

CAMBRIDGE UNIVERSITY REPORTER

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UNIVERSITY OF
CAMBRIDGE

NOTICES**Calendar**

- 8 October, *Tuesday*. Full Term begins. Discussion in the Senate-House at 2 p.m. (see below).
 20 October, *Sunday*. Preacher before the University at 11.15 a.m., The Rev'd N. G. P. Gumbel, *T*, Vicar of Holy Trinity, Brompton. End of first quarter of Michaelmas Term.
 22 October, *Tuesday*. Discussion in the Senate-House at 2 p.m.
 26 October, *Saturday*. Congregation of the Regent House at 11 a.m.
 1 November, *Friday*. All Saints' Day. Scarlet Day.

Discussions (Tuesdays at 2 p.m.)

8 October
 22 October
 5 November
 19 November
 10 December

Congregations (Saturdays unless otherwise stated)

26 October, *at 11 a.m.*
 30 November, *at 2 p.m.*

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 (*Reporter*, 6555, 2018–19, p. 806).
3. Report of the Council, dated 24 September 2019, on the period of appointment for the next external member of Council (*Reporter*, 6560, 2019–20, p. 11).

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

Preacher at the Commemoration of John Mere

The Vice-Chancellor gives notice that The Rev'd Tom Clammer, M.A., of Corpus Christi College, formerly Canon Precentor of Salisbury Cathedral, has been appointed as Preacher at the annual Commemoration of John Mere, to be held in St Benedict's Church at 11.45 a.m. on Tuesday, 21 April 2020.

Leslie Stephen Lecture in 2020

The Vice-Chancellor gives notice that Professor Kwame Anthony Appiah, M.A., Ph.D., FRSL, Honorary Fellow of Clare College and Professor of Philosophy and Law, New York University, has been appointed to deliver the next Leslie Stephen Lecture. Professor Appiah is expected to lecture on Thursday, 12 November 2020. Further details will be published in due course.

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

24 September 2019

The Council has received the remarks made at the Discussion on 22 January 2019 (*Reporter*, 6535, 2018–19, p. 380) concerning the above Report (*Reporter*, 6532, 2018–19, p. 297). It apologises for the delay in providing this response.

The Council agrees with the speakers that transparency in senior pay is an important means of ensuring fairness across levels of pay within this institution and in the public sector as a whole. The Council's Remuneration Committee has sought to identify the best way in which greater transparency can be achieved, whilst taking account of considerations of data privacy and the potentially adverse consequences of more external visibility of pay packages offered by this University. The Council has accepted the Committee's recommendations and as a result will make amendments to the Remuneration Committee's new terms of reference (included as Appendix III to the Report), summarised below. The updated terms of reference will be submitted for approval to the Remuneration Committee and the Council early in the Michaelmas Term, and published in the *Reporter* once finalised.

- For Pro-Vice-Chancellors, whose salary in that role is calculated via a formula recently re-approved by Council, the Council (rather than the Remuneration Committee) will approve market pay awards on appointment, and any subsequent change to such awards. The base (non-market pay) component of a Pro-Vice-Chancellor's salary will rise in line with the agreed increase in the single salary spine.
- For the remaining senior post-holders identified in the Report (i.e. the Chief Financial Officer, the Registry, the Executive Director of Development and Alumni Relations, and the Director of Information Services), when the appointment process has concluded, the Council will be informed of the salary, within the range, on which the individual has been appointed. It will also be informed of the range of salary increases of the remaining senior post-holders in an anonymised form (to enable transparency on the scale of such rises, compared to any increase in academic or other staff salaries). Under the terms of reference set out in Appendix III to the Report, the Council already determines the salary range for those post-holders prior to recruitment.

The Council draws attention to its annual remuneration report, which provides detailed information on pay, including the pay ratio of the Vice-Chancellor's remuneration against the median of all staff and a breakdown of salaries for all staff paid a base salary of over £100k (see *Reporter*, 6532, 2018–19, p. 284 for the 2017–18 report). It also notes that a breakdown of senior salaries in £5k bands is published by the University, as required by the Higher Education Senior Staff Remuneration Code. This is provided in the notes to the accounts, which are published with the Financial Statements (see note 13 in the notes to the accounts for the year ended 31 July 2018, *Reporter*, 6530, 2018–19, p. 234). The Council has recently approved a policy on payments to external members of University bodies and committees, which will be available online to those with Raven access from Michaelmas Term 2019.

The Council is submitting a Grace (Grace 1, p. 26) for the approval of the recommendations of this Report.

Amendment to Grace 4 of 24 July 2019 for submission to the Regent House under Special Ordinance A (i) 5 (governance of postgraduate and graduate student matters): Notice in response

30 September 2019

Further to the Vice-Chancellor's Notice dated 2 August 2019 (*Reporter*, 6558, 2018–19, p. 882), the Council has now considered the proposed amendment to Grace 4 of 24 July 2019 and has agreed to submit it.

The Council notes that the amendment is in two parts. The Council is willing to accept paragraph (1), which changes the date for implementation of the changes proposed in the Report to 1 October 2020. It has also agreed that there should be an alternative proposal on the ballot paper, exercising its authority under Regulation 9(d) of the regulations for Graces and Congregations (*Statutes and Ordinances*, p. 105). This alternative proposal acknowledges the Council's support for paragraph (1) and recognises that not all of the signatories to the amendment supported paragraph (2). The ballot paper will therefore offer the following options:

- In favour of the Grace in its original form
- In favour of the Grace as amended by paragraphs (1) and (2) of the amendment
- In favour of the Grace as amended by paragraph (1) of the amendment only

The ballot shall be held in accordance with the Single Transferable Vote Regulations (*Statutes and Ordinances*, p. 114) and will follow the timetable already published for the separate ballot on Grace 5 of 24 July 2019 (*Reporter*, 6560, 2019–20, p. 5). The deadline for flysheets will therefore be **1 p.m. on Friday, 8 November 2019** and voting will open at 10 a.m. on Tuesday, 19 November 2019 and close at 5 p.m. on Friday, 29 November 2019.

Stipends of the holders of clinical academic offices and payment for clinical responsibility

27 September 2019

With effect from 1 April 2019

Agreement has been reached on the salary arrangements for clinical academic staff with effect from 1 April 2019. Following a recent meeting of the Board of the Universities and Colleges Employers Association, the Clinical Academic Staff Salaries Committee has agreed to translate the award of the Review Body on Doctors' and Dentists' Remuneration into the salaries of clinical academic staff. The increase, from 1 April 2019, is two and a half percent (2.5%) on the scale points for Consultants and two per cent (2%) for Clinical Lecturers. The pay award will be backdated to 1 April 2019 for all clinical academics.

The values of National Clinical Excellence Awards (CEAs) and Local CEAs under the previous scheme (pre-April 2018), discretionary points and distinction awards remain unchanged.

The unit value of Local Clinical Excellence Awards granted between 1 April 2018 and 31 March 2021 has been increased by 2.5% from 1 April 2019 from £3,016 to £3,092.

In accordance with the principle that the remuneration of clinical academic staff in Cambridge should be broadly comparable with that of equivalent staff in other UK medical schools, the General Board has agreed to approve revised stipends and scales of stipends for clinical appointments in Cambridge.

The figures currently shown in Schedule II to the regulations for stipends (*Statutes and Ordinances*, p. 702) are replaced with effect from 1 April 2019, and are as follows:

For Clinical Lecturers on the equivalent of the NHS 'new' 2016 pay system

Clinical Lecturer £27,689 by four nodal points to £48,075

For Clinical Lecturers on the equivalent of the NHS Specialist Registrar scales (pre-2009)

Clinical Lecturer £33,221 by eleven increments to £57,522

Senior Lecturer / Reader scale £53,244 by six increments to £75,318

For Clinical Lecturers on the equivalent of the NHS Specialty Registrar scales (post-2009)

Clinical Lecturer £33,790 by eleven increments to £59,765

Senior Lecturer / Reader scale £53,244 by six increments to £75,318

The offices of Clinical Sub-Dean in the Faculty of Clinical Medicine, Director and Assistant Director of Studies in General Practice are part-time and stipends are determined by local agreement, with reference to the appropriate full-time Consultant salary.

The Board has also approved the following basis for calculating rates of payment for clinical responsibility for University officers with honorary NHS contracts as Consultants:

New (2003) Consultant contract:

If the integrated job plan and the honorary Consultant contract agreed with the NHS covers not less than ten Programmed Activities a week, the annual pensionable payment for clinical responsibility will amount to the difference between the officer's prime stipend and her or his notional place on the NHS full-time Consultant salary scale.

That scale is:

With effect from 1 April 2019: £79,860, £82,361, £84,862, £87,362, £89,856, £95,795, £101,735, £107,668

Pre-2003 Consultant contract:

If the honorary Consultant contract agreed with the NHS covers not less than six NHS sessions a week, the annual pensionable payment for clinical responsibility will amount to the difference between the officer's prime stipend and her or his notional place on the NHS full-time Consultant salary scale.

That scale is:

With effect from 1 April 2019: £66,306, £71,051, £75,796, £80,541, £85,951

Regent House membership: 21 October 2019 deadline for corrections to the Roll

2 October 2019

The draft Roll of the Regent House for the academic year 2019–20 (i.e. the list of names proposed to be placed on the Roll when it is promulgated in November) was published in the *Reporter*, in Special No. 1, on 1 October 2019 (see <http://www.admin.cam.ac.uk/reporter/2019-20/special/01/section2.shtml>).

This year there are some changes to the membership of the Regent House that affect postdoctoral researchers and computer officers. Previously, certain members of the collegiate University had to hold Faculty membership in order to be eligible for Regent House membership. By Grace 1 of 27 June 2018 as amended,¹ that requirement was removed. The Grace also introduced a new criterion that requires those in class (iii) (Research Associates and Computer Associates in Grades I, II and III) to have held their current appointment, or any other role qualifying them for Regent House membership, for a total period of at least three years continuously prior to the date of promulgation of the Roll. These changes take effect from the Roll to be promulgated on 6 November 2019. Further, it should be noted that the age limit on membership of the Regent House for certain classes of membership, including College Fellows, is still in place pending approval of the amending Statute effecting its removal by Her Majesty in Council (*Reporter*, 2019–20, 6560, p. 5 and *Statutes and Ordinances*, p. 5).

Members of the Regent House are asked to check the list and to make sure that their entries are correct. They should note that the Roll constitutes the list of eligible voters for any elections to the Council or ballots that may be called during the year until the next promulgation of the Roll the following November). Notice of any corrections or amendments should be sent in writing to the Registry at the Old Schools (email: roll.enquiries@admin.cam.ac.uk) as soon as possible; any corrections received by **Monday, 21 October 2019** will be incorporated in the definitive Roll, which is to be promulgated on 6 November 2019.

¹ As approved by ballot in October 2018 (*Reporter*, 6524, 2018–19, p. 94).

Ballots of the Regent House

2 October 2019

Members of the Regent House are reminded that online voting is the default voting method in ballots of the Regent House. On the occasion of a ballot, those on the Roll of the Regent House (see above) will receive an email alert shortly after voting opens, containing links to the ballot information on the governance site and to the voting portal.

If members wish to receive, or to continue to receive, hardcopy voting papers and supporting materials, they should submit a request to opt out of online voting by **5 p.m. on Saturday, 2 November 2019**. Requests to receive hardcopy voting materials should be sent to ballots@admin.cam.ac.uk or to the University Draftsman at the Old Schools, and include confirmation of the voter's CRSid and the College or Departmental postal address to which voting materials should be sent. Requests to opt out received by 2 November 2019 will be effective until the promulgation of the Roll in November 2020. Further information on ballots of the Regent House is available on the University governance website at <https://www.governance.cam.ac.uk/ballots/rh/>.

Publication of *Statutes and Ordinances*, 2019

The 2019 edition of the University's *Statutes and Ordinances* is now available online in pdf format at <http://www.admin.cam.ac.uk/univ/so/>; the html version will be available there in due course.

The Reprographics Centre in the Old Schools has agreed to produce copies for the University at a cost of £15 for a thermal-bound, two-volume copy. Orders for these are being collated by the Registry's Office until 31 October 2019 and should be sent – clearly stating the contact name, Department or College, number of copies required, and delivery address – by email to university.draftsman@admin.cam.ac.uk. Copies required after the end of October should be placed directly with Reprographics by emailing the above information to reprographics.enquiries@admin.cam.ac.uk.

Lecture-list, 2019–20

The lecture-list for 2019–20 is available at <https://www.timetable.cam.ac.uk>. Queries regarding lecture-lists and their availability should be directed to the Department concerned.

Notice by the Editor of the *Reporter*

The *Cambridge University Reporter* is published weekly, usually on Wednesdays, during the Term. Special issues, including the preliminary and promulgated Rolls of the Regent House, the list of University officers, members of the Faculties, Fellows of the Colleges, and members of University bodies (committees, boards, syndicates, etc.) are also published during the academic year.

Editorial

Notices for publication in the *Reporter* should be sent, preferably by email (reporter.editor@admin.cam.ac.uk), to the Editor, *Cambridge University Reporter*, The Old Schools, Cambridge, CB2 1TN (tel. 01223 332298). Items for publication should be sent as early as possible in the week before publication; short notices will be accepted up to 4 p.m. on Friday for publication the following Wednesday. Information on format and submissions is available at <https://www.reporter.admin.cam.ac.uk/content-and-submissions>. Inclusion is at the discretion of the Editor.

Mailing list

An email alert notifying subscribers of the weekly publication of the *Reporter* is available. The email contains web links to individual sections of the issue as well as a link to the pdf version. To subscribe, please visit the *Reporter* homepage (<https://www.reporter.admin.cam.ac.uk>) and click on the blue 'Join the mailing list' button in the right-hand column.

Restricted information

Certain material published in the *Reporter* is restricted to those with access to the University of Cambridge network (i.e. the Cam domain) and holders of Raven accounts. Separate pdf versions are provided as appropriate.

University Combination Room

The University Combination Room is open for the use of current members and retired members formerly on the Roll of the Regent House. Visiting academics may also be issued with access cards on nomination by their College or Department. The Combination Room will be open from Monday to Friday, from 10 a.m. to 4 p.m., unless notified otherwise in the *Reporter*.

Details of how to gain access to the University Combination Room can be found at <http://www.admin.cam.ac.uk/univ/combinationroom/access.html>

University governance website

An online resource on the governance of the University is available at <https://www.governance.cam.ac.uk> (log in via Raven to access restricted content). With detailed information on the University's governance structure, decision-making bodies, processes, and instruments of governance, the site is designed to help University members understand and engage with the governance processes of the University. The site also contains papers, core documents, and membership information for the University Council, the General Board, the Audit Committee, the Finance Committee, and various other University committees.

Comments and queries about the site should be sent to the *Reporter* team by email to governance@admin.cam.ac.uk. Queries on the work of individual committees or the availability of minutes or papers should be addressed to the relevant committee secretary.

VACANCIES, APPOINTMENTS, ETC.**Electors to the Professorship of Education**

The Council has appointed members of the *ad hoc* Board of Electors to the Professorship of Education as follows:

Professor Mary Fowler, *DAR*, in the Chair, as the Vice-Chancellor's deputy

(a) on the nomination of the Council

Professor Melissa Allen, *University of Bristol*
Professor Neil Humphrey, *University of Manchester*

(b) on the nomination of the General Board

Professor Phil Allmendinger, *CL*
Professor Steve Higgins, *University of Durham*
Professor Susan Robertson, *W*

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

Professor Geoff Hayward, *PEM*
Professor Paul Ramchandani
Professor Kathy Sylva, *University of Oxford*

Electors to the Montague Burton Professorship of Industrial Relations and Labour Economics

The Council has appointed members of the *ad hoc* Board of Electors to the Montague Burton Professorship of Industrial Relations and Labour Economics as follows:

Professor Eilís Ferran, *CTH*, in the Chair, as the Vice-Chancellor's deputy

(a) on the nomination of the Council

Professor Phil Allmendinger, *CL*
Professor Leonardo Felli, *University of Edinburgh*

(b) on the nomination of the General Board

Professor Oliver Linton, *T*
Professor Hamid Sabourian, *K*
Professor Petra Todd, *University of Pennsylvania*

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

Professor Mette Ejmaes, *University of Copenhagen*
Professor Marco Francesconi, *University of Essex*
Professor Peter Hann, *Freie Universität Berlin*

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 <https://www.training.cam.ac.uk/>

Brief details of upcoming events are given below.

<i>Cambridge University and Colleges</i>	<i>Black History Month</i> : a programme of events throughout October 2019 to promote the history and contributions that BAME communities have made to Cambridge and the UK	https://www.cam.ac.uk/news/events-taking-place-across-the-university-and-colleges-during-black-history-month-2019
<i>Equality and Diversity</i>	Annual Race Equality Lecture: David Lammy MP in conversation with Gillian Joseph, at 5.30 p.m. on 14 October 2019, in the Palmerston Room, St John's College	https://www.equality.admin.cam.ac.uk/events/annual-race-equality-lecture

NOTICES BY THE GENERAL BOARD**Committee of Management of the Museum of Archaeology and Anthropology***(Statutes and Ordinances, p. 658)***With immediate effect**

The General Board, on the recommendation of the Committee of Management of the Museum of Archaeology and Anthropology, has approved changes to the membership of the Museum's Committee of Management to enable a University teaching officer to be appointed in class (d). Regulation 2(d) of the Regulations for the Museum has been amended to read as follows:

- (d) a University officer entitled to sabbatical leave under Schedule C (i) 1 in the Department of Social Anthropology appointed by the Council of the School of the Humanities and Social Sciences;

NOTICES BY FACULTY BOARDS, ETC.**Electronic calculators in University examinations, 2019–20**

The Faculty Boards and other authorities concerned give notice that in the following examinations in 2019–20 candidates will be permitted to take a designated calculator into the examination room:

Tripes and qualifying examinations

Architecture Tripos, Parts IA, IB and II
 Chemical Engineering Tripos, Parts I, IIA and IIB
 Computer Science Tripos, Parts IA, IB, II and III (Calculators are not permitted in the Mathematics papers borrowed from either the Mathematical Tripos, Part IA, or from the Natural Sciences Tripos, Part IA)
 Economics Tripos, Parts I, IIA and IIB
 Engineering Tripos, Parts IA, IB, IIA and IIB
 Human, Social and Political Sciences Tripos, Parts IIA and IIB
 Land Economy Tripos, Parts IA, IB and II
 Management Studies Tripos
 Manufacturing Engineering Tripos, Parts IIA and IIB
 Medical Sciences Tripos, Parts IA and IB, and the Second M.B. Examination
 Final M.B. Examination
 Natural Sciences Tripos, Part IA (Calculators are not permitted in the subject Mathematics)
 Natural Sciences Tripos, Parts IB, II and III (Calculators are not permitted in the Mathematics papers borrowed from the Mathematical Tripos)
 Philosophy Tripos, Part IA (Paper 5 only)
 Psychological and Behavioural Sciences Tripos, Part I (Paper PBS2 only)
 Veterinary Sciences Tripos, Parts IA and IB, and the Second Vet.M.B. Examination
 Final Vet.M.B. Examination

Masters and other examinations

M.A.St. in Astrophysics (Calculators are not permitted in the Mathematics papers borrowed from the Mathematical Tripos, Part III)
 M.A.St. in Earth Sciences
 M.A.St. in Materials Science
 M.A.St. in Physics (Calculators are not permitted in the Mathematics papers borrowed from the Mathematical Tripos, Part III)
 M.B.A. and Executive M.B.A.
 M.C.L. (Accounting and Finance)
 M.Fin.
 M.Phil. in Advanced Computer Science
 M.Phil. in Clinical Science (Experimental Medicine)
 M.Phil. in Clinical Science (Rare Diseases)
 M.Phil. in Computational Biology
 M.Phil. in Economics
 M.Phil. in Epidemiology
 M.Phil. in Land Economy
 M.Phil. in Management
 M.Phil. in Micro- and Nanotechnology Enterprise
 M.Phil. in Public Health
 M.Phil. in Scientific Computing (Paper 2 and Paper 3 only)
 Diploma in Economics

For the above examinations the following calculators marked in the approved manner are permitted:

CASIO fx 991 (any version) CASIO fx 115 (any version) CASIO fx 570 (any version)

(1) Education Tripos, Part II

Candidates taking papers from the Natural Sciences Tripos will be permitted to use the calculator permitted for that examination (see above).

(2) Land Economy Tripos

The permitted calculators for use in the Land Economy Tripos will be the standard University calculator CASIO fx 991 (any version), CASIO fx 115 (any version) or CASIO fx 570 (any version); or the Hewlett Packard HP 10BII or HP 10BII+. Candidates may take only one model of calculator into the examination hall.

(3) Mathematical Tripos

The use of electronic calculators will NOT be permitted in any papers set for the Mathematical Tripos. Candidates for Part IA of the Mathematical Tripos who offer a paper from the Natural Sciences Tripos will be permitted to use the calculator permitted for that examination (see above).

(4) Medical Sciences Tripos, Parts IA and IB; Veterinary Sciences Tripos, Parts IA and IB; Second M.B. and Second Vet.M.B. Examinations

The permitted calculators for use in the Medical Sciences and Veterinary Sciences Triposes and Second M.B./Second Vet.M.B. Examinations will be the standard University calculator CASIO fx 991 (any version), CASIO fx 115 (any version) or CASIO fx 570 (any version); or the CASIO fx 83 (any version) or CASIO fx 85 (any version).

(5) Master of Finance Examinations

The permitted calculators for use in the Master of Finance Examinations will be the standard University calculator CASIO fx 991 (any version), CASIO fx 115 (any version) or CASIO fx 570 (any version); or the Texas Instruments BA II Plus or the Texas Instruments BA II Plus Professional. Candidates may take only one model of calculator into the examination hall.

(6) M.Phil. Examinations in Land Economy

The permitted calculators for use in the M.Phil. Examinations in Land Economy will be the standard University calculator CASIO fx 991 (any version), CASIO fx 115 (any version) or CASIO fx 570 (any version); or the Hewlett Packard HP 10BII. Candidates may take only one model of calculator into the examination hall.

(7) Other subjects

Papers from the examinations named above may be taken by those who are candidates for other examinations. The restriction on the use of calculators will apply when any paper or subject is offered from an examination which is the subject of this Notice.

It is the responsibility of each student to equip themselves with a suitable calculator as described above.

Each such calculator permitted in an examination must be marked by the Department in the approved fashion so that they are clearly identified as being permitted during the examination.

No other calculator may be brought into the examination venue.

Sale of approved calculators

Approved calculators (marked in the approved fashion) can be purchased from the following locations:

- Computer Laboratory, William Gates Building (Computer Science Tripos)
- Department of Chemistry (Natural Sciences Tripos)
- Department of Engineering (Engineering Examinations)
- Department of Land Economy (Land Economy Tripos and M.Phil.)
- Department of Physiology, Development and Neuroscience (Medical Sciences Tripos and Veterinary Sciences Tripos)
- Department of Physics, Bragg Building, Cavendish Laboratory (Natural Sciences Tripos)

Approved calculators bought elsewhere will need to have the approved marking applied by the relevant Department.

Annual Meetings of the Faculties*Clinical Medicine*

The Chair of the Faculty Board of Clinical Medicine gives notice that the Annual Meeting of the Faculty will be held from 1 p.m. to 1.15 p.m. on **Monday, 11 November 2019**, in the Committee Room, School of Clinical Medicine. The Annual Meeting will be followed by a Faculty Board meeting which will take place from 1.15 p.m. and is for members of the Faculty Board and Clinical School Professors (observers) only.

Conservation Leadership for the M.Phil. Degree, 2019–20: Correction

Further to the Notice published on 1 May 2019 (*Reporter*, 6545, 2018–19, p. 496), the Degree Committee for the Faculty of Earth Sciences and Geography gives notice of a correction to the title of one of the modules available for examination for the degree of Master of Philosophy in Conservation Leadership in 2019–20 as follows (additional text shown in bold):

- CL1 Conservation **leadership** problems and practice

All other elements of the examination remain unchanged.

Micro- and Nanotechnology Enterprise for the M.Phil. Degree, 2019–20: Amendment

Further to the Notice published on 9 May 2019 (*Reporter*, 6546, 2018–19, p. 530), the Degree Committee for the Faculty Board of Physics and Chemistry gives notice of an amendment to the modules available to candidates for examination for the degree of Master of Philosophy in Micro- and Nanotechnology Enterprise in 2019–20 as follows:

By withdrawing the following from the list of modules:

NE.02 MEMS design

The Degree Committee is satisfied that no candidate's preparation for the examination will be adversely affected by the withdrawal.

OBITUARIES

Obituary Notices

Mr MYLES FREDRIC BURNYEAT, CBE, M.A., FBA, Honorary Fellow of Robinson College and member of King's College, sometime Laurence Professor of Ancient Philosophy, died on 20 September 2019, aged 80 years.

Dr KIYOSHI NAGAI, FRS, Emeritus Fellow of Darwin College, structural biologist and Research Leader, MRC Laboratory of Molecular Biology, died on 27 September 2019, aged 70 years.

GRACES

Grace submitted to the Regent House on 2 October 2019

The Council submits the following Grace to the Regent House. This Grace, unless it is withdrawn or a ballot is requested in accordance with the regulations for Graces of the Regent House (*Statutes and Ordinances*, p. 105) will be deemed to have been approved at 4 p.m. on Friday, 11 October 2019.

1. That the recommendations in paragraph 6 of the 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) be approved.¹

¹ See the Council's Notice on p. 19.

ACTA

Approval of Graces submitted to the Regent House on 18 September 2019

The Graces submitted to the Regent House on 18 September 2019 (*Reporter*, 6559, 2019–20, p. 2) were approved at 4 p.m. on Friday, 27 September 2019.

Congregation of the Regent House on 1 October 2019: Election and admission of the Proctors and Vice-Chancellor's address

A Congregation of the Regent House was held in the Senate-House for the election of the Proctors and Deputy Proctors and the admission of the Pro-Proctors for 2019–20.

TIMOTHY NICHOLAS MILNER, of Darwin College, and KAREN OTTEWELL, of Lucy Cavendish College, retired from the office of Proctor and delivered the insignia of their office to the Vice-Chancellor.

TIMOTHY KEITH DICKENS, of Peterhouse, and FRANCIS KNIGHTS, of Fitzwilliam College, were elected to the office of Proctor for the year 2019–20, were admitted to that office by the Vice-Chancellor, and received from him the insignia of their office.

KAREN OTTEWELL, of Emmanuel College, and ANNAMARIA MOTRESCU-MAYES, of Clare Hall, were admitted to the office of Pro-Proctor for the year 2019–20.

GORDON CHESTERMAN, of St Edmund's College, and GEMMA LUCY BURGESS, of St Edmund's College, were elected as Deputy Proctors for the year 2019–20, and made their public declaration in accordance with Statute C IV 3.

The Vice-Chancellor then delivered the following address to the University:

Let me begin by congratulating our new Proctors, Dr Timothy Dickens and Mr Francis Knights, on their election by the Regent House this morning and wishing them and their team well for their year ahead, and also by thanking the retiring Proctors, Mr Timothy Milner and Dr Karen Ottewell and those who supported them in the last year.

I warmly acknowledge the contributions of those Heads of House who have finished terms of service to collegiate Cambridge over the past year:

Dame Carol Black at Newnham College;
Mr Matthew Bullock at St Edmund's College;
Professor Nicky Padfield at Fitzwilliam College;
Professor Ian White at Jesus College; and
Sir Gregory Winter at Trinity College.

Dame Carol Black and Professor White also gave outstanding support in their roles as Deputy Vice-Chancellors.

Let me also pay tribute to other senior colleagues:

Professor Abigail Fowden (Biological Sciences), Professor Martin Millett (Arts and Humanities) and Professor Richard Prager (Technology) stepped down as Heads of their respective Schools;
Dr Jason Matthews moved on from his post as Director of Estate Strategy; and
Ms Kate Wilson stepped down as Director of External and College Engagement at the Office for Development and Alumni Relations.

We thank them all, and wish them and their successors well.

With sadness and respect, we commemorate colleagues who died in service in the course of the past year:

Dr Carlo Acerini; Ms Shirley Allen; Mr Andy Cheadle; Mrs Mariola Cieslik; Professor Sir Christopher Dobson; Miss Joanne Hackett; Dr Joyce Heckman; Dr James Lewis; Dr Finbarr Livesey; Mr Forbes Macpherson; Dr Aaron Rapport; Dr Stephen Siklos.

Their loss will be keenly felt even as their memory will endure.

A year of achievement

As we start a new academic year, and in the spirit of the traditional school essay, 'Things I Did This Holiday', allow me to share with you some of the 'Things I Learned This Year'.

For instance:

- That stem cells can be used to repair broken hearts.
- That we can reduce our susceptibility to disinformation and fake news through online games.
- That a ghost galaxy lurks on the outskirts of the Milky Way.

I think, also, of scholarly or artistic treasures re-imagined or brought to the public's attention:

- A long-lost opera by Franz Liszt, rediscovered and now performed for the first time in 170 years thanks to painstaking work by a Lecturer at our Faculty of Music.
- Or the more than 800 mediaeval Greek manuscripts containing the works of Plato, Aristotle and Euripides, previously tucked away in special collections in Cambridge, Heidelberg and the Vatican, but now digitised and widely available for the first time.

All of these discoveries made the headlines over the past twelve months. All of them (and many more like them) were the result of relentless and inspiring work by our Cambridge colleagues, driven by curiosity and by the urge to interrogate our world.

My question today is: what stories of discovery will we be telling about the University ten, twenty or fifty years from now? How will we, as a scientific community, have answered the growing challenges of mental health? How will we have responded to the crisis in democratic institutions as we know them? How will we have contributed to mitigating the existential threat of climate change? How will the things we do today be remembered in the future?

There were many other stories over the past academic year reflecting not only the breadth but also the buzz of activity around the University. We welcomed 1.3 million visitors to our museums and Botanic Garden, including some forty thousand school children on class outings. Work began on the University's new Cavendish Laboratory – a project that will help strengthen the University's position as a globally leading site for physics research, while providing a pre-eminent facility for the rest of the country. Also on the West Cambridge site, only a few days ago we celebrated the official opening of the new Civil Engineering building. In March, our Student Services Centre opened on the New Museums site, bringing together for the first time in the University's history all of the student-facing units, enabling them to provide more efficient and joined up frontline support for our students.

New College buildings, including Newnham's Dorothy Garrod building, have added greatly to the city's rich architectural mix. I was pleased to join in celebration of some significant milestones for the collegiate University, including Girton and Fitzwilliam's 150th anniversaries. We were honoured by a royal visit, when Her Majesty The Queen came to open the new Royal Papworth Hospital on the Cambridge Biomedical Campus. In this latest phase of our Biomedical Campus' expansion, I look forward to the opening of the Anne Maclaren building, and the new Jeffrey Cheah building, a hub for stem cell and therapeutic research. Closer to where we are now, I welcome the imminent reopening of the Fitzwilliam museum's main gallery with a stunning new exhibition conceived to explore the senses.

This was a landmark year for Cambridge University Press, Cambridge Assessment, the Faculty of Education and the Department of Psychology, who last autumn joined forces with UNICEF and Microsoft to develop a programme that will enable refugees and displaced children to keep learning, and to receive appropriate certification. Not only have the Press and Cambridge Assessment worked together on many major projects, including the joint acquisition of Durham University's Centre for Evaluation and Monitoring, but they are also working more closely than ever with the academic University on the delivery of our digital education plans. I'm excited to announce that, working with CUP and Cambridge Assessment, the University is now partnering with edX, the digital learning platform founded by Harvard and MIT, and home to more than 20 million learners. Through this partnership, we will be reaping the benefits of digital learning here in Cambridge while also reducing access barriers to high-quality, Cambridge-made content for learners around the world.

Turning to sporting success, I had the enormous satisfaction of watching our crews row to victory at the 2019 Boat Races on the Tideway. What a thrill to witness the women rowing to such a decisive triumph, and to see the men winning by a whole length to achieve their first back-to-back victory for 20 years. And we had Varsity match wins in yachting, men's road cycling, men's ice hockey, women's sailing and (once again) women's rugby. My compliments to all our athletes.

There was achievement of another kind: to the bright constellation of Cambridge researchers who hold prestigious European Research Council grants, 21 more were added this year. ERC grants are a mark of academic excellence – and one of the many reasons that being part of the European research landscape has been crucial to Cambridge, and to the UK. I warmly congratulate each one of those colleagues.

But among the past year's happy tidings, one certainly stood out. News arrived only a couple of days after my last Address to the University that the Nobel Prize for Chemistry had been awarded to one of our own – and a Head of House, no less. I hope you will all join me in belatedly congratulating Sir Gregory Winter for this exceptional recognition.

Something else caught my attention this year: it was widely reported that our University Library was to become the home to the Spitting Image archive and puppets. It is a source of some satisfaction to be a member of a University that is as proud of guarding Margaret Thatcher's handbag in one of its College archives as it is happy to be housing her unforgettably grotesque likeness. I like to think that we are the kind of university that is prepared to help deepen our understanding of recent political history while also embracing the satirical and subversive streak of Spitting Image's creators. (I was interested to note that we may be seeing a new generation of the Spitting Image characters on air very soon.)

The subject of satire brings me to my remarks about current affairs. I began last year's Address to the University by referring to the rapid pace of change in the British political landscape. If anything, the pace seems to have accelerated. Dizzying is one word that comes to mind in describing that pace. Blistering is another. Alarming, even.

It has been modestly reassuring to note the importance that the current government is giving to British academia and research. The government has singled out as priorities the development of new battery technologies, investing in biosciences, and bolstering research into food security – all areas in which Cambridge has enormous expertise. We have especially welcomed the government's statement about the change in immigration rules designed to attract more international scientists to the UK. And we greet enthusiastically the recent government proposal to reintroduce a two-year post-study work visa for international students – something that Cambridge and other universities have long campaigned for. (One can only hope that such policies survive the slings and arrows of the country's current constitutional quandary.)

We continue to engage with the public sector at all levels.

As part of the government's industrial strategy, we entered into partnership for the creation of a £72 million Construction Innovation Hub. In July, the government announced a £30 million award to the University of Cambridge to support the new Cambridge Heart and Lung Research Institute, adjacent to the new Royal Papworth Hospital. Also in the past year, the government agreed to make a significant contribution towards the creation of a national Centre for Propulsion and Power at our Whittle Laboratory, with a focus on dramatically reducing carbon emissions.

Meanwhile, a £100m government contribution towards the costs of a new Children's hospital on our biomedical campus, which will make Cambridge a beacon in public health for the region, was secured by our NHS partners.

Over the past year we have sought to work ever more closely with local authorities, including the Cambridgeshire and Peterborough Combined Authority, local MPs, and the Cambridge City Council. We are not just a collegiate University that happens to be in the Fens – we are fundamentally rooted in the region. Whether it is discussions about local transport solutions, or about the provision and deployment of skills, or about tackling coastal erosion, we are prepared to be not only helpful interlocutors but part of the solution. The joint venture to expand Cambridgeshire's digital infrastructure, agreed by the University and the Cambridgeshire County Council, is but one recent example of local partnership.

Of course when it comes to discussing public affairs, there is an elephant in the room, or perhaps it is a great blue whale. When I addressed the University last year, we were six months away from the UK's departure from the European Union. The prospect of Brexit still looms over us – this time just over four weeks away. We are no more certain now about the conditions under which it may happen, but we have continued to plan for the contingency of a disorderly and disruptive exit. I am grateful to all those colleagues across the collegiate University who have been tireless in making preparations and drawing up contingency plans. The deadlines that have come and gone continue to affect our staff and students – both current and prospective. It was certainly helpful to have confirmation, in May, that EU students admitted for the 2020–21 academic year would still be eligible for domestic tuition fees and student loans for the duration of their course, regardless of Brexit. But the mid and long-term prospects are more uncertain than ever.

Cambridge colleagues continue to engage with the government – and the public – to ensure that the impact of Brexit on immigration, research funding, student mobility and collaboration are understood – and, where possible, mitigated. And we continue to reach out to our partners around the world – from Munich to Nanjing, from Paris to Delhi – to show through our actions, not only our words, that we are a global university open to global collaboration. As the UK struggles

to define its role in what may be a post-Brexit world, it is my sincerest hope – and indeed, my expectation – that Cambridge will help articulate some of the answers. It is precisely at these moments of uncertainty that our University must reaffirm its mission. It is at these times of unease that our University must move forward with purpose and determination. When other institutions are perceived to be failing their societies, our University must step up. It is our duty as a public institution.

We are still waiting for signs of what, if anything, will happen following the publication of the Post-18 Education Review – the Augar Review. If its recommendations are implemented fully, it would have some serious consequences for the funding of higher education.

More immediate, however, have been the requirements laid out by the new regulator, the Office for Students (OfS), as it grows into its role as a fully-fledged universities watchdog. We welcome the OfS's emphasis on fair access, student wellbeing and participation – though the regulator is still finding its way in terms of tone and balance.

Over the summer, as part of our compliance with OfS regulations, the University submitted its Access and Participation Plan. The Plan, which covers the five years up to the 2024–25 academic cycle, contains ambitious new targets on access: we have said that, by 2025, more than 25% of our intake will be from the most under-represented and disadvantaged backgrounds if our targets are achieved. That this will rise to 33% by 2035. We have also declared that, by 2025, more than 69% of the home undergraduate student intake will be from state schools. We have expressed a strong commitment to reducing all attainment gaps amongst student cohorts. Our Access and Participation Plan, approved by the OfS in August, shows the collegiate University's determination to address barriers in education, widening access and helping students make the most of their experience at Cambridge.

Our most recent admissions figures show that we are making significant progress: according to the provisional data, one in four of the new UK students who will be starting their undergraduate studies at Cambridge will be from under-represented and disadvantaged backgrounds, while over two-thirds of the new UK undergraduates will be from state schools. For the first time, over 25% of our admitted undergraduates are of Black, Asian and Minority Ethnic background – with a particularly noticeable increase in the number of black students admitted.

So the commitments we have articulated in our Access and Participation Plan are aligned with work already underway. It has been one of my greatest satisfactions so far to announce, in February, an unprecedented gift of £100 million to help attract the most talented postgraduate and undergraduate students from the UK and around the world. The donation from the David and Claudia Harding Foundation was the biggest single gift made to a university in the UK by a British philanthropist. It is now the cornerstone of an ambitious £500 million fundraising drive, announced last autumn, aimed directly at increasing financial and wider support for students at Cambridge. So far, the collegiate University has raised over £170 million towards this goal. I am very pleased to share news of the creation of the Harding Challenge – a dedicated fund allowing new donors who give to the collegiate University's Student Support Initiative to see their impact doubled.

The Transition Year I spoke about a year ago will be ready to launch in 2021. We have recently appointed a course director, and the first intake of students will begin in October 2022. We are committed to widening participation among postgraduate students, too, and are in the process of creating a dedicated post with responsibility for this effort. Other elements of our widening access plans have already been implemented: our pilot Adjustment programme has been a resounding success, with Colleges collectively recruiting 67 students whose grades exceeded their expected performance. One of them is Zein Al-Hindawi, whose parents fled Saddam Hussein's regime in Iraq, and who was inspired by a friend's experience with cancer to pursue a career in medicine. Zein's hard work netted him three A*s, and the highest marks in biology and chemistry at his school. Visiting Cambridge, ahead of his first term, he told colleagues: 'Many students from state schools may think applying to Cambridge is a waste of time because they're not going to get in... There are a lot of stereotypes about Cambridge, and most of them are unfounded.'

Ensuring fair access and participation requires collective efforts across our collegiate community. I wish to thank all those colleagues – in Colleges, in Departments and Faculties, in University offices – who work at the coalface of our admissions process to ensure that we are open to the most talented students, no matter where they are from. We are committed to doing this not only because it is expected of us, but also because it is the right thing to do – and because it will make Cambridge a better place to study, to teach and to work.

Change and improvement

Change is the theme of this year's *Festival of Ideas*, which begins in a fortnight. It feels appropriate to our times. Change is certainly something we must actively address as a collegiate University. For as the world changes, so must we. I am not talking here, to paraphrase Giuseppe di Lampedusa, of everything having to change so that everything remains the same. That is simply not good enough. We change not so everything remains the same, but to be better. Cambridge has not thrived by being a bulwark against change. Over more than 800 years, beneath the cobbled, oak-panelled veneer of permanence, a constant process of change – led by students and scholars – has been a feature of University life.

And we can see it in action today. Lucy Cavendish College, founded in 1965, and itself an example of the University adapting to meet new social needs, has announced that from 2021 it will change its admissions criteria to include both women and men, and from the standard university age of 18. Trinity College, which only admitted its first female Fellow in 1977, will in a week's time have its first female Master. Also welcoming their first ever female Heads are Jesus College and St Edmund's College. Along with the new Heads of Fitzwilliam College and Newnham College, they join their pioneering colleagues at Colleges including Peterhouse, Gonville and Caius, Christ's, Emmanuel, Churchill, Darwin and Wolfson. (Indeed, I am pleased to note that, in the same year that the University secured an Institutional Silver Athena SWAN award, we have a record number of female Heads of House.)

Sometimes, the change is in the way we understand ourselves. In February I announced that an Advisory Group would be coordinating research into the University's links to historical forms of enslavement. The purpose of this initiative is not to atone, or to undermine this University's proud history in the abolition movement, but to better understand and acknowledge our own complex, multi-layered past, and how that may affect our future.

Sometimes, the change we need is in our own processes. Earlier this year we conducted a staff survey, which revealed, among other things:

- That 87% of our members of staff are proud to work for the University of Cambridge.
- That 87% understand how their work contributes to the success of their area of the University.

The same survey also suggested, however:

- That 36% of our staff do not feel there are sufficient opportunities for career progression at the University.
- That 29% do not feel people work effectively together between different parts of the University.

In an effort to address these and other issues, at the end of 2018 the University launched *ourcambridge*, an initiative designed to recognise and realise the potential of our professional services staff. Led by the Registry, the *ourcambridge* initiative aims to ensure that our professional services staff are properly valued for their contributions, and are able to do their jobs less encumbered by red tape.

We want to be a place to work where staff are – and feel – trusted and valued. A place where staff are fulfilled and have clear prospects. In that spirit, we have also announced the creation of a programme of Continuing Education Bursaries for University employees. Over the summer we launched a new Inclusive Leadership Programme for all University leaders and managers. A year ago I announced the introduction of a Cambridge Living Wage, which I am pleased to report was implemented from 1 August. We have started a review of our HR grading process, often described as opaque and cumbersome. We have adopted a new academic promotion framework that will be implemented in 2020. This year we will be undertaking a full review of career progression for teaching-focused staff, and we will be reviewing academic titles to ensure we have a system that is globally competitive and accords appropriate recognition to our outstanding academic staff. Work is already underway to put into place improvements to the career progression path for research staff. A root and branch review of our admissions processes is ongoing, and will report by the end of this academic year.

At a time of increased economic pressure, and as we take action to reverse a budget deficit, we are working hard to improve the way we manage our finances. There has been a significant move towards greater financial transparency over the past year, including significant changes in our budgeting and forecasting systems. More needs to be done and will be done. We are providing greater transparency on the University endowment's investment activities. We have restructured our Investment Office, and I am delighted that we will soon be welcoming a new Chief Investment Officer, Tilly Franklin – an alumna of Jesus College. With enormous financial experience and profound commitment to responsible fund management, she is the ideal person to lead our Endowment Fund into a new era.

It troubles me to note that we begin this academic year with the prospect of industrial action over pay and over pensions at a critical juncture for the country and for the University. On pay, we will keep exploring options to enhance our staff's total compensation package through the targeted improvement of benefits, including childcare support and housing assistance. On pensions, we will strive to find creative solutions to reach an agreement leading to a sustainable pensions system, agreeable to employees and employers and within the constraints of the USS' collective arrangement and of public pensions regulation.

Other University processes are changing: following a period of consultation and a ballot of the Regent House, and effective from today, the University has introduced a new disciplinary code and framework. We have moved to the civil standard of proof in cases of student misconduct, and away from the criminal standard of proof required under the previous framework. The amendment brings greater transparency and clarity to our student disciplinary processes. It gives us the means to better challenge inappropriate behaviour, and the tools to better support complainants.

Meanwhile, a joint University and College group has been convened to develop an understanding of the collegiate University's aspirations for the size and shape of the student population over the next ten years – and the academic, financial or social implications of these aspirations.

Even as we discuss the changing shape of the future University, our commitment to fundamental principles is unwavering. Absolutely central among them is the principle of freedom of speech, which has been invoked frequently over the past year. Cambridge is the natural home for all those who want to challenge ideas, and are prepared to have their ideas challenged. And even if ideas make us uncomfortable, it is our duty to ensure their free and lawful expression. But let me be clear: we cannot allow the imperative of free speech to become a cover for hateful or unlawful behaviour or language.

Moving forward: from Priorities to Programmes of Action

The citation for Sir Gregory Winter and his fellow Nobel Laureates in Chemistry tells us that they 'have taken control of evolution and used it for purposes that bring the greatest benefit to humankind...for purposes that bring the greatest benefit to humankind'. It is no hyperbole to say that no other university has contributed more than ours to the sum of human understanding, or to breakthrough ideas and discoveries that have changed the way we understand ourselves, our planet and even the universe around us. Indeed, Sir Gregory's discoveries now underpin six of the ten best-selling drugs in the world – proof that our colleagues not only make great discoveries, but also place them in the hands of society.

Amid the external uncertainty, and the daily pressures of work, it is worth taking stock of the enormous impact Cambridge has on the world, and reflecting on what makes Cambridge such an extraordinary university. Is it the diversity and distribution of our decision-making, which promote independence of spirit and allow for rich experimentation? Is it that we value rugged independence while seeking shared purpose? Is it that we engage in the deep exploration of specific themes, while nurturing broad collaboration across disciplines? Is it that we are able to combine very local (often idiosyncratic) traditions with open engagement with the wider world? In our Colleges and Departments, students explore intellectually and build extraordinary social capital. In our labs, libraries and research groups, we expand and renew our understanding of the world on a daily basis. And the world notices, providing remarkable support.

Over the last decade, our research funding has more than doubled. Over the past few years, our spinouts raised more capital to support their growth and development than those of any other university in the world. Our 'Dear World, Yours Cambridge' Campaign, which raises funds for specific projects across the collegiate University, has already raised £1.59 billion. The world knows that Cambridge creates. That Cambridge discovers. That Cambridge solves problems.

That Cambridge is daringly original, and insatiably curious. The world needs Cambridge to succeed – and I truly believe the world wants us to succeed. Knowing that is one of the reasons it is so uniquely rewarding to work and study here. So despite all the inevitable challenges and worries, we can and must move forward proudly and ambitiously.

I borrow from the Canadian media theorist Marshall McLuhan, who coined the term ‘Global Village’. Cambridge is extraordinary because it is, in effect, a global village – almost uniquely so among great world universities. Its thirty-one Colleges possess a human scale that enables an energising mix of students and Fellows with different interests, fields of expertise and world views. Our Schools, Faculties and Departments build further communities adding to the rich cross-currents of Cambridge intellectual life, as do the cross-school institutions like our University Library, museums and Botanic Garden. This Cambridge model, which bridges the human to the global scale, continues to be extraordinarily effective in promoting both the thrill of new insight and real impact in the wider world.

The question before us today is: how do we move forward? I have proposed to the University Council a Programme of Action for the next three years. The Programme sets out specific initiatives but is based on three overarching objectives.

First: To ensure that Cambridge continues to be recognised as an extraordinary university, and continues to be seen as a global leader in interdisciplinary discovery and innovation with wide social, cultural and economic impact.

Second: To ensure that Cambridge continues to be known as a rigorous and educationally innovative university, increasingly open to talented students from all backgrounds.

Third: To ensure that Cambridge continues making its extraordinary contributions to society, in ways that are globally relevant and globally recognised, and is able to address fundamental issues facing our societies.

This last objective takes me back to some of the questions I posed in my opening remarks. How will we, in years to come, have answered to the growing challenges of mental health? Colleagues across the University are already drawing their work together, and we could imagine a Cambridge Initiative on Mind, Brain and Body. An initiative linking together a network of researchers – from neuroscience and neurology to genetics and physics; from psychology and psychiatry to computer science and anthropology – to address widespread conditions such as depression, addiction, psychosis and neurodegenerative disease. How will we have responded to the crisis in democratic institutions as we know them? Again, I know that groups of colleagues are seeking connections to propose a Cambridge Initiative on Democracy, Social Inequality and Technology. One that links together networks of researchers to understand the effects of economic and social inequality, and the effects of technological innovation on society, including the future of democracy. How will we have contributed to the global response to the existential threat of climate change? We have to build on expertise across the physical and biological sciences, engineering, the social sciences and the arts to generate those innovations that will allow us to tackle this urgent problem.

I can announce today that, later this term, we will be formally launching Cambridge Zero – the University of Cambridge Zero Carbon Future Initiative. Under the direction of Dr Emily Shuckburgh, Cambridge Zero will harness the full breadth of the University’s research and teaching capabilities to respond to climate change and support the transition to a zero-carbon future. The Initiative will develop a bold programme of education, research, demonstration projects and knowledge exchange to address holistically the challenge of climate change; to help us think about what a sustainable future looks like; and to ensure that policy decisions are based on the best available evidence. Through Cambridge Zero we will engage in active collaboration with other universities and research institutes in the UK and beyond, including the newly established Global Universities Alliance on Climate. The Initiative will also promote operational shifts within the University’s own estate, helping us move to carbon neutrality as quickly as is feasible. These efforts will allow Cambridge to meet bold targets. We are the first university in the world to announce science-based targets for carbon reduction, committing ourselves to a 75% decrease in 2015 energy-related carbon emissions by 2030, and to reducing them to absolute zero by 2048. What could be more urgent? A point underscored this past summer, when staff at our own Botanic Garden reported the highest UK temperature on record.

Colleagues, friends – the great American composer and conductor Leonard Bernstein said that ‘To achieve great things, two things are needed: a plan and not quite enough time.’ Well, we have a plan. And we have limited time in which to put it into practice. Some of the work in the Programme of Action I have outlined is already well advanced, while in other areas it is only just beginning. I am fully aware that this work must be undertaken as we grapple with a deficit in our operating budget. So we will have to exercise financial restraint and seek efficiencies across University operations, while investing in those critical areas that will bring additional resource and enable progress on our fundamental goals. All these efforts will require close collaboration amongst Colleges, Schools, Faculties and Departments, and the University leadership.

But I am confident that these measures will, over the next few years, help us be the University we all desire: a collegiate University that embodies, in its day-to-day work, the values it proclaims. A collegiate University that earns the trust and respect of its staff, of its students, of its alumni, and of the communities it serves. A collegiate University that wears with pride its manifold and complementary identities – local, regional, national, global. A collegiate University that is truly open, diverse and public-spirited – not because we ever intend to sacrifice excellence, but because we recognise that excellence comes in many forms. A collegiate University with a shared sense of purpose, moving towards – and helping to build – a fairer, more inclusive, sustainable world.

The Vice-Chancellor then invited those present to the customary refreshments in the University Combination Room.

E. M. C. RAMPTON, *Registrar*

END OF THE OFFICIAL PART OF THE ‘REPORTER’

COLLEGE NOTICES**Elections***Darwin College*

Elected as Master of Darwin College with effect from 1 October 2020:

Michael R. W. Rands, B.Sc., *UEA*, D.Phil., *Oxford*,
Fellow-Commoner of Magdalene College, Executive
Director of the Cambridge Conservation Initiative

Hughes Hall

Elected to a Fellowship in Class G from 1 October 2019:

Professor Ian Hodge, B.Sc., *Reading*, Ph.D., *London*

Elected to a Research Associateship from 1 October 2019:

Dr Leonard Ng Wei Tat, B.Sc., *Singapore*, M.Sc., *Leeds*,
Ph.D., *CLH*

Vacancies*Darwin College: Research Fellowships 2020:*

Henslow Research Fellowship: a stipendiary Research
Fellowship in the Natural Sciences, Engineering,
Mathematics, Computer Science or Clinical Sciences;

Moses and Mary Finley Research Fellowship: a
stipendiary Research Fellowship in the ancient
history of the Mediterranean world and/or the near
East, prior to the end of the 6th century AD;

Non-stipendiary Research Fellowships: without
limitation of subject;

tenure: three years from 1 October 2020; closing date:
10 November 2019; further details: <http://www.dar.cam.ac.uk/research-fellowships> or contact Janet Gibson,
College Registrar, Darwin College, Cambridge, CB3 9EU
(email: jg323@cam.ac.uk)

Magdalene College: Stipendiary Junior Research Fellowships:

Nevile Fellowship, endowed through the generosity of
Trinity College, in the Sciences;

Lumley Fellowship, endowed through the generosity of
H. R. L. Lumley, in the Humanities

tenure: three years from 1 October 2020; gross stipend:
£23,808 (subject to annual cost of living award); closing
date: 5 November 2019 at 12 noon; further details: <http://www.magd.cam.ac.uk>

EXTERNAL NOTICES**Oxford Notices**

Magdalen College: Fellowship by Examination (JRF);
salary: from £23,374; closing date: 17 October 2019;
further details: <http://www.magd.ox.ac.uk/job-vacancies/>

Visiting Fellowships; non stipendiary; closing date:
13 December 2019; further details: <http://www.magd.ox.ac.uk/job-vacancies/>

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