scale point

**School of Clinical Medicine**

as at 31 July 2018

<table>
<thead>
<tr>
<th>Grade</th>
<th>Men</th>
<th>Women</th>
<th>Men</th>
<th>Women</th>
<th>Men</th>
<th>Women</th>
<th>Men</th>
<th>Women</th>
</tr>
</thead>
<tbody>
<tr>
<td>T &amp; A</td>
<td>1</td>
<td>0</td>
<td>1</td>
<td>0</td>
<td>1</td>
<td>0</td>
<td>1</td>
<td>0</td>
</tr>
<tr>
<td>Grade 1</td>
<td>1</td>
<td>0</td>
<td>1</td>
<td>0</td>
<td>1</td>
<td>0</td>
<td>1</td>
<td>0</td>
</tr>
<tr>
<td>Grade 2</td>
<td>2</td>
<td>1</td>
<td>2</td>
<td>1</td>
<td>2</td>
<td>1</td>
<td>2</td>
<td>1</td>
</tr>
<tr>
<td>Grade 3</td>
<td>3</td>
<td>2</td>
<td>3</td>
<td>2</td>
<td>3</td>
<td>2</td>
<td>3</td>
<td>2</td>
</tr>
<tr>
<td>Grade 4</td>
<td>4</td>
<td>3</td>
<td>4</td>
<td>3</td>
<td>4</td>
<td>3</td>
<td>4</td>
<td>3</td>
</tr>
<tr>
<td>Grade 5</td>
<td>5</td>
<td>4</td>
<td>5</td>
<td>4</td>
<td>5</td>
<td>4</td>
<td>5</td>
<td>4</td>
</tr>
<tr>
<td>Grade 6</td>
<td>6</td>
<td>5</td>
<td>6</td>
<td>5</td>
<td>6</td>
<td>5</td>
<td>6</td>
<td>5</td>
</tr>
<tr>
<td>Grade 7</td>
<td>7</td>
<td>6</td>
<td>7</td>
<td>6</td>
<td>7</td>
<td>6</td>
<td>7</td>
<td>6</td>
</tr>
<tr>
<td>Grade 8</td>
<td>8</td>
<td>7</td>
<td>8</td>
<td>7</td>
<td>8</td>
<td>7</td>
<td>8</td>
<td>7</td>
</tr>
<tr>
<td>Grade 9</td>
<td>9</td>
<td>8</td>
<td>9</td>
<td>8</td>
<td>9</td>
<td>8</td>
<td>9</td>
<td>8</td>
</tr>
<tr>
<td>Grade 10</td>
<td>10</td>
<td>9</td>
<td>10</td>
<td>9</td>
<td>10</td>
<td>9</td>
<td>10</td>
<td>9</td>
</tr>
<tr>
<td>Grade 11</td>
<td>11</td>
<td>10</td>
<td>11</td>
<td>10</td>
<td>11</td>
<td>10</td>
<td>11</td>
<td>10</td>
</tr>
<tr>
<td>Grade 12</td>
<td>12</td>
<td>11</td>
<td>12</td>
<td>11</td>
<td>12</td>
<td>11</td>
<td>12</td>
<td>11</td>
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<tr>
<td>Overall</td>
<td>122</td>
<td>53</td>
<td>122</td>
<td>53</td>
<td>122</td>
<td>53</td>
<td>122</td>
<td>53</td>
</tr>
<tr>
<td>Total</td>
<td>304</td>
<td>160</td>
<td>304</td>
<td>160</td>
<td>304</td>
<td>160</td>
<td>304</td>
<td>160</td>
</tr>
</tbody>
</table>

**Grade 3 Scale Point**

| Grade 1 | 1   | 0     | 1   | 0     | 1   | 0     | 1   | 0     |
| Grade 2 | 2   | 1     | 2   | 1     | 2   | 1     | 2   | 1     |
| Grade 3 | 3   | 2     | 3   | 2     | 3   | 2     | 3   | 2     |
| Grade 4 | 4   | 3     | 4   | 3     | 4   | 3     | 4   | 3     |
| Grade 5 | 5   | 4     | 5   | 4     | 5   | 4     | 5   | 4     |
| Grade 6 | 6   | 5     | 6   | 5     | 6   | 5     | 6   | 5     |
| Grade 7 | 7   | 6     | 7   | 6     | 7   | 6     | 7   | 6     |
| Grade 8 | 8   | 7     | 8   | 7     | 8   | 7     | 8   | 7     |
| Grade 9 | 9   | 8     | 9   | 8     | 9   | 8     | 9   | 8     |
| Grade 10 | 10  | 9     | 10  | 9     | 10  | 9     | 10  | 9     |
| Grade 11 | 11  | 10    | 11  | 10    | 11  | 10    | 11  | 10    |
| Grade 12 | 12  | 11    | 12  | 11    | 12  | 11    | 12  | 11    |
| Overall | 122 | 53    | 122 | 53    | 122 | 53    | 122 | 53    |
| Total  | 304 | 160   | 304 | 160   | 304 | 160   | 304 | 160   |

**Grade 2 Scale Point**

| Grade 1 | 1   | 0     | 1   | 0     | 1   | 0     | 1   | 0     |
| Grade 2 | 2   | 1     | 2   | 1     | 2   | 1     | 2   | 1     |
| Grade 3 | 3   | 2     | 3   | 2     | 3   | 2     | 3   | 2     |
| Grade 4 | 4   | 3     | 4   | 3     | 4   | 3     | 4   | 3     |
| Grade 5 | 5   | 4     | 5   | 4     | 5   | 4     | 5   | 4     |
| Grade 6 | 6   | 5     | 6   | 5     | 6   | 5     | 6   | 5     |
| Grade 7 | 7   | 6     | 7   | 6     | 7   | 6     | 7   | 6     |
| Grade 8 | 8   | 7     | 8   | 7     | 8   | 7     | 8   | 7     |
| Grade 9 | 9   | 8     | 9   | 8     | 9   | 8     | 9   | 8     |
| Grade 10 | 10  | 9     | 10  | 9     | 10  | 9     | 10  | 9     |
| Grade 11 | 11  | 10    | 11  | 10    | 11  | 10    | 11  | 10    |
| Grade 12 | 12  | 11    | 12  | 11    | 12  | 11    | 12  | 11    |
| Overall | 122 | 53    | 122 | 53    | 122 | 53    | 122 | 53    |
| Total  | 304 | 160   | 304 | 160   | 304 | 160   | 304 | 160   |

**Grade 1 Scale Point**

| Grade 1 | 1   | 0     | 1   | 0     | 1   | 0     | 1   | 0     |
| Grade 2 | 2   | 1     | 2   | 1     | 2   | 1     | 2   | 1     |
| Grade 3 | 3   | 2     | 3   | 2     | 3   | 2     | 3   | 2     |
| Grade 4 | 4   | 3     | 4   | 3     | 4   | 3     | 4   | 3     |
| Grade 5 | 5   | 4     | 5   | 4     | 5   | 4     | 5   | 4     |
| Grade 6 | 6   | 5     | 6   | 5     | 6   | 5     | 6   | 5     |
| Grade 7 | 7   | 6     | 7   | 6     | 7   | 6     | 7   | 6     |
| Grade 8 | 8   | 7     | 8   | 7     | 8   | 7     | 8   | 7     |
| Grade 9 | 9   | 8     | 9   | 8     | 9   | 8     | 9   | 8     |
| Grade 10 | 10  | 9     | 10  | 9     | 10  | 9     | 10  | 9     |
| Grade 11 | 11  | 10    | 11  | 10    | 11  | 10    | 11  | 10    |
| Grade 12 | 12  | 11    | 12  | 11    | 12  | 11    | 12  | 11    |
| Overall | 122 | 53    | 122 | 53    | 122 | 53    | 122 | 53    |
| Total  | 304 | 160   | 304 | 160   | 304 | 160   | 304 | 160   |
Table 5(a) Number of academic and research staff on the single salary spine by grade, gender and scale point
School of the Humanities and Social Sciences
as at 31 July 2018

<table>
<thead>
<tr>
<th>Grade</th>
<th>Overall</th>
<th>Grade T &amp; A</th>
<th>Grade 1</th>
<th>Grade 2</th>
<th>Grade 3</th>
<th>Grade 4</th>
<th>Grade 5</th>
<th>Grade 6</th>
<th>Grade 7</th>
<th>Grade 8</th>
<th>Grade 9</th>
<th>Grade 10</th>
<th>Grade 11</th>
<th>Grade 12</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Men</td>
<td>Women</td>
<td>Men</td>
<td>Women</td>
<td>Men</td>
<td>Women</td>
<td>Men</td>
<td>Women</td>
<td>Men</td>
<td>Women</td>
<td>Men</td>
<td>Women</td>
<td>Men</td>
<td>Women</td>
<td>Total</td>
</tr>
</tbody>
</table>

Data not shown due to table size limitations.
Table 5(b) Number of academic-related and assistant staff on the single salary spine by grade, gender and scale point
School of the Humanities and Social Sciences
as at 31 July 2018

<table>
<thead>
<tr>
<th>Grade</th>
<th>T &amp; A</th>
<th>Grade 1</th>
<th>Grade 2</th>
<th>Grade 3</th>
<th>Grade 4</th>
<th>Grade 5</th>
<th>Grade 6</th>
<th>Grade 7</th>
<th>Grade 8</th>
<th>Grade 9</th>
<th>Grade 10</th>
<th>Grade 11</th>
<th>Grade 12</th>
<th>Overall</th>
</tr>
</thead>
<tbody>
<tr>
<td>Men</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
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<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Women</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
</tbody>
</table>

Notes:
- T & A: Teaching and Administrative
- Grades 1 to 12 represent different levels of academic and administrative roles.
- Overall represents the total number of staff across all grades and genders.
<table>
<thead>
<tr>
<th>Scale Point</th>
<th>Grade 1</th>
<th>Grade 2</th>
<th>Grade 3</th>
<th>Grade 4</th>
<th>Grade 5</th>
<th>Grade 6</th>
<th>Grade 7</th>
<th>Grade 8</th>
<th>Grade 9</th>
<th>Grade 10</th>
<th>Grade 11</th>
<th>Grade T &amp; A</th>
<th>Overall</th>
<th>Academic</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Total</td>
<td>20</td>
<td>18</td>
<td>23</td>
<td>35</td>
<td>18</td>
<td>7</td>
<td>5</td>
<td>4</td>
<td>12</td>
<td>14</td>
<td>15</td>
<td>164</td>
<td>21</td>
<td>709</td>
<td>242</td>
</tr>
</tbody>
</table>
Table 6(b) Number of academic-related and assistant staff on the single salary spine by grade, gender and scale point

<table>
<thead>
<tr>
<th>Gender</th>
<th>Grade T &amp; A</th>
<th>Grade 1</th>
<th>Grade 2</th>
<th>Grade 3</th>
<th>Grade 4</th>
<th>Grade 5</th>
<th>Grade 6</th>
<th>Grade 7</th>
<th>Grade 8</th>
<th>Grade 9</th>
<th>Grade 10</th>
<th>Grade 11</th>
<th>Grade 12</th>
<th>Overall</th>
</tr>
</thead>
<tbody>
<tr>
<td>Women</td>
<td>2</td>
<td>1</td>
<td>30</td>
<td>32</td>
<td>12</td>
<td>15</td>
<td>17</td>
<td>22</td>
<td>22</td>
<td>18</td>
<td>21</td>
<td>12</td>
<td>7</td>
<td>4</td>
</tr>
<tr>
<td>Men</td>
<td>2</td>
<td>1</td>
<td>30</td>
<td>32</td>
<td>12</td>
<td>15</td>
<td>17</td>
<td>22</td>
<td>22</td>
<td>18</td>
<td>21</td>
<td>12</td>
<td>7</td>
<td>4</td>
</tr>
</tbody>
</table>

School of the Physical Sciences as at 31 July 2018
Table 7(a) Number of academic and research staff on the single salary spine by grade, gender and scale point
School of Technology
as at 31 July 2018

<table>
<thead>
<tr>
<th>Scale Point</th>
<th>Grade T &amp; A</th>
<th>Grade 1</th>
<th>Grade 2</th>
<th>Grade 3</th>
<th>Grade 4</th>
<th>Grade 5</th>
<th>Grade 6</th>
<th>Grade 7</th>
<th>Grade 8</th>
<th>Grade 9</th>
<th>Grade 10</th>
<th>Grade 11</th>
<th>Grade 12</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Men (M)</td>
<td>Men (M)</td>
<td>Men (M)</td>
<td>Men (M)</td>
<td>Men (M)</td>
<td>Men (M)</td>
<td>Men (M)</td>
<td>Men (M)</td>
<td>Men (M)</td>
<td>Men (M)</td>
<td>Men (M)</td>
<td>Men (M)</td>
<td>Men (M)</td>
</tr>
<tr>
<td></td>
<td>Total (T)</td>
<td>Total (T)</td>
<td>Total (T)</td>
<td>Total (T)</td>
<td>Total (T)</td>
<td>Total (T)</td>
<td>Total (T)</td>
<td>Total (T)</td>
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<td>Total (T)</td>
<td>Total (T)</td>
<td>Total (T)</td>
<td>Total (T)</td>
</tr>
</tbody>
</table>

Note: Total as at 31 July 2018.
### Table 7(b) Number of academic-related and assistant staff on the single salary spine by grade, gender and scale point

**School of Technology**

**As at 31 July 2018**

<table>
<thead>
<tr>
<th>Scale Point</th>
<th>Grade 9</th>
<th>Grade 10</th>
<th>Grade 11</th>
<th>Grade 12</th>
<th>Grade 13</th>
<th>Grade 14</th>
<th>Grade 15</th>
<th>Grade 16</th>
<th>Grade 17</th>
<th>Grade 18</th>
<th>Overall</th>
</tr>
</thead>
<tbody>
<tr>
<td>Women</td>
<td></td>
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Table 8(a) Number of academic and research staff on the single salary spine by grade, gender and scale point

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Note: The table above shows the number of academic-related and assistant staff on the single salary spine by grade, gender, and scale point for Council Institutions (UAS & NSIs) as at 31 July 2018.
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Table 9(a) Number of academic and research staff on the single salary spine by grade, gender and scale point
General Board Institutions (NSIs)
as at 31 July 2018
Table 9(b) Number of academic-related and assistant staff on the single salary spine by grade, gender and scale point

General Board Institutions (NSIs)
as at 31 July 2018

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Tables 10 (a)-(e) Staff in receipt of pensionable and non-pensionable payments made during the 2017/18 financial year (1 August 2017 – 31 July 2018)

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

<table>
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<th>Arts &amp; Humanities</th>
<th>Biological Sciences</th>
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<th>Physical Sciences</th>
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<th>General Board</th>
<th>Total</th>
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<tr>
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<td>153</td>
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<td>£187,144</td>
<td>73</td>
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* Figures are rounded to the nearest pound.

### Table 10(b) Pensionable by payment type and gender

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<td>Chairman Faculty Board</td>
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<tr>
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### Table 10(c) Non-pensionable by payment type and gender

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* Figures are rounded to the nearest pound.

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

Figures are rounded to the nearest pound.
**Table 10(d) Pensionable by grouped payment type, school and gender**

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</table>

Figures are rounded to the nearest pound.

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

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<th>Physical Sciences</th>
<th>Technology</th>
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Figures are rounded to the nearest pound.
Table 11(a) Count of all staff in receipt of a market pay award as at 31 July 2018 by staff category, school (or equivalent) and gender

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Sub-Total: £2,755,141 £84,209
Table 11(b) Count of all staff in receipt of an advanced contribution supplement as at 31 July 2018 by staff category, school (or equivalent) and gender

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Total Supplements £613,933 £221,984

Table 11(c) Gender ratios for staff in receipt of an advanced contribution supplement as at 31 July 2018 by academic area and staff category

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£6,332 £27,329

£607,601 £194,655
Table 11(c) Count of all staff newly awarded market pay between 1 August 2017 and 31 July 2018 by staff category, school (or equivalent) and gender

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|               | Sub-Total               |       |       |       |       |       |       |       |       |       |       |       |
|               | Artis & Humanities      | M     | W     | M     | W     | M     | W     | M     | W     | M     | W     | Sub-Total |
|               | Humanities & Social Sciences | M | W | M | W | M | W | M | W | M | W | Sub-Total |
|               | Physical Sciences       | M     | W     | M     | W     | M     | W     | M     | W     | M     | W     | Sub-Total |
|               | Technology              | M     | W     | M     | W     | M     | W     | M     | W     | M     | W     | Sub-Total |
|               | Biological Sciences     | M     | W     | M     | W     | M     | W     | M     | W     | M     | W     | Sub-Total |
|               | Clinical Medicine       | M     | W     | M     | W     | M     | W     | M     | W     | M     | W     | Sub-Total |
|               | Council                 | M     | W     | M     | W     | M     | W     | M     | W     | M     | W     | Sub-Total |
|               | General Board           | M     | W     | M     | W     | M     | W     | M     | W     | M     | W     | Sub-Total |
|               | Sub-Total               |       |       |       |       |       |       |       |       |       |       |       |

Men | Women
---|---
Academic | 19 | 2
Academic Related | 8 | 14
Assistant | 0 | 1
Research | 4 | 3
Total Supplements | £591,181 | £175,654

£591,181 £175,654
Table 11(d) Count of all staff newly awarded an advanced contribution supplement between 1 August 2017 and 31 July 2018 by staff category, school (or equivalent) and gender

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<th>Staff category</th>
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<th>Grade</th>
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<th>Humanities &amp; Social Sciences</th>
<th>Physical Sciences</th>
<th>Technology</th>
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£185,007 £32,572

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Table 12a, Count* of all staff in receipt of a bonus payment*** during the 2017/18 financial year
by Staff Category, School (or equivalent) and Gender, shown as a percentage of basic salary

Information provided from CHRIS

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<th>Staff category**</th>
<th>Supplement % of salary</th>
<th>Grade</th>
<th>Arts &amp; Humanities</th>
<th>Humanities &amp; Social Sciences</th>
<th>Physical Sciences</th>
<th>Technology</th>
<th>Biological Sciences</th>
<th>Clinical Medicine</th>
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Notes:
* Where bonuses have been paid more than once a year this data refers to the total amount paid to one individual, over the time period, as a count of 1.
** No Academic Staff are recorded in receipt of bonus payments.
*** A ‘bonus’ is a payment which is calculated with regard to specific pre-agreed objectives or performance standards, and objectively reflects the employee’s performance against those standards. Bonuses are not paid at a fixed rate year-on-year, and are only paid at all if the pre-agreed criteria are met. The entitlement to participate in a bonus scheme is part of the individual’s contractual arrangements with the University. Figures are rounded to the nearest pound.

Table 12b, Count* of all staff in receipt of a bonus payment*** during the 2017/18 financial year
by Staff Category, School (or equivalent) and Gender, shown in 20K bands relating to the amount of bonus paid.

Information provided from CHRIS

<table>
<thead>
<tr>
<th>Staff category**</th>
<th>Bonus range</th>
<th>Grade</th>
<th>Arts &amp; Humanities</th>
<th>Humanities &amp; Social Sciences</th>
<th>Physical Sciences</th>
<th>Technology</th>
<th>Biological Sciences</th>
<th>Clinical Medicine</th>
<th>Council</th>
<th>General Board</th>
<th>Sub-Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>Academic Related</td>
<td>£0.000-£79.999</td>
<td>12</td>
<td>M W</td>
<td>M W</td>
<td>M W</td>
<td>M W</td>
<td>M W</td>
<td>M W</td>
<td>M W</td>
<td></td>
<td>33%</td>
</tr>
<tr>
<td></td>
<td>£80.000-£199.999</td>
<td>12</td>
<td>M W</td>
<td>M W</td>
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<td>M W</td>
<td>M W</td>
<td>M W</td>
<td>M W</td>
<td></td>
<td>0%</td>
</tr>
<tr>
<td></td>
<td>£200.000-£399.999</td>
<td>12</td>
<td>M W</td>
<td>M W</td>
<td>M W</td>
<td>M W</td>
<td>M W</td>
<td>M W</td>
<td>M W</td>
<td></td>
<td>0%</td>
</tr>
<tr>
<td></td>
<td>£400.000-£599.999</td>
<td>12</td>
<td>M W</td>
<td>M W</td>
<td>M W</td>
<td>M W</td>
<td>M W</td>
<td>M W</td>
<td>M W</td>
<td></td>
<td>0%</td>
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<td>0%</td>
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<tr>
<td>Total</td>
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<td>1</td>
<td>6</td>
<td>1</td>
<td>7</td>
<td></td>
<td></td>
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<td></td>
<td></td>
</tr>
</tbody>
</table>

Notes:
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VACANCIES, APPOINTMENTS, ETC.

Electors to the Russell R. Geiger Professorship of Crop Science

The Council has appointed members of the ad hoc Board of Electors to the Russell R. Geiger Professorship of Crop Science as follows:

(a) on the nomination of the Council

Professor Abigail Fowden, G
Professor Steve Long, Institute for Genomic Biology

(b) on the nomination of the General Board

Dr Tina Barsby, ED, National Institute of Agricultural Botany
Professor William Davies, Lancaster University
Professor Alison Smith, CC

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

Professor Sir David Baulcombe, T
Professor Howard Griffiths, CL
Professor Sarah Gurr, University of Exeter

Electors to the Professorship of Psychology in the Social Sciences

The Council has appointed members of the ad hoc Board of Electors to the Professorship of Psychology in the Social Sciences as follows:

(a) on the nomination of the Council

Professor Abigail Fowden, G
Professor Paul Ramehandani, Faculty of Education

(b) on the nomination of the General Board

Professor Vicki Bruce, Newcastle University
Professor Antony Manstead, Cardiff University
Professor Anna Vignoles, JE

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

Professor Claire Hughes, N
Professor Mark Johnson, K
Professor Zoe Kourtzi, DOW

Vacancies in the University

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

The Regius Professorship of Botany in the Department of Plant Sciences; tenure: from 1 October 2019 or as soon as possible thereafter; informal enquiries: Professor Alison Smith, Head of the Department of Plant Sciences and Convenor of the Board of Electors (email: as25@cam.ac.uk or tel.: 01223 333900); closing date: 15 March 2019; further details: http://www.jobs.cam.ac.uk/job/20155; quote reference: PD17932

Russell R. Geiger Professorship of Crop Science in the Department of Plant Sciences; tenure: from 1 January 2020 or as soon as possible thereafter; informal enquiries: Professor Alison Smith, Head of the Department of Plant Sciences (email: as25@cam.ac.uk) or Sir David Baulcombe, Regius Professor of Botany and Convenor of the Board of Electors (email: dcb40@cam.ac.uk); closing date: 20 March 2019; further details: http://www.jobs.cam.ac.uk/job/20154; quote reference: PD17931

Professorship of Economics in the Faculty of Economics; tenure: from 1 October 2019 or as soon as possible thereafter; informal enquiries: Professor Hamid Sabourian, Convenor of the Board of Electors (email: hs102@cam.ac.uk or tel.: 01223 335223); closing date: 1 March 2019; further details: http://www.jobs.cam.ac.uk/job/20172; quote reference: JH17948

University Lecturer (Honorary Consultant) in General Practice in the Department of Public Health and Primary Care; salary: £77,913–£105,042; closing date: 17 February 2019; further details: http://www.jobs.cam.ac.uk/job/20118; quote reference: RH17898

Administrative Officer (Educational Quality and Policy) (fixed-term) in the Academic Division; salary: £30,395–£39,609; closing date: 3 February 2019; further details: http://www.jobs.cam.ac.uk/job/20087; quote reference: AK17870

The University values diversity and is committed to equality of opportunity. The University has a responsibility to ensure that all employees are eligible to live and work in the UK.
EVENTS, COURSES, ETC.

Announcement of lectures, seminars, etc.

The University offers a large number of lectures, seminars and other events, many of which are free of charge, to members of the University and others who are interested. Details can be found on individual Faculty, Department and institution websites, on the What’s On website (http://www.admin.cam.ac.uk/whatson/) and on Talks.cam (http://www.talks.cam.ac.uk/). A variety of training courses are also available to members of the University, information and booking for which can be found online at http://www.training.cam.ac.uk/

Brief details of upcoming events are given below.

Cambridge University Libraries
- Steep Path: Translation from the Hungarian: the launch of poets Clive Wilmer and George Gömöri’s latest collaboration, at 5–6.30 p.m. on Thursday, 31 January 2019 in the Rare Books Reading Room at the University Library. Readings from the book will be followed by a drinks reception

Information and registration: http://www.lib.cam.ac.uk/plan-your-visit/whats/steep-path-translation-hungarian

Britten Sinfonia
- At Lunch Two: A new work by Edmund Finnis in a programme featuring music by Bach and Martinů, at 1 p.m. on Tuesday, 12 February 2019 at West Road Concert Hall

Information and registration: https://www.brittensinfonia.com/event/lunch-two-2018-19/

NOTICES BY THE GENERAL BOARD

Senior Academic Promotions, 1 October 2019 exercise: Committee amendments

Further to the notices published on 28 November 2018 and 9 January 2019 (Reporter, 2018–19: 6528, p. 134 and 6532, p. 296), the General Board has approved amendments to the membership of the committees as follows:

General Board’s School Committee (Technology)
Professor Richard William Prager will no longer serve as a member of the School Committee (Technology).

Faculty Committee (Biological Sciences)
Professor Ian Gordon Patrick Goodfellow has been appointed as a member of the Faculty Committee (Biological Sciences) in place of Professor Geoffrey Lilley Smith, with effect from 14 January 2019.

REGULATIONS FOR EXAMINATIONS

Natural Sciences Tripos, Part II
(Statutes and Ordinances, p. 418)

With immediate effect
The General Board, on the recommendation of the Committee of Management for the Natural Sciences Tripos, has approved an amendment to the Supplementary Regulations for Part II of the Natural Sciences Tripos so as to change the weighting of assessment components as a result of student feedback:

SUPPLEMENTARY REGULATIONS
Part II
Biological and Biomedical Sciences
The maximum marks allocated to each component shall be as follows:

<table>
<thead>
<tr>
<th>Component</th>
<th>Marks</th>
</tr>
</thead>
<tbody>
<tr>
<td>Major Subject</td>
<td>64 (amended from 65)</td>
</tr>
<tr>
<td>Minor Subject</td>
<td>16 (amended from 15)</td>
</tr>
<tr>
<td>Dissertation</td>
<td>20</td>
</tr>
</tbody>
</table>
REPORTS

Report of the Council on refurbishment of the Bunker as a collections storage facility for the Museum of Archaeology and Anthropology

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

1. In this Report the Council is seeking approval for a refurbishment of the Bunker, a University-owned building located on Brooklands Avenue, Cambridge, to provide a facility for the storage and research of collections held by the Museum of Archaeology and Anthropology (MAA).

2. The MAA’s reserve collection is currently stored at the West Cambridge site within the Atlas Building, which due to age is deteriorating. While it is not cost-effective fully to refurbish the Atlas Building, it requires frequent maintenance to avoid risk to the collections stored within, which are formally designated as of national and international significance.

3. An alternative site for storage of the MAA’s collections has been identified. The Cambridge ‘Bunker’ is a two-storey Grade II-listed structure built in the early 1950s to provide a War Room, with a 1960s extension constructed to house ministry offices located in the former government estate off Brooklands Avenue. The proposed internal works to the extension include the removal of the non-structural partition walls. The principle of the current design is to provide a system of specific storage on both the ground and first floors, mostly in the form of shelving, with specialised units to support and store unique pieces. There is also an area dedicated to a modest study facility to ensure the ongoing accessibility for academic and research purposes as well as a loading/unpacking area with freezers for material quarantine, together with facilities (WC/kitchenette) to accommodate staff who will be working within the building. Minimal alterations are proposed in the older part of the Bunker, in line with the Grade II listing, to facilitate lighting, fire alarms, power and accessibility.

4. Museum collections require controlled ambient conditions to provide a stable environment to preserve, over the long term, a range of materials in a mixed collection of artefacts. The internal conditions of the facility have been developed in alignment with BSI PD5454 and the requirements of the Arts Council Government Indemnity Scheme.

5. The original building of the Bunker has a gross internal area of 798m²; the extension provides a further 2,627m². A Concept Case for the project was approved by the Planning and Resources Committee on 5 December 2018. A Full Case will be prepared in due course. The estimated cost of the project is up to £10.5M, with funding expected to come from the Capital Fund. It is hoped to submit a planning application during March 2019 so that work can begin no later than September 2019.

6. Drawings of the proposed scheme are displayed for the information of the University in the Schools Arcade and are reproduced online at https://www.prao.admin.cam.ac.uk/capital-planning/plans-and-drawings. A plan showing the location of the Bunker is shown below.

7. The Council recommends:

I. That subject to the Full Case being approved by the Planning and Resources Committee, approval is given for the works to be undertaken within the Bunker to enable its use as a collection storage facility by the Museum of Archaeology and Anthropology.

II. That the Director of Estate Strategy be authorised to apply for detailed planning approval in due course.

III. That the Pro-Vice-Chancellor for Strategy and Planning be authorised to accept a tender for the works, within the available funding, in due course.

21 January 2019

Stephen Toope, Vice-Chancellor

Sam Ainsworth
Evie Aspinall
R. Charles
Stephen J. Cowley
Anthony Freeling
Nicholas Gay
David Greenaway

Jennifer Hirst
Nicholas Holmes
Fiona Karet
Christopher Kelly
Mark Lewisohn
Marcel Lla vero Pasquina
Jeremy Morris
Richard Penty

Michael Proctor
Sofia Ropek-Hewson
Andrew Sanchez
Jason Scott-Warren
Sara Weller
Mark Wormald
Jocelyn Wyburd


2 Arts Council GIS provides an alternative to the cost of commercial insurance which allows organisations to loan and display objects that might have been prohibited due to the high cost of insurance.
OBITUARIES

Obituary Notice

Mr John Lewis Reddaway, M.A., C.Eng., Life Fellow of Emmanuel College, and former Secretary of the University of Cambridge Local Examinations Syndicate, died on 9 January 2019, aged 92 years.
GRACES

Graces to be submitted to the Regent House at a Congregation on 26 January 2019

The Council has sanctioned the submission of the following Graces to the Regent House at a Congregation to be held on 26 January 2019:

That the following person be admitted to the degree of Doctor of Philosophy by incorporation:


That the following person be admitted to the degree of Master of Arts by incorporation:

2. **Mark Edward Purcell**, of Pembroke College, Senior Under-Librarian in the University Library, Master of Arts of the University of Oxford (2011).

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

3. **Lewis John Cameron**, Director in the Local Examinations Syndicate.

4. **Jane Clare**, Administrative Officer in the Academic Division of the University Offices.

5. **Richard Bertram Horne**, Fellow of St Edmund’s College.

6. **Ahmed Wali Khwaja**, Reader in the Faculty of Business and Management.

7. **Stephen Martin McDonnell**, University Lecturer in the Department of Surgery.


9. **Mercedes Laura Muratorio**, Assistant Director in the Local Examinations Syndicate.

ACTA

Approval of Graces submitted to the Regent House on 9 January 2019

The Graces submitted to the Regent House on 9 January 2019 (*Reporter*, 6532, 2018–19, p. 303) were approved at 4 p.m. on Friday, 18 January 2019.

E. M. C. RAMPTON, Registrar

END OF THE OFFICIAL PART OF THE ‘REPORTER’
COLLEGE NOTICES

Vacancies

Newnham College: Phyllis and Eileen Gibbs Travelling Research Fellowship 2019–20 in Biology, Archaeology, Social Anthropology, or Sociology; salary: up to £18,000; women applicants only; closing date: 25 February 2019; further details: https://www.newn.cam.ac.uk/research/travelling-fellowships

Memorial Service

Downing College

Memorial Service for Mr John Hopkins

A Memorial Service for Mr John Hopkins, Emeritus Fellow of Downing College and Honorary Fellow of Hughes Hall (see Reporter, 6521, 2018–19, p. 52), will be held in Great St Mary’s, the University Church, on Saturday, 4 May 2019 at 2 p.m. After the service, refreshments will be served in Downing College. Those planning to attend are asked to register at: https://www.downingcambridge.com/john-hopkins-memorial-service

SOCIETIES, ETC.

Cambridge Philosophical Society

The Society’s first talk of the Lent Term will take place at 6 p.m. on Monday, 28 January 2019, in the Bristol-Myers Squibb Lecture Theatre, Department of Chemistry, Lensfield Road. Professor Vikram Deshpande, Department of Engineering, will give the G. I. Taylor Lecture entitled Fluctuations in the life of a cell: maintaining order amidst disorder. Further details are available at http://www.cambridgephilosophicalsociety.org/lectures.shtml

EXTERNAL NOTICES

Oxford Notices

Magdalen College: Dean of Divinity; stipend: £28,660–£34,189, appropriate college accommodation free of rent (or a discretionary housing allowance, at present £15,000 per annum), plus other college benefits; closing date: 15 February 2019 at 12 noon; further details: http://www.magd.ox.ac.uk/job-vacancies

St Hugh’s College: The Powys Roberts Research Fellowship in European Literature; stipend: £24,773 per year; closing date: 20 February 2019 at 12 noon; further details: http://www.st-hughs.ox.ac.uk/discover/work-for-us/

Wolfson College: Non-stipendiary Research and Junior Research Fellowships in Humanities and Social Sciences 2019; closing date: 24 March 2019; further details: http://www.wolfson.ox.ac.uk/fellowships/

Events

Girton College

Girton150 Founders’ Memorial Lecture

As part of Girton’s 150th Anniversary celebrations, the 58th Founders’ Memorial Lecture will be given by Girton alumna Her Imperial Highness Princess Takamado, a member of the Imperial Family of Japan, on Netsuke and their role in introducing Japan to the West, at 6 p.m. (doors open at 5.45 p.m.) on Friday, 15 February 2019. All are welcome to attend, but places are limited and should be reserved by registering at: https://www.girton.cam.ac.uk/events/girton150-founders-memorial-lecture-by-hih-princess-takamado/

St John’s College

Linacre Lecture, 2019

Professor Serena Best, Deputy Head of the Department of Materials Science and Metallurgy and Fellow of St John’s College, will deliver the annual Linacre Lecture on Scaffolds for tissue regeneration: do we understand the ‘hole’ story? at 5 p.m. on Tuesday, 5 February 2019, in the Main Lecture Theatre, Old Divinity School, St John’s College. Further information is available at https://www.joh.cam.ac.uk/professor-serena-best-give-linacre-lecture-2019

Trinity College

The Clark Lectures, 2019

The Clark Lectures for the Lent Term 2019 will be delivered by Professor Andrew Cole, Princeton University, on the theme of Unmodernism as follows:

28 January: Hegel in the Cathedral (lecture)
30 January: The substance of thought (seminar)
4 February: The forms of theory (seminar)
6 February: Marx after Feudalism (lecture)

All begin at 6 p.m. Lectures 1 and 4 will take place in the Winstanley Lecture Theatre, Trinity College, and last an hour. Lectures 2 and 3 will take place in the Junior Parlour, Trinity College, and will be approximately an hour and a half long. They will take a more informal, seminar format, with advance reading material available (email: jm258@cam.ac.uk). Further information can be found at https://www.trin.cam.ac.uk/events/