

CAMBRIDGE UNIVERSITY REPORTER

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UNIVERSITY OF
CAMBRIDGE

NOTICES

Calendar

18 March, *Wednesday*. Last issue of the *Reporter* in the Lent Term.
 21 March, *Saturday*. Congregation of the Regent House at 11 a.m. (see below and p. 431).
 24 March, *Tuesday*. Lent Term ends.
 27 March, *Friday*. Congregation of the Regent House at 11 a.m. (see below and p. 431).
 10 April, *Friday*. Easter Term begins.
 12 April, *Sunday*. Easter day. Scarlet day.

Amending Statutes for Robinson College

16 March 2020

The Vice-Chancellor gives notice that he has received from the Governing Body of Robinson College, in accordance with the provisions of Section 7(2) of the Universities of Oxford and Cambridge Act 1923, the text of proposed Statutes to amend the Statutes of the College.

The current Statutes and the proposed amendments are available on the College's website at <https://www.robinson.cam.ac.uk/about-robinson/foia-publications>

Notice of a benefaction

16 March 2020

The Vice-Chancellor gives notice that he has accepted with gratitude three benefactions totalling £1,950,000 including Gift Aid as endowment to establish a Granta Design Fund for Engineering to support two Lectureships and a Prize. The benefactions comprise £773,333 each (before the addition of Gift Aid) from Professors Michael Ashby and David Cebon, payable over three years, towards the Lectureships and £16,667 from ANSYS Inc. towards the Prize. The Department of Engineering has pledged to contribute an additional £2,650,000 to the Fund on receipt of the donations in full. The Council is submitting a Grace (Grace 2, p. 430) for the approval of regulations to govern the Fund.

Congregations, Discussions and University Sermons: Coronavirus (COVID-19) update

18 March 2020

As part of the management of the coronavirus outbreak, the government is currently advising people to avoid 'non-essential' social contact. As a result, the Vice-Chancellor gives notice that after the very brief 'Graces and supplicats business only' Congregations on 21 and 27 March 2020 (see below), Congregations and the Mere's Commemoration and Ramsden Sermons are postponed, and no Discussions are to take place, until further notice. The Reports included in this issue have therefore not been included on the agenda of the next scheduled Discussion on 28 April 2020. Once the advice indicates that business as usual is resuming, the dates for further Congregations and Sermons will be agreed and a Notice will be published in the *Reporter* giving at least the usual thirteen days' notice of the date of the Discussion at which those Reports will be discussed.

Congregations of the Regent House on 21 and 28 March 2020

18 March 2020

The Vice-Chancellor gives notice that the Congregation called for Saturday, 21 March 2020 at 11 a.m. will now be for the approval of Graces and supplicats for degrees only and no admission to degrees in person will take place.

Furthermore, under the provisions of Special Ordinance A (i) 2, the Congregation called for Saturday, 28 March 2020 at 11 a.m. will now take place at 11 a.m. on Friday, 27 March 2020, for the approval of supplicats for degrees and a Grace only (see Grace 1, p. 431); no admission to degrees in person will take place.

Gender Pay Gap Report, 2019

The Council and the General Board have approved the University's Gender Pay Gap Report 2019, published in accordance with the provisions of the Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017. The report can be found online on the Inclusive Cambridge webpages at <http://www.inclusivecambridge.admin.cam.ac.uk> and the figures can also be viewed on the Government's gender pay gap viewing service at <https://gender-pay-gap.service.gov.uk/viewing>

Annual Reports

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

Botanic Garden, 2018–19	https://www.botanic.cam.ac.uk/the-garden/annual-report/
Board of Graduate Studies, 2018–19	https://www.admin.cam.ac.uk/cam-only/reporter/documents/bgs/BoardofGraduateStudies-AnnualReport2018-19.pdf [cam-only]
Cambridge Assessment, for year ended 31 July 2019	https://www.cambridgeassessment.org.uk/Images/566110-annual-report-18-19.pdf
Cambridge University Press, 2019	https://www.cambridge.org/about-us/who-we-are/annual-report
Institute of Continuing Education, 2018–19	http://www.ice.cam.ac.uk/annual-report
Isaac Newton Institute for Mathematical Sciences, 2018–19	http://www.newton.ac.uk/documents/annual-reports
Kettle's Yard, 2018–19	https://www.kettlesyard.co.uk/about/ (click the relevant link on the left-hand-side)
McDonald Institute for Archaeological Research, 2018–19	https://www.arch.cam.ac.uk/institutes-and-facilities-overview/mcdonald-institute-archaeological-research/annual-reports
University Library, 2018–19	http://www.lib.cam.ac.uk/about-library/library-management/annual-reports-library
West and North-West Cambridge Estates Board, for year ended 31 July 2019	https://www.admin.cam.ac.uk/reporter/documents/nw-cam/nw-cam-annual-report-2019.pdf

Details of further Annual Reports published will appear in the *Reporter* of 22 July 2020.

VACANCIES, APPOINTMENTS, ETC.

Appointments

The following appointments have been made:

University Lecturers

Land Economy. Dr Davide Luca, B.A., M.Sc., *Turin*, Ph.D., *London*, appointed from 1 April 2020 until the retiring age and subject to a probationary period of five years. Dr Zhaoyang Liu, M.Phil., Ph.D., *DOW*, B.Sc., M.Sc., *Beijing*, appointed from 9 April 2020 until the retiring age and subject to a probationary period of five years.

Law. Dr Sinead Cecilia Agnew, M.Phil., *PEM*, LL.B., *Dublin*, M.Jur., *Oxford*, Ph.D., *London*, appointed from 1 September 2020 until the retiring age and subject to a probationary period of five years.

Plant Sciences. Dr Adam Francis Antonio Pellegrini, B.A., *Colgate, USA*, M.A., Ph.D., *Princeton*, appointed from 2 March 2020 until the retiring age and subject to a probationary period of five years.

Politics and International Studies. Dr Magarita Gelepithis, B.A., *Durham*, M.Sc., Ph.D., *LSE*, appointed from 1 September 2020 until the retiring age and subject to a probationary period of five years.

Academic Secretary

University Offices (Academic Division). Dr Michael Roger Walker Glover, B.Sc., *Glasgow*, Ph.D., *Wales*, CPFA, appointed from 15 April 2020 until the retiring age and subject to a probationary period of nine months.

Administrative Officer

University Offices (Cambridge Research Office). Ms Paulina Anna Pieprzyca, B.A., *De Montfort*, M.Res., *London*, appointed from 1 February 2020 until the retiring age.

Vacancies in the University

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

Professorship of Mathematical Physics (1967) in the Department of Applied Mathematics and Theoretical Physics; informal enquiries: Professor Colm-cille P. Caulfield, Head of Department and Convenor of the Board of Electors; start date: as soon as possible and by no later than 1 October 2021; (email: c.p.caulfield@damtp.cam.ac.uk); closing date: 1 May 2020; further details: <https://www.jobs.cam.ac.uk/job/25627/>; quote reference: LE22856

Head of Student Wellbeing in the Academic Division; fixed-term: two years in the first instance; salary: £55,751–£59,135; closing date: 12 April 2020; further details: <https://www.jobs.cam.ac.uk/job/25275/>; quote reference: AK22553

Construction Engineering Masters Programme Leader in the Department of Engineering; start date: as soon as possible, funding available until 31 March 2023 in the first instance; salary: £41,526–£52,559; closing date: 9 April 2020; further details: <https://www.jobs.cam.ac.uk/job/25330/>; quote reference: NM22595

The University values diversity and is committed to equality of opportunity.

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

NOTICES BY THE GENERAL BOARD**Retitling of a Readership in Finance**

The General Board, on the recommendation of the Council of the School of Technology and the Faculty Board of Business and Management, has agreed that the Readership held by Dr David Chambers in the Judge Business School (*Reporter*, 6357, 2014–15, p. 7) shall be renamed the Invesco Readership in Finance for ten years from 1 March 2020. The change in name also has the support of Dr Chambers. The Readership will be funded by a benefaction of £6.7m from Invesco, payable over ten years from 1 December 2017, to support the Invesco Research Initiative over the same period (*Reporter*, 6515, 2017–18, p. 815). It was a condition of the donation that a post held by a senior member of the University would be named after the donor for the duration of the funding, in recognition of the donor's support.

NOTICES BY FACULTY BOARDS, ETC.**Archaeology Tripos, 2020–21: Variable papers**

The Faculty Board of Human, Social and Political Science gives notice that the following variable papers will be offered in the Archaeology Tripos in 2020–21:

PART I

The following papers will be offered in Part I in 2020–21:

- A1 World archaeology
- A2 Archaeology in action
- A3 Introduction to the cultures of Egypt and Mesopotamia
- A4 Being human: interdisciplinary perspectives
- B1 Humans in biological perspective
- E1 Egyptian language I
- M1 Babylonian language

PART IIA

The following papers will be offered in Part IIA in 2020–21:

- A2 Archaeology in action
- E1 Egyptian language I
- M1 Babylonian language
- A10 Archaeological theory and practice I
- A11 From data to interpretation (=B5)
- A21 Archaeological science
- A22 Palaeolithic archaeology
- A23 European prehistory
- A24 The medieval globe
- A25 Mesopotamian archaeology I: Prehistory and early states
- A27 Society and settlement in ancient Egypt
- A29 The archaeology of religion in ancient Egypt
- A31 Ancient India I: the Indus civilisation and beyond
- A35 The archaeology of Africa
- A37 Classical art and archaeology (Paper 9 of Part Ib of the Classical Tripos)
- B2 Human ecology and behaviour
- B3 Human evolution
- B4 Human comparative biology
- B5 From data to interpretation (=A11)
- E2 Middle Egyptian text / Advanced Egyptian language
- M3 Mesopotamian culture II: Religion and scholarship
- M4 Intermediate Babylonian language
- M6 Sumerian language

The following papers *will not* be offered in Part IIA in 2020–21:

- A26 Mesopotamian archaeology II: Territorial states to empires
- A28 Ancient Egypt in context: An archaeology of foreign relations
- A30 Archaeology of death and burial in ancient Egypt
- A33 Ancient South America
- A32 Ancient India II: Early historic cities of South Asia
- A34 The archaeology of Mesoamerica and North America
- A36 Topics in regional archaeology
- M2 Mesopotamian culture II: Literature

PART IIB

The following *year-long* papers will be offered in Part IIB in 2020–21:

- A10 Archaeological theory and practice I
- A12 Archaeological theory and practice II
- A21 Archaeological science
- A22 Palaeolithic archaeology
- A23 European prehistory
- A24 The medieval globe
- A25 Mesopotamian archaeology I: Prehistory and early states
- A27 Society and settlement in ancient Egypt
- A29 The archaeology of religion in ancient Egypt
- A31 Ancient India I: The Indus civilisation and beyond
- A35 The archaeology of Africa
- A38 Aegean prehistory (Paper D1 of the Classical Tripos)
- A39 Beyond classical art (Paper D2 of the Classical Tripos)
- A40 Roman Britain (Paper D3 of the Classical Tripos)
- A41 Roman cities: Network of empire (Paper D4 of the Classical Tripos)
- B2 Human ecology and behaviour
- B3 Human evolution
- B4 Comparative human biology
- B6 Major topics in human evolutionary studies
- E2 Middle Egyptian text / Advanced Egyptian language
- E3 Old and Late Egyptian texts
- E4 Coptic
- M3 Mesopotamian culture II: Religion and scholarship
- M4 Intermediate Babylonian language
- M5 Advanced Babylonian and Assyrian
- M6 Sumerian language

The following *term-long* papers will be offered in Part IIB in 2020–21:

- A13 The past in the present
- A50 Special topics in Palaeolithic archaeology and human evolution (A technologically dependent lineage) (=B14)
- A60 Special topics in museum studies
- A61 Special topics in archaeological concepts 1 (Archaeology of colonialism)
- A62 Special topics in archaeological concepts 2 (Historical ecology)
- AS3 Geographical information systems in archaeology
- AS5 Human osteology (= B18, Decoding the skeleton)
- AS7 Geoarchaeology
- AS8 Molecular archaeology
- AS9 Analysis of archaeological materials (Materials analysis)
- AS11 Special topics in archaeological methods 1 (Environmental archaeology)
- B11 Special topics in biological anthropology 1 (What finches tell us about humans)
- B12 Special topics in biological anthropology 2 (Culture evolves)
- B13 Special topics in biological anthropology 3 (Health and disease throughout human evolution)
- B14 Special topics in biological anthropology 4 (A technologically dependent lineage) (= A50)
- B15 Special topics in biological anthropology 5 (Friends, relatives and communities: Human social evolution)
- B16 Special topics in biological anthropology 6 (Genomes: Ancient, modern and mixed)
- B17 Special topics in biological anthropology 7 (Our extended family: Primate biology and behaviour)
- B18 Special topics in biological anthropology 8 (Decoding the skeleton) (= AS5)

The following *year-long* papers *will not* be offered in Part IIB in 2020–21:

- A26 Mesopotamian archaeology II: Territorial states to empires
- A28 Ancient Egypt in context: An archaeology of foreign relations
- A30 Archaeology of death and burial in ancient Egypt
- A33 Ancient South America
- A32 Ancient India II: Early historic cities of South Asia
- A34 The archaeology of Mesoamerica and North America
- A36 Topics within regional archaeology
- M2 Mesopotamian culture II: Literature

The following term-long papers *will not* be offered in Part IIB in 2020–21:

- A51 Special topics in European prehistory
- A52 Special topics in historic Europe (Britain AD 300–800)
- A53 Special topics in Near Eastern archaeology
- A54 Special topics in regional archaeology 1 (Prehistoric art)
- A55 Special topics in regional archaeology 2
- A56 Special topics in regional archaeology 3
- A57 Special topics in regional archaeology 4
- A58 Special topics in regional archaeology 5
- A59 Material culture: conceptual approaches
- AS1 Foundation statistics (this paper is running but will be taken by M.Phil. students only.)
- AS2 Special topics in advanced statistics/modelling
- AS4 Zooarchaeology
- AS6 Palaeobotany
- AS10 Archaeological genetics
- AS12 Special topics in archaeological methods 2

REPORTS

Joint Report of the Council and the General Board on the titles and structure of academic offices

The COUNCIL and the GENERAL BOARD beg leave to report to the University as follows:

1. This Report proposes changes to the titles of academic offices and to the tiers within the academic career structure. It builds on the findings that led to the Report of the General Board on arrangements for the implementation of the Academic Career Pathways (ACP) Scheme and the Discussion of that Report (*Reporter*, 2018–19: 6547, p. 562; 6550, p. 655 and 6551, p. 668), where an undertaking was given to look at this topic again. It also draws on the results of a formal consultation (<https://www.hr.admin.cam.ac.uk/hr-consultations-michaelmas-term-2019>) carried out over the Michaelmas Term 2019.

2. The last consultation on academic titles was taken forward during 2014–15 with inconclusive results. However, the consultations about the proposed Academic Career Pathways Scheme suggested that there was growing dissatisfaction with existing titles, with comments including:

- concern that the Lecturer / Senior Lecturer title hindered global recruitment and was also a negative factor in retention;
- individuals up to and including the level of Reader reported that they felt their title was misunderstood internationally and resulted in them being excluded from important expert committees as well as handicapping them in competing for research funding;
- since the 2014–15 consultation, more members of the University’s peer group had moved over to some version of the Assistant / Associate / full Professor model;
- the University had committed to developing a proper career pathway for teaching-focused staff; existing titles (especially Reader) did not work well in that context; and
- there were indications of possible adverse treatment in regulatory contexts, for example, criteria for the immigration Tier 1 automatic endorsement route identify the job titles of Professor, Associate Professor or Reader, but not University Senior Lecturer or Lecturer.

3. An informal survey was carried out during the Long Vacation in 2019, suggesting that the guiding principles for a new titles scheme were that it should:

- support the University’s aim to be globally competitive;
- be commensurate with the seniority of existing titles / offices;
- support the University’s aim to increase diversity among senior officeholders;
- be sufficiently tiered to give appropriate public recognition at key career progression points; and
- be extended to all existing officeholders but with the option for individuals to continue to use their existing titles.

It was confirmed that if a new titles scheme was adopted, there would be no change – other than the titles of the offices – to the approved ACP Scheme replacing the current Senior Academic Promotions exercise from Michaelmas Term 2020.

4. There was an excellent response with 1,138 staff (60% of eligible staff) giving their views by the closing date of 11 October 2019. There was a very clear majority for change (77% of responses) and the majority of those in favour of change preferred the option (Option 1) which envisaged that the offices of Reader (at Grade 11), University Senior Lecturer (at Grade 10) and University Lecturer (at Grade 9) would be superseded by a new structure as follows:

<i>Current structure</i>	<i>Proposed structure</i>
Reader	Professor (Grade 11)
University Senior Lecturer	Associate Professor (Grade 10)
University Lecturer (post-probation)	Associate Professor (Grade 9)
University Lecturer (pre-probation)	Assistant Professor

Only the name of the office would change, with the grade incorporated in the new title. The existing office of Professor (at Grade 12) would remain, with no change to its title.

25% of the respondents preferred a two-tiered system similar to that used by Oxford University and 23% opted for retaining the current titles.

5. Respondents who preferred Option 1 stated that moving to the proposed academic titles would enable them to be more effectively translated to other institutions within the UK and internationally. They also liked the recognition and distinction between pre- and post-probation for University Lecturers. Related to this, other advantages mentioned of adopting this option were that it would:

- be critical for funding opportunities and inclusion on funding panels;
- improve the ability to obtain visas;
- more effectively enable networking and inclusion on committees;
- give more authority (internally) to roles at Cambridge;
- avoid confusion;
- reduce disadvantage, as it is easier to obtain the title of Professor at other universities;
- be fair and comparable with other institutions.

40% selecting this option in the informal consultation gave one or more of the reasons above for supporting it.

6. These results were reported to the HR Committee in October 2019, which agreed that the preferred option (as set out in paragraph 4) should be proposed in a formal consultation. Therefore, a formal consultation exercise proposing this option was taken forward during Michaelmas Term 2019 (<https://www.hr.admin.cam.ac.uk/hr-consultations-michaelmas-term-2019>). Responses were invited from individuals, groups and institutions.

7. There was a smaller response to this survey, with 273 responses in total, of which 19 were from institutions or groups. Again, a majority of respondents (74%) agreed with the proposed titles and structure for academic offices. The concerns raised by a minority of those (33%) who disagreed with the proposals mirrored those mentioned during the informal consultation and fell into three main categories:

- the title of Assistant Professor could be misleading, for example it could be wrongly interpreted as someone who assists a professor rather than someone who has much integrity in their field and independence in their own right; alternatively, it could draw unfounded parallels with the American tenure-track system;
- the Professorship title might be devalued and using the same title for current Readers and Professors could be damaging to the reputation of the academic holding the office and of the University;
- career progression concerns, for example related to reducing the number of steps in terms of title in the Academic Career Pathways Scheme, which might lead to a negative impact on external perception of academic staff at Cambridge, or masking significant differences between the steps on the ACP Scheme.

8. Balanced against these concerns were positive comments from those who agreed with the proposal to change the structure of academic titles, including:

- the proposed structure would aid national and international understanding of the roles;
- the change to academic titles was long overdue;
- implementing the proposals would ensure that the titles at Cambridge reflected international and national titles for roles at the same level.

9. As there was a strong majority of respondents in support of the proposed structure for academic titles, confirming the outcome of the informational consultation, it is recommended that the change as set out in paragraph 4 of this Report be implemented, to take effect from 1 October 2021, in line with the implementation of the ACP Scheme.¹ If these amendments to the titles and structure of academic offices are approved, the ACP criteria/indicators of excellence will be mapped on to the new offices and the ACP committee structures and processes will remain unchanged, as will the pay scales. The offices of Reader, University Senior Lecturer and University Lecturer will be retained but with the expectation that they will be phased out, with appointments or promotions to the new offices from 1 October 2021 (or later implementation date). Current holders of those offices will be invited to transfer to the new offices from that date; those who do not wish to do so will be able to continue to hold their existing offices until they leave University employment or retire. Separate provision is being made for endowed academic offices supported by trust funds (see paragraph 11(e) below).

10. Steps will be taken to address the concerns raised, including:

- clearly setting out that the change of title of the relevant office does not affect what is expected at the level of Assistant Professor and the relevant probationary arrangements;
- if the changes to academic titles are approved, relevant data of recruitment, retention and impact on under-represented groups will be monitored to assess the impact of the new titles structure, taking necessary steps to address any negative findings.

11. The Council and the General Board draw attention to the following points:

- (a) The recommendations include a proposed change to the description of class (b) in the membership of the Council (see Recommendation II(a) below), to insert a reference to Professors (Grade 11).
- (b) A new provision has been added to definitions in Statute A X to confirm that a Professorship without further elaboration refers to a Professorship (at Grade 12) established under Statute C XI, to provide clarity, for example, to Colleges with Professorial Fellowships, and to confirm that where trust funds have been given to endow Professorships, they are understood to support Professorships at Grade 12.
- (c) This Report proposes no changes to the arrangements for Clinical Lecturers who hold honorary NHS contracts and are paid the equivalent of NHS pay scales, as confirmed by Notice by the General Board each year (and reproduced in the *Statutes and Ordinances*, p. 702). These specific clinical academic training roles will continue to be distinguished as a separate academic office in the University (those holding the offices of University Lecturer, University Senior Lecturer and Reader in the Clinical School would adopt the proposed new academic roles). The Report also makes no substantive changes concerning the office of Associate Lecturer and the grant of the title of Affiliated Lecturer.

¹ The Council will adopt 1 October 2021 as the date of effect if the proposals are approved by the Regent House and by Her Majesty in Council before that date. Otherwise the Council will confirm an alternative, later date for implementation, which would be expected to be from 1 October following that approval.

- (d) The recommended amendments to the *Statutes and Ordinances* confirm that the appointment process for Professors (Grade 11) and Associate Professors (Grades 9 and 10) and Assistant Professors would continue to follow that for Readers, University Lecturers and University Senior Lecturers, with Selection Committees as constituted under Special Ordinance, as supplemented by new Part C to Special Ordinance C (vii) for appointments to the offices of Reader and Professor (Grade 11) (by transferring the provisions in Ordinance that currently apply to Readerships).
- (e) If the Report's recommendations are approved by the Regent House, trust fund provisions in the *Statutes and Ordinances* that are affected by the changes in this Report will be reviewed and proposals for further changes put forward for approval separately, as appropriate. Changes to some trust funds may require external approvals, which will be sought subsequently. As noted above, current holders of Readerships, University Senior Lectureships and University Lectureships will be consulted about whether or not they wish to transfer to the relevant new offices. For those who would prefer to transfer to the new offices, approvals will be sought to make changes to the relevant trust. For those wishing to retain their existing offices, no change would be sought to the relevant trust funds for the time being.
- (f) The offices of University Lectureships, University Senior Lectureships and Readerships in a given subject would be amended, as appropriate, to Assistant Professorships, Associate Professorships (Grades 9 and 10) and Professorships (Grade 11) of the same subject.
- (g) Annex A sets out the changes to Special Ordinance and Ordinance that would be made if Recommendations I and II are approved. Annex B sets out the changes that the General Board would make to its Regulations and certain Notices if the Report's recommendations are approved.
- (h) Some minor changes have been proposed to the text of certain parts of the *Statutes and Ordinances* to clarify references to those who give lectures (rather than those who hold an academic office).

12. The Council and the General Board have agreed that a ballot should be called on the recommendations of this Report. A ballot timetable will be published once the arrangements for the Discussion of the Report have been determined (see p. 415).

13. The Council and General Board recommend:

I. That the proposals set out in paragraph 4 of this Report are adopted as the new titles and structure for academic offices, replacing the current structure of University Lecturer (Grade 9), University Senior Lecturer (Grade 10), and Reader (Grade 11).

II. That, subject to the approval of Her Majesty in Council and the approval of Recommendation I, the Statutes of the University be amended as set out below and that these amendments be submitted under the Common Seal of the University to Her Majesty in Council for approval, to come into effect on 1 October 2021 or such other later date as is approved by the Council.

- (a) By revising Statute A IV 2(b) (*Statutes and Ordinances*, p. 6) to read as follows:
- (b) four from among the Professors, Readers and Professors (Grade 11);
- (b) By adding the following new sub-paragraph (h) to Statute A X 2 (*Statutes and Ordinances*, p. 12), to read as follows:
- (h) the term 'Professor' without further elaboration shall refer to the office of Professor under Statute C XI.
- (c) By revising Statute C XII (*Statutes and Ordinances*, p. 21) to read as follows:

PROFESSORS (GRADE 11), ASSOCIATE PROFESSORS (GRADE 10),
ASSOCIATE PROFESSORS (GRADE 9) AND ASSISTANT PROFESSORS

1. Professorships (Grade 11), Associate Professorships (Grade 10), Associate Professorships (Grade 9) and Assistant Professorships are to be established in institutions under the supervision of the General Board.

2. Provision shall be made by Special Ordinance made on the recommendation of the General Board for the procedure for the appointment of Professors (Grade 11), Associate Professors (Grade 10), Associate Professors (Grade 9) and Assistant Professors.

- (d) By revising Statute C XIII (*Statutes and Ordinances*, p. 21) to read as follows:

ASSOCIATE LECTURERS

Provision shall be made by Special Ordinance for the method of appointment of Associate Lecturers.

(e) By inserting the following new Statute C XIV after Statute C XIII:

READERSHIPS, UNIVERSITY SENIOR LECTURESHIPS AND UNIVERSITY LECTURESHIPS

1. There shall be such offices of Readership, University Senior Lectureship and University Lectureship as have been established in institutions under the supervision of the General Board at the date of the approval of this Statute.

2. Provision shall be made by Special Ordinance made on the recommendation of the General Board for the procedure for the appointment to Readerships, University Senior Lectureships and University Lectureships supported by a trust fund. No other new appointments shall be made to these offices.

(f) By replacing the references in Sections 1 and 7(iii) of Statute E I (*Statutes and Ordinances*, p. 31) to lectureships with references to offices.

III. That, subject to the approval of Recommendations I and II, the changes to Special Ordinance and Ordinance set out in Annex A be approved.

18 March 2020	STEPHEN TOOPE, <i>Vice-Chancellor</i>	NICOLAS GAY	EDWARD PARKER HUMPHREYS
	MADELEINE ATKINS	DAVID GREENAWAY	RICHARD PENTY
	GAENOR BAGLEY	JENNIFER HIRST	ANDREW SANCHEZ
	ALESSANDRO CECCARELLI	NICHOLAS HOLMES	JASON SCOTT-WARREN
	R. CHARLES	FIONA KARET	MARK WORMALD
	STEPHEN J. COWLEY	PHILIP KNOX	JOCELYN WYBURD
	SHARON FLOOD	MARK LEWISOHN	
18 March 2020	STEPHEN TOOPE, <i>Vice-Chancellor</i>	NICHOLAS HOLMES	RICHARD REX
	PHILIP ALLMENDINGER	ALI HYDE	GRAHAM VIRGO
	KRISTINE BLACK-HAWKINS	PATRICK MAXWELL	CHRISTOPHER YOUNG
	ANN COPESTAKE	NIGEL PEAKE	
	JOHN DENNIS	ANNA PHILPOTT	

ANNEX A

Changes to Special Ordinance and Ordinance that would come into effect if Recommendation I is approved.

(a) By replacing references to a Professor or Reader with references to a Professor, Reader or Professor (Grade 11) in the following:

Special Ordinance A (ii) 2(c) (*Statutes and Ordinances*, p. 66)

Regulation 2(d), Rivers Lectureship in Social Anthropology (*Statutes and Ordinances*, p. 964)

(b) In Special Ordinance C (vii) (*Statutes and Ordinances*, p. 78) by retitling Parts A and B as 'Part A: Professorships' and 'Part B: Elections to Professorships', and by inserting the following as new Part C:

*Part C: Readerships and Professorships (Grade 11)*¹

1. Save as provided in Section 4,

- (a) every appointment to a Readership or Professorship (Grade 11) of which the work falls preponderantly within the scope of one Faculty or Department or other institution under the supervision of the General Board shall be made by a Committee consisting of the members of the Selection Committee for the institution concerned and two persons appointed by the General Board for the particular occasion, unless a special appointing body has been constituted in the Report proposing the creation of the office;
- (b) every appointment to a Readership or Professorship (Grade 11) of which the work does not fall preponderantly within the scope of any one Faculty or Department or other institution under the supervision of the General Board shall be made by a special appointing body constituted as follows: a Selection Committee constituted in accordance with the provisions of Special Ordinance C (x) and two persons appointed by the General Board for the particular occasion.

2. At least one member of every appointing body constituted under Section 1 shall be a person not resident in the University nor officially connected with it. A non-resident member of the Committee appointed for the occasion of an appointment shall be entitled to reimbursement of his or her expenses in respect of any visit connected with such appointment up to a sum not exceeding the return railway fare

¹ Part C also applies to officers at an equivalent level who hold an honorary clinical consultant contract with the relevant NHS Trust/Body and are paid on the relevant clinical scales (see p. [702]).

between Cambridge and the member's normal place of residence or other place approved by the Finance Committee of the Council, together with a subsistence allowance in accordance with rates to be determined from time to time by the Finance Committee.

3. Every appointment to a Readership or Professorship (Grade 11) under Sections 1 and 2 shall require the attendance of at least two-thirds of the members of the appointing body and the concurrence of the votes of not fewer than five members.

4. When the creation of a Readership or Professorship (Grade 11) for a particular person is contemplated, the proposal shall be submitted to the University on the recommendation of the General Board in the form of a Grace authorising the Board to appoint that person.

5. The amount of instruction given by a Reader or Professor (Grade 11) on behalf of a College or Colleges shall not, except with the consent of the General Board, exceed eight hours a week, or if the Professor is also a Tutor or Bursar or an Assistant Tutor or Assistant Bursar or Steward, four hours a week.

(c) In Schedule C (i) 1 (*Statutes and Ordinances*, p. 73) by replacing the references to Readers, University Senior Lecturers and University Lecturers with references to Professors (Grade 11), Readers, Associate Professors (Grade 10), University Senior Lecturers, Associate Professors (Grade 9), University Lecturers and Assistant Professors.

(d) By amending the sub-title to Special Ordinance C (viii) (*Statutes and Ordinances*, p. 89) to read 'Special Ordinance under Statute C XIV'.

(e) By retitling Special Ordinance C (ix) (*Statutes and Ordinances*, p. 89) as follows, adding the words ' , provided that where an appointment to the offices of Associate Professor (Grade 10) or University Senior Lecturer at Grade 10 is made through promotion the appointment shall be made by the General Board' at the end of Section 1, and replacing references in the Special Ordinance to University Senior Lectureships and University Lectureships with references to 'Associate Professorships (Grade 10), University Senior Lectureships, Associate Professorships (Grade 9), University Lectureships and Assistant Professorships':

SPECIAL ORDINANCE C (ix):

*Associate Professors (Grade 10), University Senior Lecturers, Associate Professors (Grade 9),
University Lecturers and Assistant Professors¹
(Special Ordinance under Statutes C XII 2 and C XIV 2)*

¹ This Special Ordinance also applies to officers at an equivalent level who hold an honorary clinical consultant contract with the relevant NHS Trust/Body and are paid on the relevant clinical scales (see p. [702]).

(f) By retitling the regulation for Professors' and Readers' Reports on Lectures and Teaching Given (*Statutes and Ordinances*, p. 690) as the regulation for 'Reports on Lectures and Teaching Given' and by replacing the words ' , and every Reader' with ' , and every Reader and Professor (Grade 11)'.

(g) By retitling the regulation for Emeritus Professors and Readers (*Statutes and Ordinances*, p. 690) as the regulation for 'Emeritus Officers' and replacing the references to Readers with references to Readers or Professors (Grade 11).

(h) By retitling the regulations for the Titles of Honorary Professor and Honorary Reader (*Statutes and Ordinances*, p. 690) as the regulations for the 'Title of Honorary Professor, Honorary Reader and Honorary Professor (Grade 11)' and replacing references to Honorary Readers and Emeritus Honorary Readers with references to Honorary Readers and Professors (Grade 11) and Emeritus Honorary Readers and Professors (Grade 11).

(i) By replacing the reference to Professors and Readers in Regulation 3 of the regulations for the Residence of University Officers (*Statutes and Ordinances*, p. 690) with a reference to Professors, Readers and Professors (Grade 11).

(j) By amending Regulation 5(c) of the regulations for Stipends (*Statutes and Ordinances*, p. 699) to read as follows:

(c) The grades for the holders of the offices of Professor, Reader, Professor (Grade 11), Associate Professor (Grade 10), University Senior Lecturer, Associate Professor (Grade 9), University Lecturer and Assistant Professor shall be as follows:

Professor	Grade 12	points 68–100
Professor (Grade 11) and Reader	Grade 11	point 63
Associate Professor (Grade 10) and University Senior Lecturer	Grade 10	points 59–63
Associate Professor (Grade 9) and University Lecturer	Grade 9 post-probation	points 49–57
Assistant Professor and University Lecturer	Grade 9 pre-probation	points 49–57

(k) By replacing the words ‘University Lecturer, University Senior Lecturer, Reader or Professor’ with ‘Professor, Reader, Professor (Grade 11), Associate Professor (Grade 10), University Senior Lecturer, Associate Professor (Grade 9), University Lecturer or Assistant Professor’ in Regulation 10 of the regulations for Payments Additional to Stipend (*Statutes and Ordinances*, p. 702).

(l) By amending the title of the Special Regulations for Professors and Professorships (*Statutes and Ordinances*, p. 710) to the Special Regulations for ‘Professors and Professorships established under Statute C XI’.

(m) By rescinding the regulation for University Senior Lecturers (*Statutes and Ordinances*, p. 772).

(n) By amending the heading for ‘Funds, Studentships, Prizes, Lectureships, etc.’ (*Statutes and Ordinances*, p. 780) to ‘Funds, Studentships, Prizes, Offices, etc.’.

ANNEX B

Changes to General Board Regulations and Notices by the General Board that the Board has agreed to make if the recommendations of the Report are approved.

(a) By amending the references to conferences of Lecturers to refer to conferences of lecturers in the following regulations:

Economics Tripos (*Statutes and Ordinances*, p. 308), Regulation 3;

General Regulations for Faculties (*Statutes and Ordinances*, p. 614), Regulation 7(b).

(b) By replacing the reference to Professorships or Readerships with ‘Professorships, Readerships or Professorships (Grade 11)’ in Regulation 2(d) of the regulations for the degree of Master of Surgery (*Statutes and Ordinances*, p. 499).

(c) By amending the references to Professors and Readers and Professors or Readers to refer to ‘Professors, Readers and Professors (Grade 11)’ and ‘Professors, Readers or Professors (Grade 11)’ in the following regulations:

General Regulations for Faculties (*Statutes and Ordinances*, p. 614), Regulation 9;

Board of History and Philosophy of Science (*Statutes and Ordinances*, p. 640), Regulation 1(b).

(d) By replacing ‘Professor, Reader, University Senior Lecturer, University Lecturer, Assistant Director of Research, or Clinical Lecturer’ with ‘Professor, Reader, Professor (Grade 11), Associate Professor (Grade 10), University Senior Lecturer, Associate Professor (Grade 9), University Lecturer, Assistant Professor, Assistant Director of Research, or Clinical Lecturer’ in Regulation 1 of the regulations for Certain University offices whose holders have clinical responsibilities in the National Health Service (*Statutes and Ordinances*, p. 635).

(e) By replacing the references to a University Lecturer (or Lecturer) with references to a ‘University Lecturer (or Lecturer), Associate or Assistant Professor’ in the following:

Consultant Occupational Physician (*Statutes and Ordinances*, p. 636), Regulation 1;

Sedgwick Museum of Earth Sciences (*Statutes and Ordinances*, p. 638), Regulation 6;

Staff of the Institute of Criminology (*Statutes and Ordinances*, p. 647), Regulation 1;

Certain University offices in the Department of Physiology, Development, and Neuroscience (*Statutes and Ordinances*, p. 652), Regulation 1;

Certain University offices in the Department of Veterinary Medicine (*Statutes and Ordinances*, p. 653), Regulation 1;

Museum of Zoology (*Statutes and Ordinances*, p. 654), Regulation 3;

General Board’s Notice on Appointing Arrangements for Certain Academic Offices (reproduced in the *Statutes and Ordinances*, p. 693).

(f) By replacing the word ‘Readers’ with the words ‘Readers, Professors (Grade 11)’ in Regulation 1(e) of the regulations for the Board of Land Economy (*Statutes and Ordinances*, p. 644).

(g) By replacing the references to a University Lectureship or a University Senior Lectureship with references to a ‘University Lectureship, University Senior Lectureship, or Associate or Assistant Professorship’ in the following regulations:

Museum of Zoology (*Statutes and Ordinances*, p. 654), Regulation 7; and

Institute of Continuing Education (*Statutes and Ordinances*, p. 665), Regulation 6.

(h) By replacing a reference to a visiting Professor or Lecturer with a reference to a ‘visiting professor or lecturer’ in the General Board’s Notice on Application Under Special Ordinances C (vii) A.10 and C (x) 11 for Permission to Undertake Certain Teaching (reproduced in the *Statutes and Ordinances*, p. 699).

Report of the Council on updates to the University's freedom of speech documentation

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

1. In this Report, the Council seeks approval for amendments both to the University Statement on Freedom of Speech and to the University's Code of Practice issued under section 43 of the Education (No 2) Act 1986 (Freedom of speech in universities, polytechnics and colleges) (*Statutes and Ordinances*, p. 204), as set out in the Annexes to this Report.

2. The introduction of the University Statement on Freedom of Speech, and the most recent set of changes to the Code of Practice, were approved by Grace 8 of 13 July 2016.

3. The proposed amendments to both the Statement and the Code of Practice have arisen now: (a) to address various concerns voiced by members of the University about both the fundamental importance of the right to freedom of speech and the need to balance it against the full range of competing legal duties that circumscribe that right; and (b) as a result of practical experience when using the current documentation to assess risks surrounding meetings and events, whereby some minor inconsistencies and inadvertent omissions have been identified in the documentation.

6. The Council recommends:

I. That approval be given to the revised University Statement on Freedom of Speech, as set out in Annex I to this Report.

II. That approval be given to the revised Code of Practice issued under section 43 of the Education (No 2) Act 1986, as set out in Annex II to this Report.

16 March 2020	STEPHEN TOOPE, <i>Vice-Chancellor</i>	NICOLAS GAY	EDWARD PARKER HUMPHREYS
	MADELEINE ATKINS	DAVID GREENAWAY	RICHARD PENTY
	GAENOR BAGLEY	JENNIFER HIRST	ANDREW SANCHEZ
	ALESSANDRO CECCARELLI	NICHOLAS HOLMES	JASON SCOTT-WARREN
	R. CHARLES	FIONA KARET	MARK WORMALD
	STEPHEN J. COWLEY	PHILIP KNOX	JOCELYN WYBURD
	SHARON FLOOD	MARK LEWISOHN	

¹ See <https://www.governanceandcompliance.admin.cam.ac.uk/governance-and-strategy/university-free-speech-principles>

ANNEX I

University Statement on Freedom of Speech

Approved by the University on 16 March 2020

This statement sets out the University's commitment to freedom of thought and expression, outlines the various legislative frameworks under which such freedoms must be upheld and may be circumscribed, and summarises the procedures used by the University to manage these issues.

The University of Cambridge, as a world-leading education and research institution, is fully committed to the principle, and to the promotion, of freedom of speech and expression. The University's core values are 'freedom of thought and expression' and 'freedom from discrimination'. The University fosters an environment in which all of its staff and students can participate fully in University life, and feel able to question and test received wisdom, and to express new ideas and controversial or unpopular opinions within the law, without fear of disrespect or discrimination. In exercising their right to freedom of expression, the University expects its staff, students and visitors to be respectful of the differing opinions of others, in line with the University's core value of freedom of expression. The University also expects its staff, students and visitors to be respectful of the diverse identities of others, in line with the University's core value of freedom from discrimination. While debate and discussion may be robust and challenging, all speakers have a right to be heard when exercising their right to free speech within the law.

The University will ensure that staff are able to exercise freedom of thought and expression within the law without placing themselves at risk of losing their job or any University privileges and benefits they have. The University expects all staff and students to engage with intellectual and ideological challenges in a constructive, questioning and peaceable way, even if they find the viewpoints expressed to be disagreeable, unwelcome or distasteful. The right of staff and students to freedom of assembly, and to protest against certain viewpoints, should not obstruct the ability of others to exercise their lawful freedom of expression.

These commitments are reinforced by the Human Rights Act 1998, which brings the European Convention on Human Rights into direct effect in national law. Article 10 of the Convention articulates freedom of expression as a human right and sets out the limited circumstances in which that right might be circumscribed (such as to protect public safety, for the prevention of disorder or crime, or for the protection of the reputation or rights of others). These commitments also exist within other UK legislation. Universities in England and Wales, notably, have a statutory duty under section 43 of the Education (No 2) Act 1986 to take such steps as are reasonably practicable to ensure that lawful freedom of speech and expression is secured for all staff and students and for visiting speakers. As part of this statutory duty the University is also required to issue and keep up to date a code of practice to be followed by all members, students, and employees of the University for the organisation of meetings and other events whether indoors or outdoors on University premises, including on [Cambridge University Students' Union and Graduate Union] <University of Cambridge Students' Union>¹ premises. The University accordingly has implemented the Code of Practice on Meetings and Public Gatherings on University Premises ('the Code'). The Code also sets out the conduct required of all individuals involved in such meetings and events.

In addition, section 26 of the Counter-Terrorism and Security Act 2015 places a duty on certain bodies, including Higher Education Institutions, in the exercise of their functions to have 'due regard to the need to prevent people from being drawn into terrorism'. This necessitates the establishment of protocols and procedures by which to assess the risks associated with meetings or events that are University hosted, affiliated, funded, or branded. This Act also requires Higher Education Institutions to have particular regard to other statutory duties with regard to academic freedom and freedom of expression. Debate, discussion, and critical enquiry are, in themselves, powerful tools in preventing people from being drawn into terrorism.

An active speaker programme is fundamental to the academic and other activities of the University and staff and students are encouraged to invite a wide range of speakers and to engage critically but courteously with them. This Statement and the Code provide the only mechanism by which the University can cancel or impose conditions on meetings or events where this action is deemed necessary as a result of the event's subject matter and/or speaker(s). This is to ensure that the use of University premises is not inappropriately denied to any individual or body of persons on any ground connected with their beliefs or views or the policy or objectives of a body (with the exception of proscribed groups or organisations) of which they are a member. However, all speakers should anticipate that their views might be subject to robust debate, critique and challenge.

External speakers who are known to be members of proscribed groups or organisations, or who are likely to encourage support for proscribed groups or organisations under UK law, should not be invited to speak at University events.

The University will not unreasonably either refuse to allow events to be held on its premises or impose special conditions upon the running of those events. The lawful expression of controversial or unpopular views will not in itself constitute reasonable grounds for withholding permission for a meeting or event. Grounds for refusal, or the imposition of special conditions, would include, but are not limited to, a reasonable belief that the meeting or event is likely to:

- include the expression of views that risk drawing people into terrorism or are the views of proscribed groups or organisations;
- incite others to commit violent or otherwise unlawful acts;
- include the expression of views that are unlawful because they are discriminatory or harassing;
- pose a genuine risk to the welfare, health, or safety of members, students, or employees of the University, to visitors, or to the general public; or
- give rise to a breach of the peace or pose an unacceptable security risk.

¹ Subject to the approval of the recommendations of the Report of the Council on a new students' union (*Reporter*, 2019–20, 6580, p. 370), the text in square brackets will be replaced with the text in angular brackets from 31 July 2020.

ANNEX II

Code of Practice on Meetings and Public Gatherings on University Premises

Section 43 of the Education (No 2) Act 1986, referring to freedom of speech in universities, polytechnics, and colleges, requires the Council to issue and keep up to date a code of practice to be followed by all members, students, and employees of the University for the organisation of meetings and other events which are to be held on University premises, and for the conduct required of members, students, and employees of the University in connection with such meetings and events. This Code of Practice therefore applies to all members, students, and employees of the University, in respect of all University premises, whether indoors or outdoors, and which for the purposes of this Code includes the premises of [Cambridge University Students' Union and the Graduate Union]<the University of Cambridge Students' Union>.¹ The Code should be read in conjunction with the University Statement on Freedom of Speech.²

Members, students, and employees of the University are reminded that alleged breaches of the general regulations for discipline or of the rules of behaviour applicable to current registered students or of any relevant conditions of employment may be brought before the relevant disciplinary authority.

¹ Subject to the approval of the recommendations of the Report of the Council on a new students' union (*Reporter*, 2019–20, 6580, p. 370), the text in square brackets will be replaced with the text in angular brackets from 31 July 2020.

² See <https://www.governanceandcompliance.admin.cam.ac.uk/governance-and-strategy/university-statement-freedom-speech>

Authority and approval processes for meetings and events on University premises

Any meeting or event on University premises should have at least one organiser who is responsible for the meeting or event and is a member, student, or employee of the University. If a meeting or event is proposed by an external group or individual without such an organiser, it may only proceed on condition that an individual to whom this Code applies is identified or nominated as the organiser responsible for the meeting or event.

Authority is required for meetings and events to be held on University premises, whether indoors or outdoors. In the case of accommodation assigned to a single Faculty or Department, the permission of the relevant Faculty or Departmental authorities is required. In the case of accommodation not so assigned, permission must be obtained from the central University authority responsible for the accommodation concerned and, if a room is to be reserved, a booking must be made through that authority at least fourteen working days in advance of the proposed event. Further details of who to contact are available in the Guidance for booking meetings and events.³

It is anticipated that, in the vast majority of cases, the authority in question will straightforwardly consider the request as part of normal business.

However, in the exceptional circumstances that the authority in question considers that the holding of the meeting or event might reasonably be refused because of the duty to prevent people from being drawn into terrorism or for some other valid reason as indicated in the University Statement on Freedom of Speech, there is a process of escalation to a Referral Group.⁴ Only the Referral Group may refuse permission in this way and on these bases. The request should be forwarded to the Referral Group with a statement of the concerns. This referral should be made at least seven working days in advance of the proposed meeting or event. Members of the University who are concerned that a particular forthcoming meeting or event should be escalated to the Referral Group may do so directly. The Referral Group will, in consultation as necessary, determine whether the meeting or event can go ahead as originally planned, or in alternative premises, at a later date, or in a different format. Only in exceptional circumstances, when there are risks which cannot be mitigated or the event organiser refuses to meet any conditions imposed, will permission be withheld. An organiser who is unhappy with the Referral Group's decision has the right of appeal to the Vice-Chancellor's deputy appointed for this purpose.

Any decision by the Referral Group (including one upheld on appeal) that a meeting or event should not take place, or may only take place subject to conditions, is binding and takes precedence over any other decision which may have been taken by any other body or officer in the University.

Organisation and management of meetings and events on University premises

Once approved, the organisers of meetings and events must comply with any conditions set by the University authorities concerned for the organisation of the meeting or event. Such conditions may include the requirement that tickets should be issued, that an adequate number of stewards or security staff should be available, that the Proctors and/or University Security and/or the Police should be consulted and their advice taken about the arrangements, and that the time and/or place of the meeting should be changed. The cost of meeting the conditions, and the responsibility for fulfilling them, rests with the organisers.

Notification to the Proctors

In addition to seeking the permission referred to above, the organisers of all meetings and events to be held on University premises which are to be addressed or attended by persons who are not resident members of the University (except for academic meetings organised by the authority of a Faculty or Department, or for any meetings or classes of meetings approved for the purpose by the Senior Proctor as being commonly or customarily held on University premises) are required to give notice to the Senior Proctor. This notice may be given separately or by using the form used to book University premises, a copy of which may be sent by the University authority concerned to the Senior Proctor. The organisers may also, if they wish, communicate directly with the Proctors to give further details. Information is required at least seven working days in advance (although the Senior Proctor may, at their discretion, agree to receive information closer to the time of the meeting or event). The information needed is the date and time of the meeting or event, the place, the names, addresses, and Colleges (if any) of the organisers, the name of the organisation making the arrangements, and the names of any expected speakers (whether or not members of the University).

The organisers of any meeting must comply with instructions given by a Proctor or other University officer, or by any other person authorised to act on behalf of the University, in the proper discharge of their duties.

Colleges

The provisions of section 43 of the Education (No 2) Act 1986 apply also to the Colleges in respect of their own members, students, and employees, and in respect of visiting speakers. Colleges are also subject to the duties under section 26 of the Counter-Terrorism and Security Act 2015 to have due regard to the need to prevent people from being drawn into terrorism. Each College is requested by the University to designate a senior member who will be responsible for enforcing the provisions of both the above Acts in that College. Members of the University are reminded that University disciplinary regulations apply on College premises and that a College may invite the Proctors to enter its premises.

³ See https://www.em.admin.cam.ac.uk/files/uoc_event_booking_guidance_0.pdf.

⁴ The Referral Group (email: referralconfidential@admin.cam.ac.uk) has the following membership: the Chair of the Committee on Prevent and Freedom of Speech (Chair); the Senior Proctor; a University Teaching Officer; the Head of Education Services; the Head of Internal Communications; and either the [President of the Cambridge University Students' Union or the President of the Graduate Union] <President (Undergraduate) or President (Postgraduate) of the University of Cambridge Students' Union> (for unreserved business). Its Secretary is the Secretary to the Committee on Prevent and Freedom of Speech.

Other legal considerations

The attention of organisers of meetings and events is drawn to sections 11 and 14 of the Public Order Act 1986, concerning the conduct of processions and assemblies. Other legal requirements may also affect the conduct of meetings and events. These include incitement to violence, to breach of the peace, or to racial hatred. Meetings and events, even if directed to lawful purposes, cease to be lawful if they cause serious public disorder or breach of the peace. Attention is also drawn to the provisions of the Licensing Acts, which apply to certain University premises, including the University Centre. These Acts require the licensee to maintain good order on licensed premises, and give the licensee the power to expel persons from the premises if they consider it necessary.

The application of this Code

Any person who is in any doubt about the application of this Code to any meeting or event in the University must consult the Senior Proctor, who, in consultation with the officers of the Governance and Compliance Division, will determine whether the provisions of the Code apply.

Report of the General Board on a University Senior Lecturer dual career pathway

The GENERAL BOARD begs leave to report to the University as follows:

1. This Report proposes that a dual career pathway be introduced for promotion to the office of University Senior Lecturer, with separate paths weighted towards either teaching or research. This follows discussions prior to the approval of the recommendations of the Report of the General Board on arrangements for the implementation of the Academic Career Pathways Scheme (*Reporter*, 6547, 2018–19, p. 562, the ACP Report), and the results of a formal consultation (<https://www.hr.admin.cam.ac.uk/hr-consultations-michaelmas-term-2019>) carried out over the Michaelmas Term 2019 which indicated support for the adoption of a dual pathway.

2. In the consultations that preceded the adoption of the Academic Career Pathways (ACP) model for research and teaching staff, there were criticisms of changes that had been introduced to the Senior Academic Promotions Scheme for promotion to Grade 10 University Senior Lectureship (USL) between 2011 and 2014. Those comments concerned the introduction of two new features: a cap on the evaluation of research at Grade 10 USL level; and the addition of two further contribution points at the top of Grade 10 to the single salary spine.¹ The purpose of those changes had been to:

- Recognise outstanding teaching and other important contributions made by USLs;
- Provide an alternative career pathway for those who did not wish to aspire to further promotion; and
- Provide an incentive for individuals to develop their teaching and general contribution.²

However, the ACP consultations indicated significant dissatisfaction with their impact; on the one hand, capping the research component had distorted the use of Grade 10 USL for those aspiring for further research-weighted promotion to the level of Reader/Professor; on the other, it did not provide a real career pathway for those with a teaching focus.

3. Other Russell Group universities have introduced full career pathways based on teaching excellence. These changes within the sector make it increasingly hard to regard a ‘pathway’ that stops at USL as a solution that is either appropriate for affected individuals or competitive for the University.

4. Under the ACP Scheme that will be adopted following the approval of the ACP Report’s recommendations, the weighting of the criteria for progression to Grade 10 USL is:

- Teaching and/or Researcher Development: 50/100 (maximum)
- Service: 30/100 (maximum)
- Research: 20/100 (maximum)

Ten points can be transferred from Service to Teaching/Researcher Development or to Research.

5. A formal consultation exercise was taken forward during Michaelmas Term 2019 (<https://www.hr.admin.cam.ac.uk/hr-consultations-michaelmas-term-2019>). This proposed that an amendment to the ACP Scheme be introduced to allow for both a teaching-weighted route (as set out in paragraph 4 above) and a research-weighted route for progression to Grade 10 USL, weighted consistently with the weightings for progression to the level of Reader and Professor. The weighting of the proposed research-weighted route for progression to Grade 10 USL would then be as follows:

- Research: 50/100 (maximum)
- Teaching/Researcher Development: 30/100 (maximum)
- Service: 20/100 (maximum)

The same level of flexibility offered in the teaching-weighted pathway was proposed so that ten points could be transferred from Teaching/Researcher Development to either Research and/or Service.

6. It was also proposed that the two additional contribution points at the top of Grade 10 for sustained excellence in teaching could be retained pending the introduction of further career progression based on a teaching/scholarship focus. This separate proposal for a teaching-focused career pathway has been consulted on and will be taken forward later during this academic year.

7. It was also noted in the consultation document that academic careers were not always linear and at different times in an individual’s career the balance between research and teaching/research development might shift, for example some individuals might focus more on teaching at a certain point in their careers and intensify their research focus later. Therefore it was proposed that an amendment to the ACP Scheme to provide for two alternative routes to Grade 10 should state clearly that those who reached Grade 10 USL through the teaching-weighted route should remain eligible to apply for further promotion based on a research weighting.

¹ <http://www.admin.cam.ac.uk/reporter/2011-12/weekly/6266/section6.shtml>

² <https://www.admin.cam.ac.uk/reporter/2012-13/weekly/6302/section5.shtml>

8. Responses to the consultation were invited from individuals, groups and institutions. There was a relatively low response to this survey, with thirty responses received, of which eight were from institutions. A majority of respondents (80%) supported the proposal for a dual USL career pathway as described above. The comments on the proposal were overwhelmingly positive and there was broad support for the flexibility that the dual career pathway offered.

9. In addition to this strong support for the proposed research-weighted route for promotion to USL at Grade 10, 80% of the respondents agreed with the proposed weighting and scores for the research-focused route across the three criteria set out in paragraph 5 above. Some respondents who agreed with the proposal also acknowledged that this proposal would fill a gap between being appointed as UL and being ready to apply for promotion to the level of Reader.

10. Respondents who disagreed with the proposal commented that:

- There was a possible overlap/duplication between this proposal and the Teaching-focused Career Pathway proposals being consulted on at the same time;
- A research weighted-route was unnecessary as research-focused academics in their department would skip this level and apply instead for promotion to a Readership; or

13. The General Board recommends:

I. That, with effect from 1 September 2020 or such other later date as agreed by the General Board, a dual career pathway for promotion to the office of University Senior Lecturer at Grade 10, be adopted, as described in this Report.

17 March 2020

STEPHEN TOOPE, *Vice-Chancellor*
PHILIP ALLMENDINGER
KRISTINE BLACK-HAWKINS
ANN COPESTAKE
JOHN DENNIS

NICHOLAS HOLMES
ALI HYDE
PATRICK MAXWELL
NIGEL PEAKE
ANNA PHILPOTT

RICHARD REX
GRAHAM VIRGO
CHRISTOPHER YOUNG

- The new route would not cover University Lecturers who were clinicians;
- Introducing this proposal could lead to an additional step in the promotions process which could delay the promotion of some colleagues.

11. As there was a strong majority in support of the proposal it is recommended that the changes set out in paragraph 5 of this Report be implemented, with a dual career pathway, one weighted towards research and one towards teaching, for promotion to USL is taken forward for implementation within the ACP Scheme from the beginning of the 2020–21 academic year.

12. Steps will be taken in response to the comments, including:

- Clearly describing the dual career pathway in the ACP Scheme guidance and in the briefings provided to institutions, making it clear that there is no compulsion to use both routes but that they are open to applicants, as appropriate;
- Links with the Teaching-focused Career Pathway are further explored as those proposals are taken forward and clearly explained to institutions;
- Schools and institutions are encouraged to develop local indicators of excellence under the promotions criteria so that it is clear within specific disciplines the evidence to be provided when applying for promotion to USL at Grade 10.

OBITUARY NOTICES

Obituary Notice

The Most Rev. PETER DAVID SMITH, Honorary Fellow of St Edmund's College, formerly Bishop of East Anglia, Archbishop of Cardiff and Archbishop of Southwark, died on 6 March 2020, aged 76 years.

GRACES**Graces submitted to the Regent House on 18 March 2020**

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, 27 March 2020.

1. That PricewaterhouseCoopers LLP be reappointed, in accordance with Statute F I 5, to be the qualified accountants for the audit of the University's financial statements for the financial year 2019–20.
2. That a Granta Design Fund for Engineering be established in the University, to be governed by the following regulations:¹

GRANTA DESIGN FUND FOR ENGINEERING

1. The funds received from the Department of Engineering, Professor David Cebon, Professor Mike Ashby and ANSYS Inc., together with such other sums as may be received or applied for the same purpose, shall form an endowment fund called the Granta Design Fund for Engineering to advance research in mechanics, materials, and design in the field of engineering by supporting two Lectureships and an annual student prize in the Department of Engineering.

2. The Managers shall be responsible for the administration of the Fund and the application of its income, and the determination of the specific subject area or areas in which a Lectureship shall be offered within the areas listed in Regulation 1, broadly defined, and shall comprise the Head of the Department of Engineering or a duly appointed deputy and two members of the Faculty of Engineering appointed by the Faculty Board of Engineering for such period as the Faculty Board shall determine.^[1]

3. Subject to Regulation 5, the income of the Fund shall be applied towards the payment of the stipend, national insurance, pension contributions, and associated indirect costs of two Granta Design Lectureships in Engineering payable by the University and an annual ANSYS-Granta Prize in Computational Engineering.

4. (a) The ANSYS-Granta Prize in Computational Engineering shall be awarded each year by the Examiners for Part IIB of the Engineering Tripos to a candidate who has shown the greatest distinction in Part IIB of the Engineering Tripos, subject to the candidate having completed in Part IIB a research, development or design project with a substantial, novel component of Computational Engineering.

(b) For the purpose of awarding the Prize, Computational Engineering shall be interpreted in the widest sense and shall include development and application of numerical methods, artificial intelligence, and machine learning, as well as analysis and management of data.

5. Any unexpended income in any financial year, including income accrued during a vacancy in the Lectureships, may, at the discretion of the Managers:

- (a) with the approval of the Faculty Board of Engineering, be applied to support the work of the Lecturers in such manner as may be recommended by the Managers;
- (b) with the approval of the General Board, be applied to support research in the field of engineering in the University in such manner as may be recommended by the Managers; and/or
- (c) be carried forward for use as income in accordance with Regulation 3 in any one or more subsequent financial years.

[¹ The Faculty Board of Engineering has confirmed that one of the appointments will be held by the Head of Division C in the Department of Engineering unless otherwise agreed with the Head of Division C.]

¹ See the Vice-Chancellor's Notice on p. 415.

Graces to be submitted to the Regent House at a Congregation on 21 March 2020

The Council has sanctioned the submission of the following Graces to the Regent House at a Congregation to be held on Saturday, 21 March 2020.¹

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

9. HEATHER ANNE AJIMI, Administrative Officer in the Finance Division of the University Offices.
10. SARAH KATHERINE BADDELEY, Administrative Officer in the Academic Division of the University Offices.
11. CHARLES MICHAEL COCKAIN, Advisory Officer in the Estates Division of the University Offices.
12. ANNABEL LOUISE CURD, Administrative Officer in the Academic Division of the University Offices.
13. JOANNE ELIZABETH OVERHILL, of Homerton College, Administrative Officer in the Academic Division of the University Offices.
14. JUDITH ROBB, Computer Officer in the Faculty of History.
15. HARDIP SINGH SANGHERA, Computer Officer in the Faculty of History.
16. PETER KEITH WILDERSPIN, Senior Advisory Officer in the Estates Division of the University Offices.

¹ See the Vice-Chancellor's Notice on p. 415. These Graces will be submitted at the Congregation in addition to the Honorary Degree Graces (*Reporter*, 6581, 2019–20, p. 408).

Grace to be submitted to the Regent House at a Congregation on 27 March 2020

The Council has sanctioned the submission of the following Grace to the Regent House at a Congregation to be held on Friday, 27 March 2020 (see p. 415). Members of the Regent House are reminded that they may give written notice to the Registry of their intention to oppose the Grace (see Regulation 24, *Statutes and Ordinances*, p. 107) and are requested to do so by email to Registry@admin.cam.ac.uk by 9 a.m. on Thursday, 26 March 2020.

1. That the recommendations in paragraph 10 of the Report of the Council, dated 4 March 2020, on a new students' union (*Reporter*, 6580, 2019–20, p. 370) be approved.¹

¹ See also the Report of Discussion on p. 432.

E. M. C. RAMPTON, *Registry*

END OF THE OFFICIAL PART OF THE 'REPORTER'

REPORT OF DISCUSSION**Tuesday, 17 March 2020**

A Discussion was held in the Michaelhouse Chancel. The Vice-Chancellor's deputy, Mr Timothy Milner, was presiding, with the Registry's deputy, the Senior Proctor, the Junior Proctor and one other person present.

The following Report was discussed:

Report of the Council, dated 4 March 2020, on a new Students' Union

(*Reporter*, 6580, 2019–20, p. 370).

Mr E. W. PARKER HUMPHREYS (President of Cambridge University Students' Union, and Jesus College), read by the Senior Proctor:

Deputy Vice-Chancellor, I am a member of the Council but I make these remarks in my capacity as the President of Cambridge University Students' Union.

There has been talk of a merger between this University's two students' unions for almost as long as either union has existed. Members of the University might remember the most recent of these proposals in 2016, which did not gain the support of the postgraduate student body at the time. Since then the relationship between CUSU and the Graduate Union has changed substantially, with closer working practices, the sharing of staff and services and the pooling of resources now well-established.

The question of the relationship between the two students' unions has been given a new urgency by changes in the makeup of the student body. As postgraduate numbers approach parity with undergraduate numbers, and seem set to carry on rising for some years to come, it has become clear that postgraduate students are not well represented by the current dual structure. It is no longer viable to consider support and advocacy for postgraduate students as a specialist activity for the benefit a narrow group of students. For the students' unions to properly represent the whole student body, we need a structure that places postgraduate students at the centre of our work. The University has come to recognise this too, and the proposal for a new students' union mirrors in many ways the ongoing changes to the academic governance of postgraduate student matters.

The proposed changes will also allow us to do more with the resources available to us. The new students' union will be able to offer more staff support both to sabbatical officers and to student volunteers. It will be able to focus more of its funds on work that directly benefits students. It will also be the second students' union nationally to have a full-time BME (Black & Minority Ethnic) Officer.

In November, concurrent referendums were held of both the Graduate Union membership and the CUSU membership, and both approved the changes by sizable majorities. Those votes were the culmination of a process of student consultation which has now been in process for over a year, and which will be continued as we set up the new students' union, Cambridge SU, and work to ensure that it is representative of all students at this University.

COLLEGE NOTICES**Elections***Homerton College*

Elected to a Fellowship from 1 March 2020:

Fernanda Gallo, B.A., M.A., *Naples*, Ph.D., *Lugano*

Vacancies

Christ's College: College Lectureship and Fellowship in English; tenure: one year from 1 September 2020; stipend: £32,816; closing date: 21 April 2020 at 12 noon; further details: <https://www.christs.cam.ac.uk/vacancies>

College Lectureship and Fellowship in Modern and Medieval Languages (Modern Spanish/Latin American); tenure: one year from 1 September 2020; stipend: £32,816; closing date: 22 April 2020 at 12 noon; further details: <https://www.christs.cam.ac.uk/vacancies>

Research Fellowship in Animal Parasitology; tenure: four years from no later than 1 October 2020 (non-renewable); stipend: £25,217–£31,865; closing date: 20 April 2020 at 12 noon; further details: <https://www.christs.cam.ac.uk/vacancies>

Corpus Christi College: Domus Bursar / Director of Operations; tenure: permanent and full-time; salary: £62,727–£70,579; closing date: 30 April 2020 at 12 noon; further details: <https://www.corpus.cam.ac.uk/about-corpus/people/academic-vacancies>

Sultan Qaboos College Early-Career Research Fellowship / College Lectureship in Mathematics; tenure: four years (fixed-term); salary: £30,000–£36,000; closing date: 23 April 2020 at 12 noon; further details: <https://www.corpus.cam.ac.uk/about-corpus/people/academic-vacancies>

Non-Stipendiary Early-Career Research Fellowship; tenure: up to three years from 1 October 2020; closing date: 30 April 2020 at 12 noon; further details: <https://www.corpus.cam.ac.uk/about-corpus/people/academic-vacancies>

Queens' College: Rokos Postdoctoral Research Associateships 2020 (eight posts), tenure: one year (renewable for a second year); closing date: 30 April 2020; further details: <https://www.queens.cam.ac.uk/life-at-queens/vacancies/rokos-postdoctoral-research-associateships-2020>

Memorial Notices**Darwin College***Memorial service for Professor William Brown postponed*

Unfortunately, in light of the coronavirus pandemic, it has been decided that the memorial service for Professor Willy Brown, former Master of Darwin College, scheduled for 22 April 2020 (*Reporter*, 6580, 2019–20, p. 378), will be postponed.

King's College*Memorial service for Sir Stephen Cleobury postponed*

It is with regret that the memorial service for Sir Stephen Cleobury, due to be held on 2 May 2020 (*Reporter*, 6581, 2019–20, p. 412) has had to be postponed due to the coronavirus outbreak.

EXTERNAL NOTICES**Oxford Notices**

Brasenose College: Nicholas Kurti Senior Research Fellowship in the Sciences and William Golding Senior Research Fellowship in the Arts, Humanities and Social Sciences; tenure: five years from 1 October 2020 (with possibility of renewal); non-stipendiary but collegiate benefits apply; closing date: 20 April 2020 at 9 a.m.; further particulars for both posts: <https://www.bnc.ox.ac.uk/vacancies/academic-vacancies>

Merton College: Associate Chaplain and Career Development Researcher; tenure: four years from 1 September 2020 (fixed-term); salary: £27,963, plus housing allowance; closing date: 13 April 2020 at 9 a.m.; further details: <https://www.merton.ox.ac.uk/vacancies>

Fitzjames Research Fellowship in Ancient Greek; tenure: four years from 1 October 2020 or as soon as possible thereafter; salary: £31,490, plus housing allowance; closing date: 23 April 2020 at 12 noon; further details: <https://www.merton.ox.ac.uk/vacancies>

St Hilda's College: Career Development Fellowship in Comparative Politics; tenure: four years from 1 July 2020 or as soon as possible thereafter; salary: £32,817–£35,845; closing date: 14 April 2020 at 12 noon; further details: <https://www.sthildas.ox.ac.uk/content/vacancies>

Faculty of Theology and Religion: Bampton Lecturer 2021 (to deliver eight lectures); stipend: £8,000, plus travelling and subsistence expenses; closing date: 1 May 2020; further details: <https://www.theology.ox.ac.uk/article/vacancy-bampton-lecturership-2021>

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