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UNIVERSITY OF
CAMBRIDGE

NOTICES

Calendar

19 July, *Friday*. Congregation of the Regent House at 10 a.m.

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

1 October, *Tuesday*. Michaelmas Term begins. Congregation of the Regent House at 9.30 a.m.: Vice-Chancellor's address and the election and admission of the Proctors.

8 October, *Tuesday*. Full Term begins. Discussion in the Senate-House at 2 p.m. (see below).

Ordinary issues of the *Reporter* for the remainder of the 2018–19 academic year will be published on 17 and 24 July. The first ordinary issue of the 2019–20 academic year will be published on 25 September 2019.

Discussion on Tuesday, 8 October 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, 8 October 2019 at 2 p.m., for the discussion of:

1. Topic of concern: The University response to the climate crisis beyond divestment (*Reporter*, 6552, 2018–19, p. 694).
2. Second-stage Report of the Council, dated 12 June 2019, on the construction of a new Heart and Lung Research Institute on the Cambridge Biomedical Campus (p. 806).

Further information on Discussions, including details on format and attendance, is provided at <https://www.governance.cam.ac.uk/governance/decision-making/discussions/>.

Amending Statute for Newnham College

8 July 2019

The Vice-Chancellor begs leave to refer to his Notice of 5 June 2019 (*Reporter*, 6552, 2018–19, p. 694), concerning the text of a Special Statute to amend the Charter of Newnham College. He hereby gives notice that in the opinion of the Council the proposed Statute makes no alteration of the Charter or any Statute which affects the University, and does not require the consent of the University; that the interests of the University are not prejudiced by it, and that the Council has resolved to take no action upon it, provided that the Council will wish to reconsider the proposed Statute if it has not been submitted to the Privy Council by 8 July 2020.

Report of the General Board on Senior Academic Promotions: Notice in response to Discussion remarks

8 July 2019

The Council has received the remarks made at the Discussion on 2 July 2019 (p. 812) on the above Report (*Reporter*, 6551, 2018–19, p. 686). The Council has consulted with the General Board in preparing this response.

The Council and the General Board note Dr du Bois-Pedain's support for the increase to the budget for the Senior Academic Promotions (SAP) exercise. The true cost of the exercise this year exceeds the estimate by 4.3%.

Dr du Bois-Pedain suggests that there is insufficient information in the Report to enable readers to determine whether the exercise has been reasonably conducted. The General Board notes that decisions on where the line is drawn are based on academic judgment taking into account all of the criteria, including but not limited to research. As the 2019 guidance¹ notes in paragraph 5.17, the bandings and scores are used to summarise the description of achievement in relation to the criteria. The Board will reflect on whether any further contextual information can be provided in the Report as part of the next exercise; however, it does not consider information about reapplications to be material because each year's scheme is a stand-alone process.

The General Board has agreed to postpone the implementation of the Academic Career Pathways (ACP) Scheme, which will now replace the SAP Scheme from 2020–21 (*Reporter*, 6551, 2018–19, p. 668). The Board notes Dr du Bois-Pedain's suggestion and agrees that the longer lead-in time will enable the committees involved in the process to become more familiar with the ACP Scheme and to compare it with the SAP Scheme.

The Council is submitting a Grace (Grace 2, p. 808) for the approval of the recommendations of this Report.

¹ https://www.hr.admin.cam.ac.uk/files/sap_2019_procedures_and_guidance_manual_final_11_sept_18.pdf

Report of the Council on the financial position and budget of the University, recommending allocations from the Chest for 2019–20: Notice in response to Discussion remarks

8 July 2019

The Council has received the remarks made at the Discussion on 2 July 2019 (p. 812) on the above Report (*Reporter*, 6552, 2018–19, p. 699).

The Council notes Dr James' concern that the ambition to improve the financial sustainability of the University will encourage an approach to strategic decision-making which takes insufficient account of academic excellence, or of the role and values of a university. The Council welcomes the opportunity to reiterate that the University's budget and planning work is driven by a commitment to fulfil the University's mission 'to contribute to society through the pursuit of education, learning and research at the highest international standards of excellence'.

As the Vice-Chancellor has highlighted previously, one of the University's great strengths is its ability to seek out and develop new areas of academic endeavour. These areas of new endeavour are rarely fully funded, and the University needs a clear-sighted view on what activities to prioritise as it expands into new areas, and to ensure so far as possible that the costs of new activities are fully covered. This is reflected in the ambition to provide better and clearer financial information – through our finance systems, and through a revised approach to resource distribution and cost allocation – which informs decision-making at all levels of the University, and supports the priority to define and deliver the University's academic vision within a financially sustainable framework.

Dr James identifies the challenge faced by the University in balancing its investments in people and facilities. The Planning and Resources Committee has heavily rationalised its capital plan in light of the overall financial position, but investment in buildings cannot cease altogether, and there is need in particular to improve the University's facilities for education and learning, following significant investment in recent years in research-intensive buildings.

Dr James highlights the issue of senior post-holder pay. The Council will be asked at its meeting on 15 July to approve a response to the Discussion remarks on the Report of the Council on the governance of the remuneration of the Vice-Chancellor and senior post-holders and other pay-related matters (*Reporter*, 2018–19; 6535, p. 380; 6532, p. 297).

Dr James also highlights the default assumption in the planning guidance for pay increases of 2%. The Budget Report makes provision, via a central contingency set aside for this purpose, to meet additional recurrent costs (for Chest-funded posts) in the event of higher national pay awards.

A number of speakers remarked on the financial provision for pay and reward initiatives under the People Strategy. A detailed explanation of these initiatives was not given in the Report to avoid duplication with information published elsewhere, in particular the Report on arrangements for implementation of the Academic Careers Pathways scheme published on 15 May 2019 (*Reporter*, 6547, 2018–19, p. 562).

The HR expenditure in centrally administered funds (a total of £2.9m as highlighted by Professor Evans) relates principally (£2.1m) to the estimated in-year costs of existing reward schemes – Senior Academic Promotions, the Professorial Pay Review and the contribution reward schemes for assistant and academic-related staff – recognising that these costs will not previously have been budgeted for in Schools and institutions. The remaining allocations are to support other activities or initiatives that do not form part of the core budget of the HR Division, including a budget for gender initiatives (such as the returning carers scheme)¹ and a budget towards the costs of Professorial recruitment, which is managed centrally by HR Division.

The figures highlighted by Dr James (£2.7m rising to £11m) are the estimated recurrent costs resulting from the implementation of enhanced reward schemes, including the revised arrangements for Academic Career Pathways approved by Grace 1 of 12 June 2019. The breakdown provided to the Planning and Resources Committee at its meeting on 20 March 2019 is repeated below for the information of the Regent House. It is in this context that the Planning and Resources Committee has expressed its concern about the ability of Schools and institutions to absorb these costs, without significant increases in Chest allocations which can only be achieved by generating additional income overall or by achieving greater efficiencies elsewhere in the University. Allocations at the level highlighted by Dr James have not been included in the current Budget Report; the additional provision has been limited to the difference between the costs already being met by Schools and institutions within existing budgets, and the additional costs expected to result from the revised schemes. This is an additional allocation of just under £600k in 2019–20, rising to more than £4m by 2022–23.

£k	2019–20	2020–21	2021–22	2022–23
Academic career paths	881	1,878	3,507	5,168
Professorial pay review	1,420	1,448	2,946	3,005
Contribution schemes	385	1,225	2,082	2,995
Total recurrent cost	2,686	4,551	8,534	11,129
<i>Additional costs relative to the current schemes</i>	<i>584</i>	<i>1,236</i>	<i>3,051</i>	<i>4,364</i>

Dr James also asks what total figure was forecast for bonus pay and for market pay supplements. The Council notes that the award of such pay is not forecast centrally; it is expected to be paid by the individual institutions concerned from the resources available to them. However, data is collected retrospectively and reported, for example in the staff statistical information (see *Reporter*, 6534, 2018–19, p. 323 for the most recently published data).

¹ <https://www.hr.admin.cam.ac.uk/policies-procedures/returning-carers-scheme>

Responding to specific further queries from Dr Sliwa and Dr Cortijo, the Council can confirm that no provision has been made for increased parental leave at full pay, which remains under active consideration by the HR Committee, nor for an increase to the University's rates for examination and assessment work, pending the outcome of current discussions with Cambridge UCU. The Council understands that a proposal to increase the rates for examination and assessment will be made as part of the 2019 Planning Round, to take effect in the 2020–21 financial year. A sub-group of the Partnership Working Group has been established, and will meet approximately monthly throughout 2019, to address the other issues highlighted by Dr Cortijo.

The Council is submitting a Grace (Grace 1, p. 808) for the approval of the recommendations of this Report.

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

10 July 2019

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 until 31 December 2020, following Lesley Thompson's decision to step down from 11 July 2019.

Nominations should be made in writing to the Head of the Registry's Office, University Offices, The Old Schools, Cambridge, CB2 1TN, and must include a statement by the person nominated that he or she is willing to serve on the Finance Committee. Nominations and statements should be made by **12 noon on Friday, 19 July 2019**. Nominations should be supported by the signatures of two members of the Regent House.

The election is conducted in accordance with the Single Transferable Vote regulations and voting is by postal ballot. If a ballot is necessary, papers will be dispatched by Tuesday, 30 July 2019, for return by 12 noon on Friday, 9 August 2019.

VACANCIES, APPOINTMENTS, ETC.

Appointments and grants of title

The following appointments and grants of title have been made:

APPOINTMENTS

Reader

Law. Professor Sandesh Sivakumaran, B.A., Ph.D., *EM*, appointed from 1 January 2020 until the retiring age.

University Senior Lecturer

Judge Business School. Dr Yeun Joon Kim, B.S., *Yonsei, Korea*, B.A., M.S., *Seoul*, Ph.D., *Toronto*, appointed from 10 June 2019 until the retiring age and subject to a probationary period of three years.

University Lecturers

Archaeology. Dr Guy Sherwin Jacobs, B.A., *CL*, Ph.D., *Southampton*, appointed from 1 January 2020 until the retiring age and subject to a probationary period of five years. Dr Kathelijne Kooops, B.Sc., M.Sc., *Utrecht*, Ph.D., *JN*, appointed from 1 January 2020 until the retiring age and subject to a probationary period of five years. Dr Rihlat Said Mohamed, B.Sc., M.Sc., Ph.D., *Paris-Sud*, appointed from 16 September 2019 until the retiring age and subject to a probationary period of five years.

Chemistry. Dr Alexander James William Thom, B.A., M.Sc., Ph.D., *TH*, appointed from 1 October 2019 until the retiring age and subject to a probationary period of three years.

Classics. Dr Frisbee Candida Cheyenne Sheffield, B.A., *Bristol*, M.Phil., *N*, D.Phil., *Oxford*, appointed from 1 September 2019 until the retiring age and subject to a probationary period of five years.

Divinity. Dr Joerg Hausteine, M.A., *Leipzig*, D.Th., *Heidelberg*, appointed from 1 September 2019 until the retiring age and subject to a probationary period of five years.

Earth Sciences. Dr Oscar Branson, B.Sc., *Bristol*, M.Sc., *Southampton*, Ph.D., *JE*, appointed from 1 October 2019 until the retiring age and subject to a probationary period of five years. Dr Rachael Rhodes, Ph.D., *Wellington, New Zealand*, appointed from 1 September 2019 until the retiring age and subject to a probationary period of five years.

Economics. Dr Christopher Raphael Rauh, Diplom-Kaufmann, *Aachen*, B.Com., *Perth*, M.A., Ph.D., *Autonoma de Barcelona*, appointed from 1 January 2020 until the retiring age and subject to a probationary period of five years.

History and Philosophy of Science. Dr Staffan Erik Wilhelm Mueller-Wille, M.Sc., *Berlin*, Ph.D., *Bielefeld, Germany*, appointed from 1 January 2020 until the retiring age and subject to a probationary period of five years.

Pharmacology. Dr Catherine Helen Wilson, B.Sc., Ph.D., *Cardiff*, appointed from 1 October 2019 until the retiring age and subject to a probationary period of five years.

Assistant Registry

University Offices (Academic Division). Ms Louise Balshaw, B.A., *Manchester*, CIPFA, appointed from 17 June 2019 until the retiring age and subject to a probationary period of nine months.

Under-Librarian

University Library. Dr Benjamin Mathew Outhwaite, *CHR*, appointed from 1 June 2019 until the retiring age.

Senior Advisory Officer

University Offices (Estate Management). Mr Peter Keith Wilderspin appointed from 1 April 2019 until the retiring age.

GRANTS OF TITLE

Affiliated Lecturers

Architecture and History of Art. Ms Christina Farrady has been granted the title of Affiliated Lecturer from 1 October 2019 until 30 September 2020. Dr Anna Gannon, *ED*, Dr Nicola Kozicharow, *TH*, Dr Adam Neil Menuge, Reverend Dr John Millington Munns, *M*, Mr Paul Shakeshaft, *HH*, Professor Frances Spaldin, *CLH*, Dr Lucia Tantardini, *CLH*, and Dr Deniz Turker Cerda, *PEM*, have been granted the title of Affiliated Lecturer from 1 October 2019 for a further year.

Biology. Professor Johannus Jan Bolhuis, *CTH*, Dr Alexander David Clarke, *CL*, Ms Anita May Shelley and Dr Andrew Charles Gladwyn Thwaites, *PEM*, have been granted the title of Affiliated Lecturer from 1 October 2019 until 30 September 2021. Dr Thomas David Kay Brown, Dr Georgina Browne, Dr Peter David Carey, Dr Victoria Pasterski Estes, Dr Michael Harfoot, Dr David Shing-Mun Huen, Dr Vasanti Harish Jadva, Dr Victoria Leong, Dr Karen Lipkow, Professor Jonathan Andrew Napier, Dr Colin Adrian Roberts, *SID*, Dr Debra Anne Spencer, *LC*, and Dr Emma Woodberry have been granted the title of Affiliated Lecturer from 1 October 2019 for a further two years. Dr Breanne Chryst has been granted the title of Affiliated Lecturer from 1 November 2019 for a further two years. Dr Sarah Lloyd-Fox and Dr Sharon Morein-Zamir have been granted the title of Affiliated Lecturer from 1 December 2019 for a further two years.

Clinical Medicine. Dr Andrew Nicholas Priest has been granted the title of Affiliated Lecturer from 1 August 2019 for a further two years.

Engineering. Professor William James Nuttall, Dr Judith Plummer Braeckman, Dr Daniel Popa, *EM*, Dr Elena Punskeya, *CHR*, Mr Anthony R. M. Roulstone and Dr Jossy Sayir, *R*, have been granted the title of Affiliated Lecturer from 1 October 2019 for a further year.

Human, Social and Political Science. Dr Tadashi Hirai, Dr Nitya Mohan Khemka, Dr Siddharth Shanker Saxena, *JE*, Dr Felix Stein, Dr Banu Turnaoglu, *JN*, and Dr Yan Zhang, *JE*, have been granted the title of Affiliated Lecturer from 1 October 2019 until 30 September 2021. Dr Piers Dominic Mitchell and Dr Sertac Sehlkoglou, *PEM*, have been granted the title of Affiliated Lecturer from 1 October 2019 for a further year. Dr Eona Bell, *SE*, Dr Batoul Roxane Farmanfarmaian, Dr Paola Filippucci, *MUR*, Dr Pier Paola Heywood, Dr Solava Samir Saad Mohamed Ibrahim, *N*, Dr Javier Gonzalez Diaz, Dr Jody Patrick Joy, Dr Patrick Thomas McKearney, Dr Jaqueline Gay Meeke, Professor Chizu Nakajima, Dr Richard Sidebottom, *JE*, Dr Maryam Tanwir, Dr Sylvana Palma Tomaselli, *JN*, Dr Robert Douglas Weatherley, *R*, and Dr Fiona Catherine Wright have been granted the title of Affiliated Lecturer from 1 October 2019 for a further two years.

Music. Professor Jeremy Sutherland Begbie, *W*, Professor Margaret Faultless, *G*, Dr Delphine Melissa Mordey, *N*, Dr David Glenn Skinner, *SID*, Mr Jeremy Robert Yarker Thurlow, *R*, and Dr Edward Wickham, *CTH*, have been granted the title of Affiliated Lecturer from 1 October 2019 for a further two years.

REGULATIONS FOR EXAMINATIONS**History and Modern Languages Tripos, Part II**

(*Statutes and Ordinances*, p. 343)

With effect from 1 October 2022

Further to the General Board's Notice on p. 800, the following changes to the regulations for Part II of the History and Modern Languages Tripos have been approved.

The papers available at Part II shall be amended as follows:

*SCHEDULE C***German**

By removing paper Ge.15 from Schedule C and retitling papers Ge.8–Ge.14 to read as follows:

- Ge.8. History of the German language
- Ge.9. The making of German culture
- Ge.10. German literature, thought and history from 1700 to 1832
- Ge.11. The modern German historical imagination
- Ge.12. Revolutions in German literature, thought and history from 1830 to 1945
- Ge.13. Memory and identity in German-speaking Europe since 1945
- Ge.14. Title to be confirmed

Modern and Medieval Languages Tripos, Part II

(*Statutes and Ordinances*, p. 390)

With effect from 1 October 2022

The General Board, on the recommendation of the Faculty Board of Modern and Medieval Languages, has approved changes to Part II of the Modern and Medieval Languages Tripos and the History and Modern Languages Tripos (p. 799) in respect of the schedules of papers available in German. The number of papers available will be reduced from eight to seven, while maintaining and refreshing the full range of teaching content and further addressing the need for diversity-aware teaching and learning.

SCHEDULE B

German

By removing paper Ge.15 from Schedule B and retitling papers Ge.8–Ge.14 to read as follows:

- Ge.8. History of the German language
- Ge.9. The making of German culture
- Ge.10. German literature, thought and history from 1700 to 1832
- Ge.11. The modern German historical imagination
- Ge.12. Revolutions in German literature, thought and history from 1830 to 1945
- Ge.13. Memory and identity in German-speaking Europe since 1945
- Ge.14. Title to be confirmed

SCHEDULE II

By removing Ge.15 from the list of papers available for German in Part II.

Master of Business Administration (M.B.A.)

(*Statutes and Ordinances*, p. 448)

With effect from 1 October 2019

The General Board, on the recommendation of the Faculty Board of Business and Management, has approved changes to the regulations for the degree of Master of Business Administration so as to update the name of the governing body, correct an internal reference within the regulations, and include Doctor of Business in the list of degrees for which periods of study for this degree may not be counted.

Regulation 10.

By replacing the reference to Regulation 4 with Regulation 12.

Regulation 11.

By adding the Bus.D. to the list of degrees for which periods of study for the Master of Business Administration may not be counted.

Regulation 12.

By replacing the references to the ‘Judge Institute of Management’ with ‘Judge Business School’ throughout.

Archaeology for the M.Phil. Degree

(*Statutes and Ordinances*, p. 515)

With effect from 1 October 2020

The General Board, on the recommendation of the Degree Committee for the Departments of Archaeology, Social Anthropology and Sociology, has approved amendments to the regulations for the examination in Archaeology for the degree of Master of Philosophy so as to remove ‘Archaeological science’ as an option and to add the option of six one-term modules to the scheme of examination.

Regulation 1.

By replacing ‘Option 1. Archaeological science’ with ‘Option 1. Archaeology’ and deleting ‘Option 10. Archaeology’.

Regulation 2.

By inserting ‘six one-term modules’ in Regulation 2(c) so as to read:

- (c) from a list of mandatory and optional modules, a combination of one-term and two-term modules making up a total equivalent to six terms’ worth of modules (combinations might include six one-term modules; one two-term module and four one-term modules; two two-term modules and two one-term modules; or three two-term modules).

Archaeological Science for the M.Phil. Degree

With effect from 1 October 2020

The General Board, on the recommendation of the Degree Committee for the Departments of Archaeology, Social Anthropology and Sociology, has approved the introduction of a new course in Archaeological Science for the degree of Master of Philosophy. Special Regulations for the examination have been approved as follows:

ARCHAEOLOGICAL SCIENCE

1. The scheme of examination for the one-year course of study in Archaeological Science for the degree of Master of Philosophy shall consist of:

- (a) a thesis of not more than 15,000 words in length, exclusive of tables, footnotes, bibliography, and appendices, on a topic approved by the Degree Committee;
- (b) the presentation of a seminar on the topic of the candidate's thesis research and a written report of the presentation;
- (c) from a list of mandatory and optional modules, a combination of one-term and two-term modules making up a total equivalent to six terms' worth of modules (combinations might include six one-term modules; one two-term module and four one-term modules; two two-term modules and two one-term modules; or three two-term modules).

2. In publishing the lists of modules, the Degree Committee shall announce for each option which modules are mandatory, the optional modules available and their permissible combinations, and the form of examination for each module, which shall be either a written paper, or coursework, or a combination of these, and shall specify the duration of any written paper and the limit to be placed on the length of any essay or other exercise.

3. The examination may include, at the discretion of the Examiners, an oral examination on the thesis and on the general field of knowledge within which it falls, and on the other work submitted as part of the examination.

Entrepreneurship for the M.St. Degree

(Statutes and Ordinances, p. 559)

With effect from 1 October 2020

The General Board, on the recommendation of the Faculty Board of Business and Management, has approved amendments to the regulations for the examination in Entrepreneurship for the degree of Master of Studies so as to change the word limit of the project report from 15,000 to 12,000 words and to clarify the module requirements.

Regulation 1.

By replacing Regulation 1 with the following:

1. The scheme of examination for the course of study in Entrepreneurship for the degree of Master of Studies shall consist of:

- (a) ten modules selected from a list of mandatory and optional modules published by the Degree Committee for the Faculty of Business and Management not later than the end of the Easter Term next preceding the examination. In publishing the list of modules and additional modules the Degree Committee shall announce the form of examination for each module, which shall be either a written paper, or one or more essays or other exercises, or a combination of these, and shall specify the duration of any written paper and the limit to be placed on the length of any essay or other exercise;
- (b) a project report of not more than 12,000 words in length, including footnotes and appendices, but excluding bibliography, on a subject approved by the Degree Committee.

NOTICES BY FACULTY BOARDS, ETC.**Education Tripos, Parts Ib and II, 2020***(Statutes and Ordinances, p. 316)*

The Faculty Board of Education gives notice that, for the examinations for Part Ib and Part II of the Education Tripos to be held in 2020, the additional papers to be offered will be as shown below:

PART IB**Section III***Education, psychology and learning pathway*

- Paper 12 Social and developmental psychology (Paper PBS 3 of Part Ib of the Psychological and Behavioural Sciences Tripos)

Education, policy and international development pathway

- Paper 6 International literatures, arts and cultures
 Paper 11 Modernity, globalisation and education
 Paper 13 Modern societies II (Paper SOC3 of the Human, Social and Political Sciences Tripos)
 Paper 14 Development theories, policies and practices (Paper 3 of Part I of the Geographical Tripos)

Education, English, drama and the arts pathway

- Paper 15 Practical criticism and critical practice (Paper 1 of Part I of the English Tripos)
 Paper 16 Early medieval literature and its contexts 1066–1350 (Paper 2 of Part I of the English Tripos)
 Paper 17 English literature and its contexts 1300–1550 (Paper 3 of Part I of the English Tripos)
 Paper 18 English literature and its contexts 1500–1700 (Paper 4 of Part I of the English Tripos)
 Paper 20 English literature and its contexts 1660–1870 (Paper 6 of Part I of the English Tripos)
 Paper 21A English literature and its contexts 1830–1945 (Paper 7A of Part I of the English Tripos)
 Paper 21B English literature and its contexts 1870–present (Paper 7B of Part I of the English Tripos)

PART II**Section IV***Education, psychology and learning pathway*

- Paper 10A Developmental psychopathology (Paper PBS6 of Part II of the Psychological and Behavioural Sciences Tripos)

Education, policy and international development pathway

- Paper 11A Case studies in education, policy and international development
 Paper 11B Gender (Paper SOC10 of the Human, Social and Political Sciences Tripos)
 Paper 11C Religion and contentious mobilisation (Paper SOC8 of the Human, Social and Political Sciences Tripos)

Education, English, drama and the arts pathway

- Paper 12 Children and literature
 Paper 13 Performance, education and society
 Paper 14 Shakespeare
 Papers 1, 2, 5, 6, 7, 8, 9, 10, 11, 12, 13, 14, 15, 16, 17 and 18 of Part II of the English Tripos

Law Tripos, 2019–20: Half-papers and Seminar courses*(Statutes and Ordinances, p. 370)*

The Faculty Board of Law gives notice that, in accordance with Regulation 17, the subjects prescribed as half-papers for Paper 49 of the Law Tripos, and seminar courses for Paper 50 in Part II of the Law Tripos in 2019–20 are as listed below:

Half-papers for Paper 49

- European environmental and sustainable development law
 Historical foundations of the British constitution
 Landlord and tenant law
 Topics in European legal history
 Topics in legal and political philosophy

Seminar courses for Paper 50

- Crime and criminal justice
- Ethics and the criminal law
- Law and ethics of medicine
- Private law
- Public law
- Select issues in international law
- Tax law and policy
- Women and the law

Music Tripos, 2019–20: Additional subjects and papers

(*Statutes and Ordinances*, p. 403)

The Faculty Board of Music gives notice that it has prescribed the following papers and subjects for the Music Tripos in 2019–20:

PART IB

Papers 7–12, additional papers

7. Notation
8. Keyboard skills
9. Introduction to ethnomusicology
10. Elective topics I:
 - (i) Don Giovanni
 - (ii) *Carmen* in context
11. Elective topics II:
 - (i) Women and music
 - (ii) Music in Jazz Age Paris
12. Introduction to music and science

All papers are examined by a three-hour written examination with the exception of the following:

Paper 8. Keyboard skills, which consists of a practical examination involving 30 minutes of preparation time followed by a 20-minute examination.

Paper 9. Introduction to ethnomusicology, which consists of a two-hour written examination and the submission of an essay of no more than 3,500 words.

PART II

Papers 6–17, additional papers

6. Advanced tonal skills
7. Fugue
8. Advanced skills
 - (i) Advanced keyboard
 - (ii) Choral performance
9. The sequence from Notker to the *Carmina Burana*
10. Music and worship in Tudor England from the reign of Henry VIII to William Byrd
11. After Napoleon: music and modernity in the 1820s
12. Brahms's *Ein deutsches Requiem* in context
13. Late Stravinsky
14. Film music: history and aesthetics
15. British popular music from c.1960 to the present
16. Decolonising the ear
17. Exploring music psychology

All papers are examined by a three-hour written examination with the exception of the following:

Paper 6. Advanced tonal skills, which consists of a style composition coursework submission and a two-hour written examination.

Paper 7. Fugue, which consists of a four-hour written examination.

Paper 8. Advanced skills

(i) *Advanced keyboard*, which consists of a practical examination involving 40 minutes of preparation time followed by a 25-minute examination.

(ii) *Choral performance*, which consists of a practical examination involving 40 minutes of preparation time followed by a 30-minute examination.

Master of Corporate Law (M.C.L.), 2019–20: Designated papers

(*Statutes and Ordinances*, p. 470)

The Faculty Board of Law gives notice that, in accordance with Regulation 6, the following designated papers have been prescribed for the Master of Corporate Law Examination in 2019–20:

No.	Paper title	Form of examination
7	Corporate insolvency law	3
8	International financial law	3
9	Corporate finance law	3
10	Corporate governance	3
14	Competition law	3
M1	The legal and economic structure of corporate transactions	c
M2b	Shareholder litigation (Module)	2
M2c	Comparative corporate governance (Module)	2
M2d	Corporate taxation (Module)	2
M2e	International merger control (Module)	2
M2f	US corporate law (Module)	2
M2g	The law firm as a business (Module)	2

Explanation of forms of examination

- ‘3’ indicates a subject in which a three-hour final examination is required; a candidate has no option of substituting a thesis or a two-hour examination and an essay.
- ‘2’ indicates a subject in which a two-hour final examination is required; a candidate has no option of substituting a thesis.
- ‘c’ indicates a subject in which candidates will be evaluated by coursework prescribed by the Faculty Board from time to time.

Master of Law (LL.M.), 2019–20: Designated papers and prescribed subjects

(*Statutes and Ordinances*, p. 471)

The Faculty Board of Law gives notice that, in accordance with Regulations 1 and 2, it has prescribed the following papers and forms of examination for the Master of Law Examination in 2019–20:

No.	Paper title	Form of examination	Designation
1	Law, medicine and life sciences	es, t	
2	International commercial tax	t	c, i
3	International commercial litigation	3	c, e, i
4	Law of restitution	3	c
5	Economics of law and regulation	t	c, e
6	Law and information	3	c, e, ip
7	Corporate insolvency law	3	c
8	International financial law	3	c
9	Corporate finance law	t	c
10	Corporate governance	3	c
12	Intellectual property	es, t	c, e, ip
14	Competition law	t	e
15	International environmental law	t	i
18	External relations law of the EU	t	e, i
20	Law of armed conflict, use of force and peacekeeping	3	i
22	Advanced labour law	t	e, i
23	The law of the World Trade Organisation	t	i, ip
24	International criminal law	t	i
25	International human rights law	t	i
29	International investment law	t	i
30	Jurisprudence	3	

31	Topics in legal and political philosophy	3	
33	Comparative family law and policy	t	
34	International law of global governance	t	i
35	History of English civil and criminal law	t	
36	International intellectual property law	3	c, e, i, ip
38	Seminar paper: Public law		
39	Legislation	3	
41	Advanced private law	t	c

Explanation of forms of examination

- A candidate may take a written paper of three hours' duration in all the subjects listed above, other than Paper 38.
- *Paper 38: Seminar paper.* Paper 38 shall be examined by the submission of a thesis which shall not exceed 18,000 words including footnotes and appendices, but excluding bibliography, on a topic approved by the Faculty Board which falls within the scope of the following seminar course prescribed for 2019–20:
 - (a) Public law

'es' indicates a subject in which a candidate has a free choice between:

 - (a) a written paper of three hours' duration; and
 - (b) a written paper of two hours' duration together with the submission of an essay of not more than 7,000 words, including footnotes and appendices but excluding bibliography, on a topic approved by the Faculty Board falling within the field of the subject.

't' indicates a subject in which a candidate may submit a thesis in lieu of a final examination. The thesis shall not exceed 18,000 words including footnotes and appendices, but excluding bibliography. It shall be on a topic approved by the Faculty Board falling within the field of the subject.

'3' indicates a subject in which a three-hour final examination is required, the candidate having no option of substituting a thesis or a two-hour examination and an essay.
- In 2019–20 there are no subjects which may be examined only in the form of a written paper of two hours' duration together with the submission of an essay of not more than 7,000 words, including footnotes and appendices but excluding bibliography, on a topic approved by the Faculty Board which falls within the field of the subject.

Chancellor's Medal for English Law, 2019–20: eligible papers

The Faculty Board of Law gives notice that the following papers prescribed for the LL.M. Examination in 2019–20 are deemed to be papers in English Law and Legal History for the purpose of the award of the Chancellor's Medal for the encouragement of the study of English Law (*Statutes and Ordinances*, p. 807):

1. Law, medicine and life sciences
4. Law of restitution
6. Law and information
7. Corporate insolvency
8. International financial law
9. Corporate finance law
10. Corporate governance
12. Intellectual property
30. Jurisprudence
35. History of English civil and criminal law
39. Legislation
41. Advanced private law

REPORTS

Report of the General Board on the establishment of the Professorship of Ophthalmology: Amendment

8 July 2019

In the above Report, published on 12 June 2019 (*Reporter*, 6551, 2018–19, p. 690), it was stated that the tenure of the Professorship would be a fixed term of five years and that the full salary costs would be shared as follows: 50% from Cambridge University Hospitals NHS Trust, 20% from the Van Geest Foundation Fund for Brain Repair and Neuroscience, 20% from the Cambridge Eye Trust, and 10% from Department funds.

The Department of Clinical Neurosciences and the Council of the School of Clinical Medicine have subsequently agreed that the full salary costs of the Professorship will be met from existing resources available to the Department once the already agreed funding for the first five years elapses. The Chair of the Resource Management Committee, on 28 June 2019, accepted this revised funding arrangement and therefore the Chair of the General Board has agreed to amend paragraphs 2 and 3 of the Report, including its recommendation, which have been updated to read as follows:

2. The Board has accepted an academic case from the Faculty Board of Clinical Medicine and the Council of the School of Clinical Medicine for the establishment for a single tenure, from 1 August 2019, of a Professorship of Ophthalmology in the Department of Clinical Neurosciences. The full salary costs of the Professorship for the first five years will be funded as follows: 50% from Cambridge University Hospitals NHS Trust, 20% from the Van Geest Foundation Fund for Brain Repair and Neuroscience, 20% from the Cambridge Eye Trust, and 10% from Department funds. Once this funding elapses, the Professorship will be funded until retirement age from existing resources available to the Department. The Board has agreed that election to the Professorship should be made by an *ad hoc* Board of Electors and that the candidature should be open to all persons whose work falls within the general field of the title of the office.
3. The General Board recommends:
 1. That a Professorship of Ophthalmology be established in the University, for a single tenure, from 1 August 2019 and placed in the Schedule to Special Ordinance C (vii) 1, and assigned to the Department of Clinical Neurosciences.

Second-stage Report of the Council on the construction of a new Heart and Lung Research Institute on the Cambridge Biomedical Campus

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

1. In this Report the Council is seeking approval for the construction of a new Heart and Lung Research Institute on the Cambridge Biomedical Campus as set out below.
2. A First-stage Report for this project was published on 20 April 2016 (*Reporter*, 6422, 2015–16, p. 474) and approved by Grace 1 of 18 May 2016. This Second-stage Report is to inform the Regent House about further development of the project and to seek approval for construction to proceed.
3. The Cambridge Heart and Lung Research Institute (HLRI) is a joint project between the University and Royal Papworth Hospital NHS Foundation Trust to create a new institute for research into cardiovascular and respiratory disease. Combining the research expertise of the University of Cambridge with the clinical excellence of Royal Papworth Hospital in cardiothoracic medicine and surgery, the aim of the HLRI is to expand and accelerate commercially relevant and high-impact basic and clinical research into new treatments by enabling new collaborations with global pharmaceutical companies, leading medical device companies and a vibrant local biotech sector. The HLRI is a critical component of the long-term strategy of the School of Clinical Medicine to enhance and consolidate research capacity in cardiovascular and respiratory diseases on the Cambridge Biomedical Campus.
4. The HLRI will be located adjacent to the Royal Papworth Hospital. The new building will provide wet and dry laboratories for cell, molecular and translational research, open-plan office accommodation, educational and social space, and a 10-bed clinical research facility. The building will have a gross internal area of approximately 7,950m² and will accommodate around 320 University staff and 70 Royal Papworth Hospital staff.
5. Parking for the HLRI is provided for in the nearby multi-storey car park. Cycle parking and a limited number of disabled parking spaces will be provided within the curtilage of the HLRI site. Contractor parking and other construction logistics will be controlled through a construction management plan to mitigate the impact on existing activities and users of the Biomedical Campus.
6. The target for the HLRI is to achieve the BREEAM Excellent standard. The energy strategy for the building, originally developed in 2016, will be reviewed at RIBA Stage 4 (Detailed Design) to take account of more recent policies and technologies.
7. The University will lease the land for the HLRI from Royal Papworth Hospital NHS Foundation Trust (RPH). The HLRI will be owned and run by the University, with space leased back to RPH for its occupation of around 25% of the total area of the HLRI (being a combination of exclusive demise and shared areas). An Agreement for Lease agreed between the University and RPH provides the University with the necessary rights and access to the land for the purposes of constructing, operating and maintaining the HLRI building.
8. In accordance with the Capital Projects Process, a Full Case has been prepared by the Department of Medicine and was approved by the Planning and Resources Committee on

22 May 2019. The capital cost of the project is estimated to be £65m including land, furniture and equipment. This will be funded as follows: UK Research Partnership Infrastructure Fund (£30m); British Heart Foundation (£10m); Royal Papworth Hospital Charitable Trust (£5m); Royal Papworth NHS Trust (£1.9m); philanthropic donations secured to date (£1.6m); University Capital Fund (£5m). The balance of around £11.5m is expected to come from external fundraising which is ongoing. Any final shortfall will be underwritten by the University.

9. The capital cost of £65m includes allowances for furniture, IT/AV equipment, basic laboratory and clinical research facility fitting-out and decant costs. The School’s approach to funding specialist equipment for the HLRI is to re-use existing equipment as far as possible, and to replace this over time in accordance with regular practice for

replacing and acquiring new equipment. Funding for specialist equipment will, as now, come from a variety of sources including research grants, collaborative programmes with industry, philanthropic donations, eligible trust funds, and central university funds for equipment.

10. Enabling works are expected to start in autumn 2019. The main construction works are expected to take around 22 months. The HLRI is expected to be in use by Easter Term 2022.

11. Drawings of the proposed development 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 proposed new building is shown below.

12. The Council recommends:

- I. That approval is confirmed for the construction works outlined in this Report.
- II. That the Pro-Vice-Chancellor (Strategy and Planning) be authorised to accept a tender for the works, within the available funding, in due course.

12 June 2019¹

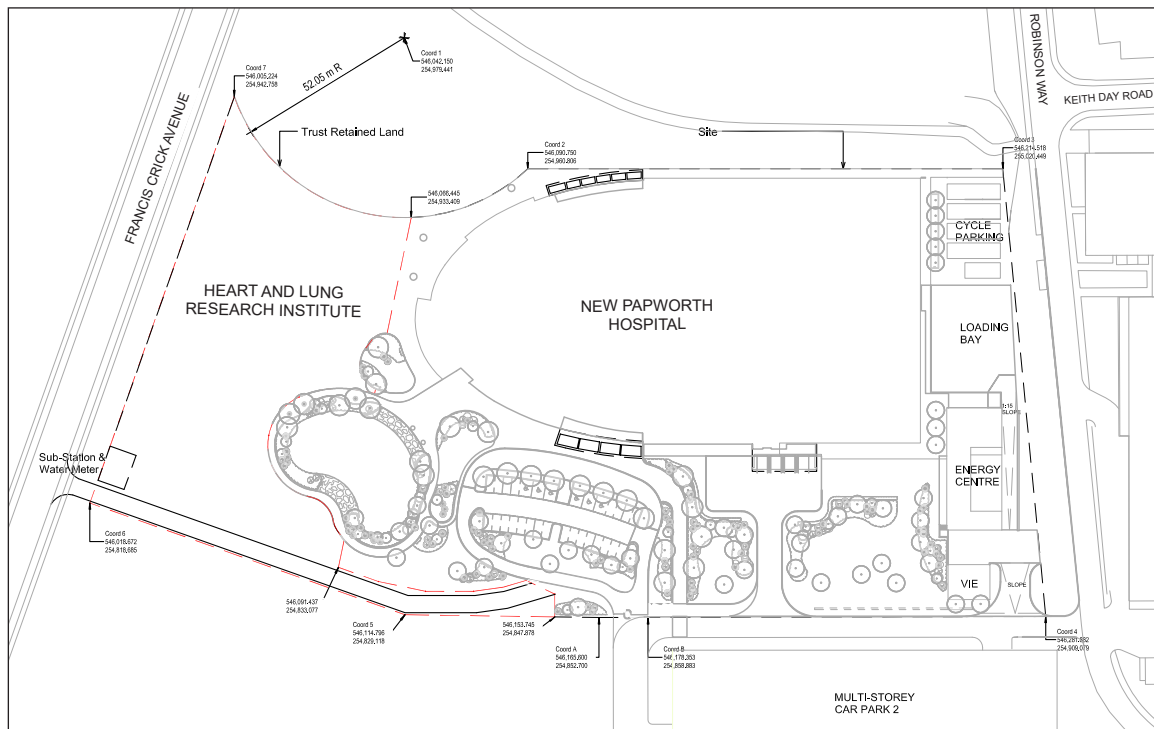
STEPHEN TOOPE, *Vice-Chancellor*
 SAM AINSWORTH
 EVIE ASPINALL
 R. CHARLES
 STEPHEN J. COWLEY
 SHARON FLOOD
 ANTHONY FREELING
 NICHOLAS GAY

JENNIFER HIRST
 NICHOLAS HOLMES
 FIONA KARET
 CHRISTOPHER KELLY
 MARK LEWISOHN
 MARCEL LLAVERO PASQUINA
 JEREMY MORRIS
 RICHARD PENTY

MICHAEL PROCTOR
 SOFIA ROPEK-HEWSON
 ANDREW SANCHEZ
 SARA WELLER
 MARK WORMALD
 JOCELYN WYBURD

¹ Publication of the Report was postponed to comply with an embargo on the announcement of grants from the UK Research Partnership Infrastructure Fund.

Location plan: Proposed new Heart and Lung Research Institute on the Cambridge Biomedical Campus



OBITUARY NOTICES**Obituary Notice**

Dr AARON MILLER RAPPORT, Fellow of Corpus Christi College and University Lecturer in Politics and International Studies, died on 27 June 2019, aged 38 years.

GRACES**Graces submitted to the Regent House on 10 July 2019**

The Council submits the following Graces to the Regent House. These Graces, unless they are withdrawn or a ballot is requested in accordance with the regulations for Graces of the Regent House (*Statutes and Ordinances*, p. 105) will be deemed to have been approved at 4 p.m. on Friday, 19 July 2019.

1. That the recommendations in paragraph 40 of the Report of the Council, dated 10 June 2019, on the financial position and budget of the University, recommending allocations from the Chest for 2019–20 (*Reporter*, 6552, 2018–19, p. 699) be approved.¹

2. That the recommendations in paragraph 8 of the Report of the General Board, dated 5 June 2019, on Senior Academic Promotions (*Reporter*, 6551, 2018–19, p. 686) be approved.²

3. That Regulation 5 of the regulations for the nomination of members of the Council in class (e) (*Statutes and Ordinances*, p. 113) be amended to read as follows:³

5.(a) If a member in class (d) of the Nominating Committee, or any person nominated for election as a member in that class, becomes a member of Council, or is appointed to any of the offices in Regulation 4, or ceases to be a member of the Senate, that member's seat shall thereupon become vacant, or the nomination shall thereupon become invalid, as the case may be.

(b) Save as provided for in sub-paragraph (a), a member of the Nominating Committee whose membership would otherwise terminate during any period in which the Committee is considering nominations to fill any vacancy shall remain a member until that nomination process has concluded.

¹ See the Council's Notice (p. 797).

² See the Council's Notice (p. 796).

³ The Council is proposing this change to the Ordinance governing the membership of the Nominating Committee for External Members of the Council to enable members to remain on the Committee if a nomination process has started but not concluded, unless the circumstances in sub-paragraph (a) apply.

Grace to be submitted to the Regent House at a Congregation on 19 July 2019

The Council has sanctioned the submission of the following Grace to the Regent House at a Congregation to be held on 19 July 2019:

1. That the title of the degree of Master of Arts *honoris causa* be conferred under Statute A II 14 upon JOAN HARRIS WINTERKORN, consultant and expert adviser to HM Government on archives and on literary and historical manuscripts, Benson Medallist, bibliophile.¹

¹ It is expected that this Honorary Degree will be conferred at a Congregation to be held on Saturday, 26 October 2019.

ACTA**Approval of Grace submitted to the Regent House on 26 June 2019**

The Grace submitted to the Regent House on 26 June 2019 (*Reporter*, 6553, 2018–19, p. 745) was approved at 4 p.m. on Friday, 5 July 2019.

E. M. C. RAMPTON, *Registrar*

END OF THE OFFICIAL PART OF THE 'REPORTER'

REPORT OF DISCUSSION

Tuesday, 2 July 2019

A Discussion was held in the Senate-House. Deputy Vice-Chancellor Mr Roger Mosey was presiding, with the Registrar's deputy, the Senior Pro-Proprietor, the Junior Pro-Proprietor and four other persons present.

The following items were discussed:

First-stage Report of the Council, dated 12 June 2019, on the construction of the National Centre for Propulsion and Power and re-development of the Whittle Laboratory (Reporter, 6551, 2018–19, p. 684).

Professor R. J. MILLER (Director of the Whittle Laboratory, Department of Engineering, and Gonville and Caius College):

Deputy Vice-Chancellor, decarbonisation of the propulsion and power sectors is one of the greatest challenges facing society. Electricity generation is responsible for around 25% of CO₂ emissions and aviation around 2%, and growing. The Whittle Laboratory is playing an internationally leading role in meeting this challenge. The Lab is working on radical new technologies for significantly reducing CO₂ emissions. These include the development of electric and hybrid-electric aircraft, the generation of power from low-grade heat, tidal power and the development of hydrogen-based engines. The Whittle Laboratory is also working on reducing the CO₂ emissions of current technologies. These include improving the design of wind turbines and developing the technologies which underpin Rolls-Royce's UltraFan engine, the next generation of jet engines, enabling CO₂ emissions reductions of 25% by 2025.

Cambridge has a long tradition in the propulsion and power sectors. In 1884 Charles Parsons, of St John's College, invented the steam turbine. Today his technology generates over 80% of the world's electricity. In 1937 Frank Whittle, of Peterhouse, ran the first jet engine. Today, most of the world's aircraft are powered by jet engines. Over the last fifty years the Whittle Laboratory has built on this heritage, partnering with Rolls-Royce, Mitsubishi Heavy Industries and Siemens. These strong industrial partnerships have ensured that the Whittle Laboratory is the world's most academically successful propulsion and power research laboratory, winning nine of the last thirteen Gas Turbine Awards, the most prestigious prize in the field, awarded annually by the American Society of Mechanical Engineers since 1963. No other laboratory has come close to this record.

Over the last few decades the Whittle Laboratory has developed hundreds of technologies that have driven down CO₂ emissions. It is worth illustrating this with one simple example. In 1997 the Whittle Laboratory developed the concept of three-dimensional compressor blade design. This design philosophy is now used in all of Rolls-Royce's engines globally. Between 2008 and 2013 this technology alone reduced CO₂ emissions by 460,000 tonnes, reducing fuel burn by \$145 million. This is just one of many technologies which the Whittle Laboratory has developed.

The challenge of decarbonisation is resulting in a transformational change in the propulsion and power sectors. For small and medium-sized aircraft, electrification offers the possibility of starting to fully decarbonise aviation. For small aircraft there are now over seventy companies globally who are planning a first flight of

electric air vehicles by 2024. For medium-sized aircraft, the Singapore government has announced the first flight of their prototype 'Element One' hydrogen fuel cell aircraft by 2025. For larger aircraft, no alternative currently exists to the jet engine. However, radical new aircraft architectures developed by the Cambridge-MIT Silent Aircraft Initiative and the NASA N+3 project show the possibility of reducing CO₂ emissions from aviation by around 70%.

At the Whittle Laboratory we believe the only way to meet the challenge posed by decarbonisation is to significantly reduce the time required to develop new technologies – it's just that urgent. Over the last five years the Whittle Laboratory's primary focus has been to radically transform the UK propulsion and power technology development process making it at least ten times faster and ten times cheaper. We believe that 'injecting pace and simplicity' into technology development is key to the UK meeting the challenge of decarbonisation.

The solution, we believe, is to merge the digital and physical systems involved in the technology development process to 'tighten the circle' between design, manufacture and testing of ideas.

We have found that when the technology development time-scale approaches the human time-scale, around a week, innovation explodes.

To achieve this, three elements are required:

1. Design times for the new technology have been reduced by a factor of 100. This has been achieved by predicting the flow around a blade in minutes using codes running on graphics cards, developed for the computer gaming industry. This enables augmented and machine learning based design systems.
2. Manufacturing times for the new technology have also been reduced by about a factor of 100. This has been achieved by directly linking the design systems to rows of in-house machine tools, allowing designers to realise new concepts in days.
3. Testing times have been reduced by a factor of over 100. This has been achieved by undertaking a careful value stream analysis and using it to remove around 95% of operations from the testing process. Reducing testing times in some cases from three months to fifteen minutes.

To take full advantage of this agile technology development process a different way of working is required. To achieve this, small, Formula 1 style, autonomous teams of industrial designers and academics have been co-located in the Whittle Lab.

In September 2017 this resulted in a trial of the new method. A team was embedded in the Whittle and given four Rolls-Royce technologies to develop (two from Rolls-Royce UK, one from Rolls-Royce US and one from the Whittle Lab). The results were astonishing. In 2005 a similar trial took the Whittle two years, and we weren't bad at it. In 2017, the agile testing method took less than a week, demonstrating a factor of 100 improvement in time and cost.

Based on these trials the UK government's Aerospace Technology Institute, Cambridge, Rolls-Royce, Mitsubishi, Siemens and Dyson have committed the investment necessary to build a new National Centre for Propulsion and Power in Cambridge, and the industrial partners have committed to funding research within that Centre. The National Centre has the aim of scaling this agile testing capability to around 80% of the UK's future need for decarbonisation.

The National Centre will be located adjacent to the existing Whittle Laboratory on the West Cambridge site. In addition, the proposed development includes an upgrade to the current Whittle Laboratory involving the building of new offices and workshops. Central to the new development will be a Propulsion and Power Challenge Space. This space will allow teams from across the University to co-locate with industry with the aim of developing the technologies necessary to decarbonise the propulsion and power sector. The development is integrated closely with the University's Carbon Neutral Futures Initiative.

We are at a pivotal moment, both in terms of Cambridge's history of leading technology development in propulsion and power, and in terms of humanity's need to decarbonise the propulsion and power sectors. The Whittle Laboratory has demonstrated a unique international capability and, in partnership with the Aerospace Technology Institute, Rolls-Royce, Mitsubishi, Siemens, and Dyson, this has been developed into a world-leading project. We either do what Cambridge has always done, and step up to the challenge, or we allow our legacy, based on the work of Frank Whittle and Charles Parsons, to wither and die.

Just as fifty years ago, at the opening of the current Whittle Laboratory, Cambridge and its industrial partners faced the challenge of making the dream of mass air travel a reality, I believe that today the new Whittle Lab project will ensure that Cambridge, and its industrial partners, will lead the challenge of decarbonising the world's propulsion and power sectors.

Mr M. LLAVERO PASQUINA (Girton College) read by the Senior Pro-Proprietor:

Deputy Vice-Chancellor, I believe Regent House, the Council and the Planning and Resources Committee are woefully uninformed to take the decision to approve this project. Or this Report is utterly misleading.

The proposed National Centre for Propulsion and Power is almost certainly going to become a hub for the University to collaborate and be complicit with the arms and defence industry. The principal source of funds, and the main national institution behind the proposal, is the Aerospace Technology Institute (ATI). The usual project lead partners at ATI are major national and international defence companies well known by the public: Rolls Royce, BAE Systems, Honeywell, Leonardo, Qinetiq, MBDA, Thales, Meggitt, Sigmatex, to name just but a few of them.¹

It is also especially suspicious that the identity of the 'industrial partners' providing £2m towards the project is not revealed. I would be surprised if they are not one of the above list. The Whittle Laboratory already highlights Rolls Royce in its webpage as one of their main partners.²

Many members of the University might be enthusiastic about the University engaging with industrial partners and enhancing technology transfer. But the Report is completely misleading in obliterating that this technology could be well used for the development of military bombers and killer drones, an extent to which, I would hope most University members would strongly disapprove.

To me, the most distasteful part of the Report is the disguised justification given for the project that the National Centre for Propulsion and Power will contribute to decarbonise propulsion. I believe this is – potentially – a shameless greenwash of war and military operations.

I have been campaigning for Climate Justice at this University around the clock for three years. The same ideals lead me to firmly oppose any complicity of the University with the arms industry and the military. Climate Justice is about the defense of the freedom and rights of the most vulnerable people and families, especially those in the Global South, people of colour, women and poor people. Both climate violence and war violence sustain a neocolonial world-order that ensures the luxury of western societies and their allied ruling elites in authoritarian developing countries, at the expense of the most basic rights and dignity of the world poor and marginalised. Both war and extractivism must end, and there is no justification for the University to be an accomplice of this system of oppression.

I urge University Council to:

1. Clarify which industrial partners are going to provide funding for the project;
2. Disclose any agreements, proposals or grant applications with the ATI specifying which research interests are going to be pursued;
3. Guarantee to the Regent House that none of the research and technology developed at the proposed Centre is going to lead to military use. And guarantee that none of the industrial partners is going to have a significant commercial interest in military products and services;
4. Explain to the Regent House which procedures are going to be in place to ensure the transparent and accountable enforcement of a non-military-use rule for the proposed Centre.

If Council fails to be clear and transparent in the real objectives of the project, I urge members of Regent House to use their powers to oppose the Grace, call for a ballot and campaign for a *non placet* vote.

¹ <https://www.ati.org.uk/portfolio/projects/>

² <https://whittle.eng.cam.ac.uk/>

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

Deputy Vice-Chancellor, I am a member of the Council and the Finance Committee, but I speak in a personal capacity. I was one of the members of the Council who did not sign this Report. I fear also that my speech will be less inspirational than the first and less political than the second, but it is on financial matters.

The case for this project was approved by the Planning and Resources Committee (PRC) at its meeting on 22 May 2019. Earlier in that meeting there had been an extensive discussion of the Capital Expenditure Budget, where it was noted that a

report to the Finance Committee – which was intended as the first stage of an iterative process to improve the quality and accuracy of the University's financial projections – indicated that the University's unrestricted liquid resources, likely to be available for forward discretionary commitment over the next 5 years, would be of the order of ~£80m. Not all – if any – of this would be available for further investment in major building projects.

This report had arisen, in part, because of a robust discussion (of which I was part) of the 'Capital Envelope' at the Finance Committee meeting of 9 January 2019. At that meeting it was noted that

the 'Capital Fund' which financed the University's operational capital expenditure programme, had been operating as an 'overdraft' for an extended period and required recalibration, based on forward academic priorities, the University's other necessary operational investments, and affordability (consistent with the University's projected ten-year cash flows).

To my mind the key figure in the Finance Committee report to bear in mind is the relatively low figure of £80m of unrestricted liquid resources. It was noted at the PRC that this report 'included significant contingencies and provisions, in recognition of a number of external risks and challenges', and hence some members of the PRC argued that all capital expenditure (capex) should not come to a dead stop. However, other members 'felt that the outlook was so uncertain that the University should be extremely cautious and make only very modest additional commitments' while others

were concerned that the University's overall strategic priorities were insufficiently clear to allow PRC to take decisions about its most urgent priorities for capital expenditure on buildings.

I agree that that there should not be a total moratorium on capex, and for that reason I have signed a Report on a Heart and Lung Research Institute (HLRI) which will include an allocation of £5m (plus an additional underwriting of £13.3m) from the Capital Fund. However, there is a need to be prudent, given that there are other needs that are clear and increasingly urgent, e.g. there is a requirement to remove museum collections from the failing Atlas Building, there are requirements for investments in IT infrastructure and systems (most notably a replacement finance system), and there are required investments to directly support and enable teaching and research. Given that the contingencies are likely to be eaten away by the outcome of the Augar Report, and possibly by increased contributions to USS, and maybe even pay increases, the £80m, now reduced to £75m (if not less), needs to be spent wisely. Indeed, the PRC agreed that the altogether greater clarity resulting from the analysis prepared for Finance Committee should form the

basis for a clear communication explaining the absolute limits on the University's ability to commit in the near-term to significant additional capital expenditure on buildings.

Yet, later in that same meeting the PRC agreed to allocate £5m, but potentially £18.5m, to the HLRI, and £5m, but potentially £28.5m (although £10m is hoped to be raised from external sources), to the Whittle Laboratory. In the worst-case scenario that's £47m of the £80m, and in the best-case scenario it is £23.5m of the £80m (i.e. 30%).

In recent years the University has been on a spending spree; e.g. £180m for animal houses, £48m for the Student Services Centre (SSC), £17m for the Library's Off-site Storage, £41m for the West Cambridge Shared Facilities Hub and up to £170m of the £320m cost of Cavendish III. The potential lost interest on that expenditure is of the order of £20m p.a., which when combined with the £10m p.a. contribution that the University is making to the Eddington development, would account for a large proportion of the projected deficits in the Allocation Report which will subsequently be Discussed today. Let me be clear, I was not against all the aforementioned expenditure, and I signed many, but not all, of the Reports. However, the reserves built up over many years (how many I do not know, since my repeated questions have resulted in no answer) have mainly been spent. Austerity on capex was overdue and has now arrived.

Four and a half years ago I argued in this house that the Report on the SSC (cost then £39m) should not be approved. I noted that much work had been done on the SSC and that in a perfect world with unlimited resources it made sense, but in the real world of austerity and make do, the development should have been put on hold until the funding was in place to make it possible. To my mind insufficient ducks were lined up, and one of the motivations of the Capital Plan had been to ensure that they were. Specifically I argued that the University should ensure that it has the correctly prioritised funds before embarking on a journey. Given where the University now is, as regards unrestricted liquid resources, my unease was justified.

As a result, I do not think that this Report should be approved in its current form. The University needs to cut its cloth according to its situation. In the PRC Minutes the importance of maximising the external funding towards this project (which might not be too hard given its 'green' flavouring), and reducing so far as possible the call on the Capital Fund, is noted. Further, it is also noted that the

Committee's previous agreement to underwrite the project could not be accepted without challenge in light of the further constraints on capital expenditure identified in [the Finance Committee report].

Where I disagree with the PRC is that the challenge should have been successful. The level of underwriting requested to fund the full development of the Whittle Laboratory is too high, and cannot be afforded.

To me the key quote from the aforementioned PRC Minutes is as follows:

In principle, the experimental facilities funded by ATI could be hosted in more modest accommodation; ...

That is the option that should now be pursued. When the Centre for Mathematical Sciences (CMS) was constructed twenty years ago, it was built in phases because of funding issues. The second phase of three pavilions is where my office is, with the result that I spent two to three more years in less shiny accommodation on the Old Press site than some of my colleagues. The Whittle Laboratory similarly needs to be phased. The PRC Minutes continue from the above quote to state

this would be unlikely to achieve planning permission, however, given the local planning authority's expectations for a substantial 'point of arrival' at the eastern entrance to the West Cambridge site.

Let the University test if 'unlikely' means 'no'. When the CMS was built, there was unwise and unnecessary expenditure on a gatehouse (which, when it opened, had a lift with nine buttons for a two-storey building); I am no friend of substantial 'points of arrival'.

The Deputy Vice-Chancellor allowed Professor Miller, Director of the Whittle Laboratory, to make a remark in response to a previous contribution:

Professor R. J. MILLER (Director of the Whittle Laboratory, Department of Engineering, and Gonville and Caius College):

I can assure the Regent House that the Whittle Lab is not undertaking military research. In fact, the majority of the research has the direct objective of reducing CO₂ emissions. The academics, research staff and students in the Whittle Lab are all very passionate about their commitment to decarbonise the propulsion and power sectors.

Report of the General Board, dated 5 June 2019, on Senior Academic Promotions (*Reporter*, 6551, 2018–19, p. 686).

Dr A. L. DU BOIS-PEDAIN (Faculty of Law and Magdalene College), read by the Junior Pro-Proctor:

Deputy Vice-Chancellor, as we emerge from another year of business-as-usual when it comes to promotion, what stands out are the following points:

First, the budgetary increase of around 21 per cent in a year-on-year comparison of the estimated total costs of promotion between this year's and last year's SAP rounds constitutes a welcome reminder that money can be found if the purpose for which it is spent is judged sufficiently important.

Second, it must be noted that the sums given are mere 'estimates'. No detail is provided on how these estimates are arrived at. We therefore do not know how closely the estimated costs reflect the true costs. If the estimate is based simply on the nominal pay differential between earnings at the bottom end of the pay grade from which an applicant is moved to the bottom end of a more highly-graded office, whereas the reality is that this individual's earnings immediately prior to promotion were at the top end of pay for their previously-held office, the estimate would significantly overstate true costs. Likewise, if individuals have been in receipt of market pay awards, their promotion to higher office could well be effectively cost-neutral.

Third, in relation to the line-drawing exercise that the University has engaged in, we lack sufficiently detailed information on how this year's unsuccessful applicants were scored to form a view on whether the line was sensibly drawn where it was drawn. The Report is silent on whether anyone whose research was judged as outstanding has been turned back for promotion to Readership or Professorship. Likewise, it is silent on how many individuals whose research was judged as strong, and thus placed in the below-outstanding band, were promoted to Readerships or Professorships. Such information should be provided as a matter of course. There should also be clear information on how many successful, and unsuccessful, applicants had submitted reapplications. Such information is crucial, not least to enable effective comparisons with the functioning of the ACP criteria in subsequent promotions rounds.

A further point that deserves attention in this context is that, as we are approaching the replacement of the present SAP process with the ACP process, it would appear important to test-run the ACP criteria against a cohort of applicants under the SAP process, at least in respect of applicants to the offices of Readership and Professorship where the two processes are directly comparable. This would not only help Sub-Committees develop an understanding of the ACP criteria; it would also provide the University's Main Committee with important information on what difference, if any, the introduction of the ACP process would make.

Report of the Council, dated 10 June 2019, on the financial position and budget of the University, recommending allocations from the Chest for 2019–20 (*Reporter*, 6552, 2018–19, p. 699).

Professor D. A. CARDWELL (Pro-Vice-Chancellor, Strategy and Planning), read by the Senior Pro-Proctor:

Deputy Vice-Chancellor, this year's Budget Report reflects a period of transition within the University. As indicated in the Report, my priority since taking office has been to reform budgeting and planning with a focus on defining and delivering the University's academic vision within a financially sustainable framework. This is a significant undertaking, and the challenge is altogether greater in the context of continuing external political and economic upheaval, and an internal environment in which the University continues, as in previous Budget Reports, to forecast an overall operating deficit.

The Chest position is forecast to improve relative to the previous Budget Report, due partly to forecast increases in income from tuition fees and from research grants and contracts. But it also reflects lower Chest allocations across the University; a one per cent increase previously forecast for 2019–20 has not been implemented, and this has been supplemented by further reductions across the University, including a total of £6m in the Schools and the UAS. These decisions have been far from straightforward, and I am grateful to colleagues at all levels who have responded so constructively to this difficult and unwelcome task.

The Planning and Resources Committee has responded to the cost pressures within the University, and a number of significant external risks, by heavily rationalising its short-term capital plan. A number of important projects will continue, however, including the very substantial investment in Cavendish III and several projects enabled by competitive awards from UKRI.

The Director of Finance and his team have made good progress to improve our understanding of the University's overall operating budget and forecasts, moving away from a narrow focus on the Chest. This progress will continue over the next year as we aim to develop a much clearer view of University, School and Departmental income and expenditure, which will inform and incentivise intelligent decision-making at all levels of the University.

My consultations and conversations with academics and professional staff over the past year have demonstrated an enthusiasm for longer-term academic planning that moves away from a focus on individual Schools and institutions, to an approach that takes into account the broader implications of ambitions in any one School in the context of University-wide priorities. The strategic review process announced in this Budget Report will be developed very much with this spirit in mind.

The financial forecasts in this Report are not yet where we would like and expect them to be, but I am confident that the University can and will take clear decisions on spending and investment, informed by a shared understanding of our academic priorities, to make the necessary changes over the next several years, and it is on this basis that I commend this Report to the Regent House.

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

Deputy Vice-Chancellor, Cambridge should take pride in its annual ‘allocations’ report. Oxford has a Chest too, though with fewer keys. Oxford’s Chest used to have Curators but the Curators were abolished in 2000 and

remaining responsibilities disbursed amongst the new committees that we have now, primarily to PRAC and the Finance Committee. The Chest, as the finance office, was renamed the Finance Division, although occasionally post still arrives addressed to the Chest.¹

No Oxford Chest then. Nor does Oxford publish an annual ‘allocations’ statement, only (like Cambridge) the Financial Statements formerly required of universities by HEFCE and, now under its own requirements, by the Office for Students.²

Oxford’s only provision for checking that Congregation is happy with proposed expenditure seems to be a Regulation which seems to have been more breached than complied with, that when Congregation is asked to approve a proposed statute change or proposes a Resolution of its own to make a Regulation (an Ordinance in Cambridge)

the passing of the proposal or the making of the regulation will involve additional expenditure from university funds Council shall either in the notice of the proposal or in a separate notice published with it state whether the expenditure can be met without curtailment of existing services or of services for which money has already been allocated.³

Cambridge does not have a Strategic Plan, a device with which Congregation in Oxford is finding it has ‘bound’ itself to huge changes under various ‘high level’ and very general statements of plans and priorities.⁴ So I was interested to read in this year’s Allocations Report that

Planning for the next several years will be informed above all by the development of a draft ‘Priorities Framework,’ which sets out fundamental opportunities and risks for the University, and highlights specific initiatives and actions needed to seize those opportunities and mitigate the risks.

While Congregation is surprised to find it has apparently agreed to a hugely increased intake of graduate students, the Regent House is told in the Report we are Discussing today of

the establishment of a Joint University and Colleges Working Group on Student Numbers to develop a rigorous, ten-year model of student numbers at undergraduate, masters’ and doctoral levels. With a clear sight on College capacity, the Group will consider the overall balance across the various disciplines to ensure that the University remains committed to broad disciplinary coverage and is open to emerging disciplines, including inter-disciplinary study.

However, the Report explains that the North West Cambridge development is ‘managed as a ring-fenced project’, ‘lies outside ‘little U’ financials’ (the Chest) and ‘is externally financed and underpinned by the University’s balance sheet’. Oxford has announced a gigantic housing scheme for staff and graduate student accommodation for financing which it does not intend to draw on its own Bond, so all the ‘underpinning’ and risk will be on the University. That too Congregation was told it had agreed to when it approved the Strategic Plan. Some of that building

work it was hoped in Oxford would prove income-generating. However, Professor Anderson has given figures in speeches which indicate a substantial Cambridge risk from its own recent housing ventures.

In a recent speech I hoped that the promise that academic promotions for all those deemed to deserve them would be kept in the long term. It is therefore worrying to read that

pay and reward initiatives proposed under the University’s People Strategy are forecast to result in significant additional recurrent costs over and above the recurrent costs of the existing schemes. The PRC has agreed to make provision in this Budget Report to meet these additional costs, but remains concerned about the ability of Schools and institutions to absorb the recurrent costs of existing schemes, as demonstrated by the continued spend-down in all Schools of Chest-sourced reserves.

Meanwhile

remaining expenditure includes human resources expenditure totalling £2.9m such as in-year costs of existing pay and reward schemes.

I remember the appointment of the first Director of what was then called Personnel. Just the one. The HR website is worth a look just to get an idea where that nearly £3 million is going.⁵

So I hope members of the Regent House will remember they are fortunate to have this Report and take the trouble to read it each summer.

¹ <https://www.admin.ox.ac.uk/finance/aboutus/history/20th/>

² <https://www.officeforstudents.org.uk/publications/regulatory-advice-9-accounts-direction-guidance-on-preparing-and-publishing-financial-statements/>

³ https://www.admin.ox.ac.uk/statutes/regulations/529-122a.shtml#_Toc28141425

⁴ <http://www.ox.ac.uk/about/organisation/strategic-plan-2018-23>

⁵ <https://www.hr.admin.cam.ac.uk/>

Dr S. CORTIJO (Sainsbury Laboratory and Cambridge UCU’s anti-casualisation officer), read by the Senior Pro-Proctor:

Deputy Vice-Chancellor, I speak as the anti-casualisation officer for Cambridge UCU. The University’s rates for examination and assessment work, as set in Ordinances, have remained unchanged for eleven years; in the intervening period inflation, as measured by RPI, has been 29.4%. This is inexcusable, and our branch has been requesting on negotiations for months that these rates be re-adjusted as a matter of urgency. What amount has been budgeted this year to pay for examination and assessment work covered by the Ordinance rates? Compared with the amount budgeted last year, has an uplift in rates been taken into account?

I also want to point out that the substitute teaching rates paid to staff teaching by the hour do not adequately cover the amount of preparation time required for each hour of teaching. This puts teaching staff paid by the hour in financial difficulties, especially acute in a city with living costs as high as Cambridge. Our branch has requested an increase in substitute teaching pay rates to cover the amount of work required for each hour of teaching. We are also asking for teaching staff currently paid by the hour to be given contracts. Have either of these requests, called for in a formal claim that Cambridge UCU submitted in December 2018, been taken into account in this year’s budget?

Finally, I want to bring to your attention the risk of the University's response to the predicted deficit leading to increased casualisation. I have been informed of several cases of permanent posts being replaced by fixed-term posts in order to reduce departmental spending, and of hiring freezes that have led to the delay of needed and expected permanent posts. These are not sustainable solutions for reducing spending. They will increase workloads for all staff, including permanent staff. A 2016 UCU survey¹ already found that Cambridge staff work on average 53 hours a week – 2.1 days of unpaid work per week. Increasing casualisation also causes financial and personal hardships. Staff at this University do their best to provide world-class teaching and research. The University should therefore provide world-class pay and conditions to its staff. I urge you to prioritise protecting – and increasing – staff pay and job security in the spending strategy.

¹ https://www.ucu.org.uk/media/8195/Workload-is-an-education-issue-UCU-workload-survey-report-2016/pdf/ucu_workloadsurvey_fullreport_jun16.pdf

Dr S. C. James (Faculty of History and Cambridge UCU President), read by the Junior Pro-Proctor:

Deputy Vice-Chancellor, the Report of the Council on the financial position and budget of the University raises a number of issues critical to the future of the University. Here I will focus on two.

First, the Report urges deliberation about the strategic direction of the University. A projected operating deficit and external pressures are taken as evidence that the University must make 'clear decisions on where to prioritise its spending and investment, and how to maximise its revenue.'¹ The Report calls for 'real choices ... about which opportunities to pursue'.² Although it refers to reform of the Planning Round, and to consultation with Heads and Chairs, the Report gives little sense of the principles which should guide these decisions and choices. It thus leaves open the prospect that financial decision-making entails increasing revenue from whatever activities generate it most efficiently (as in the enabling of Heads of Department to 'take forward academically-driven activity that can also improve the University's financial sustainability'³), and reducing costs however they can be cut most quickly.

Such an approach would be short-sighted and profoundly damaging. Academic excellence is not reliably measured by the scale of grants attracted, or revenues generated; nor are values like equality readily quantified. Strategy has to do more than ensure that

where academic activity results in a financial return, the participating departments can benefit directly and receive a fair share.⁴

It must instead be shaped by an understanding of the role and values of a university. It is essential that the University ensures that the 'decisions' and 'changes' to be made with respect to its financial planning take these properly into account.

Second, the Report deals very narrowly with the staff whose work lies at the heart of all of the University's activities. The Report mentions, rightly, the need to 'invest properly in people and facilities'.⁵ One wonders, though, about the relationship between 'people' and 'facilities'. As the Report notes, the University has pursued ambitious capital expenditure (albeit funded in part by specific grants). Capital projects may indeed be needed to

sustain and improve the University's position in relation to competitive research funding and the recruitment and retention of staff and students.⁶

But decent pay and good working conditions are also vital for the recruitment, motivation, and retention of staff, and in turn the University's ability to attract research funding and outstanding students. For a university, buildings have no purpose without the people who work in them.

The Report envisages that 'pay and reward initiatives' under the University's People Strategy will require an increase in Chest allocations of £2.7m per annum in 2019–20, increasing to £11m per annum in 2022–23.⁷ There is little detail regarding these initiatives, a fact which is concerning since they appear to be considered a substitute for a meaningful increase in basic pay. The current trend of a small minority of employees receiving increasingly large 'supplements' while pay for the majority stagnates is unjustifiable, and exacerbates gender and race pay gaps. Could the Council provide a breakdown of the cost of the 'pay and reward' initiatives, both for the current year and the forecasts through 2022–23? In particular, what total figure was forecast for bonus pay, and for market pay supplements?

Aside from these 'pay and reward initiatives', the default assumption for pay increases is 2% (matching the default assumption for inflation). This does nothing to address a decade-long slump in real-terms pay in higher education – a decline that has been markedly worse than that in nationwide wages or public sector wages, according to ONS data. During this period, the pay of senior administrative post-holders at the University has increased sharply, with the Vice-Chancellor's pay, for example, having risen 44.4% in real terms since 2005. These pay increases have been paired with a curtailment, over the dissent of eight Council members, of the capacity of the Council to scrutinise the pay of senior post-holders (other than the Vice-Chancellor).⁸

The Vice-Chancellor has said he is 'concerned about the low remuneration of UK academics and professional staff'.⁹ The University must now press UCEA for a realistic sector-wide offer, rather than the sub-inflationary 1.8% proposed, and plan for ongoing increases. The University must also address the divide between senior post-holders and other staff, and the inadequacies in oversight noted by many of the Council's own members. What steps will the Council take to build into budgeting and planning processes the major uplift needed to make up the decline in real-terms pay over the last decade? Will the Council now consider amending the governance of senior post-holder remuneration to ensure that increases to senior post-holder pay are limited to the increase granted to other staff? If not, will the Council set out its justification for maintaining this grossly unequal system in a period of claimed financial constraint?

Previous responses to concerns of this kind have not addressed the full range of issues, which extend beyond the Vice-Chancellor to other senior post-holders; and they have stressed that the Vice-Chancellor is paid relatively less than peers overseas (irrelevant when the same is true for other staff),¹⁰ rather than confronting the core of the complaint: that the divide between senior post-holders and others is still growing, and cannot continue to do so.

Staff deserve a more comprehensive response. In the circumstances, greater transparency of senior post-holder pay is crucial to meaningful deliberation about the University's strategy. Strong remarks made by dissenting Council members and others in January 2019¹¹ were passed

to the Remuneration Committee, which was ‘taking the remarks very seriously[,] ... considering what might be done to mitigate at least some of the concerns’ and reporting back to the Council in Easter Term.¹² Can the Council indicate what responses have been made by the Remuneration Committee, and how these concerns will be addressed?

¹ Report of the Council on the financial position and budget of the University, [1]

² *Ibid.*, [38]

⁴ *Ibid.*, [10]

⁶ *Ibid.*, [13]

³ *Ibid.*, [9]

⁵ *Ibid.*, [20]

⁷ *Ibid.*, [25]

⁸ Report of the Council, dated 10 December 2018, on the governance of the remuneration of the Vice-Chancellor and senior post-holders and other pay-related matters (*Reporter*, 6532, 2018–19, p. 297)

⁹ <https://www.staff.admin.cam.ac.uk/general-news/vice-chancellors-message-on-pay-negotiations>

¹⁰ See, e.g., *Reporter*, 6541, 2018–19, p. 439

¹¹ *Reporter*, 6535, 2018–19, p. 380

¹² *Reporter*, 6541, 2018–19, p. 440

Dr P. A. Sliwa (Faculty of Philosophy, and Cambridge UCU’s Equality Representative), read by the Senior Pro-Proctor:

Deputy Vice-Chancellor, Paragraph 25 of Council’s Report makes clear that the Planning and Resources Committee has made provisions for a range of new ‘pay and reward initiatives proposed under the University’s People Strategy’ in the current Budget Report.

The recognition that additional pay and reward initiatives are needed is welcome news. But the Report gives very little detail about what these initiatives are and what their cost is.

One hopes that careful thought has been given to how these initiatives will support the University’s commitment

to narrowing the Gender and BME Pay Gaps and that these initiatives have been properly vetted by the relevant steering committees and equality champions – something that the University has consistently failed to do for previous HR reforms, including, most recently, the Academic Career Pathways reform.

I want to ask about whether one initiative, in particular, has been included: does the current Budget Report make provisions for increasing parental leave to 26 weeks at full pay for Cambridge staff? The proposal to introduce 26 weeks of paid parental leave has been stalled in HR Committee since January this year, awaiting more detailed costing. Does the current Budget Report include such costing, so that the proposal can finally move ahead?

Unlike market pay supplements, increased paid parental leave would benefit a much wider range of staff, including those early in their career. (For example, in 2017 the University paid out just above £3m in market pay supplements, to 181 academic staff, of which 141 were men.)

Increasing the provision of paid parental leave would also help to narrow the Gender Pay Gap, which widens dramatically after women have children; for this reason it is often dubbed the ‘maternity penalty’. Unlike many other of the University’s Gender Pay Gap ‘initiatives’ proposed by HR, improving parental leave provision (which will encourage the take-up of shared parental leave) is actually recommended as ‘effective’ by the Government Equality Office. In contrast, increased spending on market pay supplements will only widen existing pay gaps.

Finally, it would simply put Cambridge in line with its competitors – other Russell Group universities, including Oxford, Manchester, Exeter, Birkbeck and Southampton are already offering their staff 26 weeks of parental leave at full pay.

COLLEGE NOTICES

Vacancies

College Research Fellowships

A number of Cambridge Colleges propose to hold competitions for Research Fellowships tenable from the start of the academic year 2020–21 with closing dates for application on or near 1 October 2019. Advertisements will appear online at <http://www.jobs.cam.ac.uk/college/> not later than 31 August 2019.

Advertisements for competitions with a later closing date will normally appear in the *Cambridge University Reporter* and the *Oxford University Gazette* as well as online, not less than 28 days before the closing date.

Newnham College: Development Director; salary: £71,404 plus benefits; closing date: 19 August 2019 at 12 noon; further details: <https://www.newn.cam.ac.uk/about/vacancies/>

Trinity College: Temporary College Lectureship in History; tenure: two years from 1 October 2019; salary: £41,248; closing date: 2 August 2019; further details: <https://www.trin.cam.ac.uk/vacancies/>

EXTERNAL NOTICES

Director of the Europaeum

The Europaeum, an association of leading universities in Europe, seeks to appoint a full-time, or near-full-time, Director, as from 1 October 2020; salary: c. £70,000 (and *pro-rata*); closing date: 26 September 2019; further details: <https://europaeum.org/vacancies/>