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UNIVERSITY OF
CAMBRIDGE

NOTICES**Calendar**

13 October, *Tuesday*. Discussion via videoconference at 2 p.m. (see below).

20 October, *Tuesday*. End of first quarter of Michaelmas Term.

24 October, *Saturday*. Congregation of the Regent House at 11 a.m. (degrees in absence only).

Discussions (Tuesdays at 2 p.m.)

13 October

27 October

10 November

24 November

8 December

Congregations (Saturdays unless otherwise stated)

24 October, at 11 a.m. (degrees in absence only)

28 November, at 11 a.m. (degrees in absence only)

Discussion on Tuesday, 13 October 2020

The Vice-Chancellor invites those qualified under the regulations for Discussions (*Statutes and Ordinances*, p. 105) to a Discussion via videoconference (see p. 16) on Tuesday, 13 October 2020 at 2 p.m., for the discussion of:

1. First-stage Report of the Council, dated 28 July 2020, on a University of Cambridge Solar Farm at Lord's Bridge (*Reporter*, 6587, 2019–20, p. 551).

Those wishing to join the Discussion by videoconference should email UniversityDraftsman@admin.cam.ac.uk from their University email account and provide their CRSid (if a member of the collegiate University) by 12 noon on the date of the Discussion to receive joining instructions. Alternatively, contributors may email the Proctors as outlined below (p. 16) to request that their remarks be read out on their behalf.

Annual address by the Vice-Chancellor, 1 October 2020

The Vice-Chancellor live-streamed his annual address to the University from inside the Senate-House on 1 October 2020. In line with previous years, the text of the address has been reproduced on p. 34. Further information and a link to the video recording on the University's YouTube channel is available from <https://www.staff.admin.cam.ac.uk/general-news/livestream-of-the-vice-chancellors-annual-address>

University Preachers in Michaelmas Term 2020

The Vice-Chancellor wishes to inform members of the University that in view of the current restrictions and after consulting the Preacher concerned and the Select Preachers Syndicate, the Sermon to have been delivered on Sunday, 18 October, by Professor Anthony Reddie, has been postponed until further notice. The arrangements for the Commemoration of Benefactors and the Lady Margaret's Sermon on Sunday, 1 November are under review.

The Leslie Stephen Lecture

The Vice-Chancellor wishes to inform members of the University that in view of the current restrictions and after consulting the Lecturer and the Electors to the Lectureship, the next Leslie Stephen Lecture, to have been delivered by Professor Kwame Anthony Appiah, on Thursday, 12 November 2020, is postponed until further notice. The Council will be invited to submit a Grace to the Regent House permitting this to be delivered after the period of time required by the relevant regulations.

Report on the advantages and disadvantages of a policy of divestment: Publication of the report and statement in response

1 October 2020

The Council has published the report, *Divestment: Advantages and Disadvantages for the University of Cambridge*, commissioned by the Council in response to Grace 1 of 25 April 2019. The report is available at <https://www.admin.cam.ac.uk/reporter/2020-21/weekly/6590/DivestmentReport2020.pdf>. The Council has also published the following statement providing its response to the report.

Statement by the Council on the publication of the report *Divestment: Advantages and Disadvantages for the University of Cambridge*

Climate change is the most pressing problem facing humanity. The University of Cambridge has a responsibility to use its position as one of the world's foremost academic institutions to take a leading role in decarbonising the global economy.

The University Council warmly welcomes the report *Divestment: Advantages and Disadvantages for the University of Cambridge* by Dr Ellen Quigley, Emily Bugden and Anthony Odgers, the Chief Financial Officer, delivered to Council on 21 September 2020, and thanks them for exploring the advantages and disadvantages of fossil fuel divestment across its moral, social, political, reputational and financial dimensions.

The Council enthusiastically endorses the bold proposals it has received from the University's Investment Office and other parts of the University on how to play a leading global role across all of its endeavours to bring about the transition to a net zero economy.

The Council greatly appreciates the intense engagement of students and staff who have expressed a wide diversity of views, organised campaigns, and posed questions about the University's policies on investment, research, operational sustainability and engagement with industry and policy makers.

The Council has agreed an overall strategic aim to reduce carbon emissions from all University activities to net zero by 2038 and has explicitly included its own investments in this target, making the University one of the first of its global peer group to do so. Its endowment fund (the Cambridge University Endowment Fund, or CUEF) will divest from all investments with conventional energy-focused public equity managers by December 2020; and the University aims to have no meaningful direct or indirect exposure to fossil fuels in the Fund's portfolio by 2030.

The University is further committed to using its resources to support the global response to climate change and the wider United Nations sustainable development goals.

The Council recognises that simultaneously intense efforts are being made by Colleges, a number of which have investments in the CUEF, to pursue their own carbon reduction strategies.

The ambition of the Investment Office to achieve net zero emissions from the portfolio of the CUEF by 2038, combined with the University's Carbon Reduction Strategy and its enhanced guidelines on funding and engagement, mark a turning point for the University.

This will entail a four-part strategy – the implementation of which will begin immediately – to help facilitate the transition to a global carbon neutral future.

1. Net Zero investments by 2038

The new Chief Investment Officer (CIO), appointed to lead the Investment Office in January 2020, has explicitly committed to ensuring the CUEF is positioned to prosper in a future net zero economy. The investment team will reduce fossil fuel exposure as swiftly as possible, in a manner consistent with the Fund's successful investment model. They will also identify opportunities in renewable energy and other investments consistent with a sustainable future energy mix.

The Council strongly supports the following milestones:

- By December 2020, the Fund will divest from all investments with conventional energy focused public equity managers;
- By 2025, the Investment Office aims to have allocated significant capital to renewable energy assets which have a return profile appropriate for the Fund;
- By 2030, the Investment Office aims to have no meaningful direct or indirect exposure to fossil fuels in the Fund's portfolio;
- The longer-term ambition of the Investment Office is to achieve net zero greenhouse gas emissions from the Fund's investment portfolio by 2038, in line with the University's programme to reduce its own emissions to net zero.

As at 31 December 2019, CUEF had fossil fuel exposure amounting to 2.8% of the total portfolio. The expected impact of these targets is that by the end of 2020, this exposure will have been materially reduced, and that by 2030, the exposure will have been reduced to approximately 0.5% or lower.

Engaging

The Investment Office has recruited a Sustainable Investment Officer to oversee the Fund's transition and seek out fossil fuel-free investment opportunities while meeting its fiduciary duty to maximise returns for its investors.

Enhanced information will be sought from the CUEF's fund managers on the carbon impact and wider environmental, social and governance impacts of their portfolios, in order to make accurate assessments of risk.

As part of its commitment to the University's wider mission to society and education, the Investment Office aims to partner with the Cambridge Institute for Sustainability Leadership (CISL) to provide current fund managers, who combined have more than US \$250 billion under management, with access to high quality resources and research on sustainable finance.

Reporting and Transparency

The new CIO is committed to a high degree of transparency around the composition and performance of the CUEF. The Sustainable Investment Officer will provide a full report annually to the Investment Board, including analysis of the carbon emissions intensity of the Fund. Highlights will be made public in the Fund's annual report.

The Investment Office will hold an Annual Town Hall meeting open to all members of the University to discuss its progress.

The Council recognises that the global legislative and regulatory framework necessary to measure the process of decarbonisation effectively still needs to be developed. It hopes that the University of Cambridge can lead by example and encourage regulatory authorities around the world to focus on this urgent work.

Cambridge Enterprise and Cambridge Innovation Capital

Investment in emerging clean technology is one of the most significant areas of the economy requiring support. The Council is pleased to report that the University's technology transfer office, Cambridge Enterprise, and part-owned venture capital fund partner Cambridge Innovation Capital (CIC) will expand the application of ESG principles as they invest in early stage companies.

2. Funding Guidelines

The University has demonstrated its own commitment through the establishment of the Cambridge Zero initiative and its adoption of science-based targets for carbon reduction within its own operations. But it is important that the University also reflects this commitment in its approach to donations and other external funding.

The Council has agreed that it will not accept funding from sources where to do so would be incompatible with its best interests, having regard to its commitment to address climate change through a transition to a zero-carbon world.

The power of the University to accept benefactions is delegated to the Vice-Chancellor, who takes advice on the ethical and reputational risks of certain sources of funding from the Committee on Benefactions and External and Legal Affairs (CBELA). CBELA will from now on take into consideration the extent to which the source of funds is aligned with the University's own objectives concerning climate change [see p. 15].

3. Decarbonising the Estate and other activities at Cambridge

In July 2019 Cambridge became the first university to adopt a 1.5 degrees science-based target for emissions reduction, committing to reducing its energy-related carbon emissions to zero by 2048 and, if possible, to achieve a stretch target of 2038. Achieving this goal will require substantial capital investment.

Pilot projects are being set up looking into replacing gas with the large-scale use of alternative heat technologies. The University is sourcing 20 per cent of its electricity from a wind farm after joining a Power Purchase Agreement with other higher education institutions and will submit a planning application for a solar farm in Cambridge towards the end of Michaelmas Term, subject to Grace approval.

Science based targets are being adopted across the wider University and buildings and sites are being earmarked for early adoption of low/zero carbon reduction strategies. PriceWaterhouseCoopers will provide independent assurance of environmental sustainability data used.

A screening assessment to prioritise progress in the fifteen categories of non-energy-related emissions will be completed before the end of the academic year 2020–21.

Work is under way to consider using the estate more efficiently in the short term and re-sizing it in the long term, balancing environmental and financial parameters with academic need. Cambridge's estate is large and often poorly utilised. Some buildings are old and unsuitable for their purpose. Re-shaping can reduce running costs as well as energy consumption and emissions. A masterplan for the estate in the coming thirty years will embed sustainability outcomes and targets.

4. Global Engagement – Cambridge Zero

The Council believes that the changes outlined above amplify the University's wider commitment to working for a carbon neutral future embodied in the Cambridge Zero initiative. Cambridge Zero aims to support the transition to a resilient and sustainable carbon zero world by harnessing the full breadth of the University's capabilities, developing solutions that work for our lives, our society and our economy. The initiative is unprecedented in its scale and ambition, commensurate with the enormity and urgency of the global challenge it seeks to address.

Cambridge Zero will substantially enhance the University's efforts to lead on the decarbonisation of the global economy in four areas:

Research: Cambridge Zero is focused on developing next-generation power and heating systems, informing policies to support behavioural change, understanding the climate impacts on health, creating a more circular economy, re-thinking measures of prosperity, re-imagining transport, cities and infrastructure as well as exploring carbon capture and storage alongside natural climate solutions and climate repair.

Education: Learning and training from primary school to tertiary and professional education to shape a workforce and broader society for the challenges and opportunities associated with a zero-carbon transition and to inspire leadership.

Engagement: Cambridge Zero aims to generate the ideas and solutions that will help achieve a zero-carbon society by working collaboratively with stakeholders outside of the University – in government, industry, the third sector, locally, nationally and internationally – enabling University insight to meet real-world needs.

Decarbonisation: Cambridge Zero is working across the Collegiate University to help Estates and the University's Environmental Sustainability Strategy Committee to develop, co-ordinate and facilitate a rapid transition to a zero-carbon future.

Guidelines governing the acceptability of donations and other external funding to the University: climate change

1 October 2020

The Council has approved guidelines for governing the acceptability of donations and other external funding to the University in relation to climate change, as set out below. The Council's Committee on Benefactions and External and Legal Affairs (CBELA) developed the guidelines in consultation with members of the Council and experts from the charity sector and industry, as well as academic representatives from a number of University institutions. The guidelines apply to donations and other external funding. They will be used to guide the work of CBELA when advising the Vice-Chancellor on the acceptance of benefactions and when deciding on whether other sources of external funding are acceptable on ethical or reputational grounds.

The Council has asked the Research Policy Committee to determine whether additional guidelines on the purpose for which funding is offered should be developed.

Guidelines governing the acceptability of donations and other external funding to the University: Climate change

Context

1. The University recognises that climate change is an existential threat. In line with its mission, to contribute to society through the pursuit of education, learning and research at the highest international level of excellence, the University seeks to play a critical role in addressing this challenge.

2. The University has demonstrated its own commitment through the establishment of the Cambridge Zero Initiative and its adoption of science-based targets for carbon reduction within its own operations. But, if the University's long-term interests are to be best served and its standing at the forefront of climate change mitigation and adaptation is to be maintained, the University must also reflect its commitment in its approach to donations and other external funding.

3. Accordingly, **the Council of the University has agreed that it will not accept funding from sources where to do so would be incompatible with its best interests, having regard to its commitment to address climate change through a transition to a zero-carbon world.** To do otherwise would risk the reputation of the University and might damage the University's ability to fulfil its mission.

CBELA's guidelines

4. The power of the University to accept benefactions is delegated to the Vice-Chancellor, who acts on the advice of the Committee on Benefactions and External and Legal Affairs (CBELA) in respect of certain prospective donations. CBELA also decides on behalf of the Council whether certain other sources of external funding are acceptable on ethical or reputational grounds. To guide it in its advisory and decision-making functions, CBELA considers the extent to which the source of funds is aligned with the University's own objectives concerning climate change.¹

5. In this assessment, CBELA is only considering the source of funds. It is not looking at the purpose for which the funding is offered.

6. Evidence relating to the compatibility of the source of funds considered by CBELA includes, but is not limited to, the following:

- (a) *For public companies*, CBELA looks at evidence relating to the company's commitment to address climate change, including:
 - (i) the company's most recent climate related disclosures, including financial disclosures;
 - (ii) the company's current position on independent, environmental impact lists such as CDP, or Carbon Tracker;
 - (iii) the company's current adoption of science based targets or equivalent;
 - (iv) the company's lobbying activities, including through trade associations.
- (b) *For privately owned companies, trusts and foundations*, CBELA asks for evidence relating to the organisation's commitment to address climate change, and its current and likely future performance with regard to climate change targets.
- (c) CBELA recognises that *state-related bodies* operate in a different context from that of corporate entities. Nonetheless, CBELA takes into account, as far as is possible, evidence relevant to their efforts to mitigate climate change.
- (d) *For individuals*, CBELA looks as a minimum at whether there is evidence which indicates that the individual denies climate change, e.g. support for climate change denial lobby groups, or public statements denying climate change.

7. As indicated above, the range of evidence which CBELA reviews varies from case to case and not all the different types of evidence listed above are relevant in every case; in addition, there may be other factors which CBELA chooses to take into account. Many decisions are finely balanced, the evidence being indicative rather than determinative. But, in all cases, CBELA reaches a decision which it considers to be in the best interests of the University as a whole.

¹ See the Ethical guidelines on the acceptance of benefactions (*Statutes and Ordinances*, p. 1050).

Reporting and application

8. These guidelines focus on the current position and future commitments of prospective funders and CBELA will adjust its position in light of developments in the funder's stance on climate change.

9. Under its Terms of Reference, CBELA informs the Council periodically, and at least once a year, of the decisions it has taken. It will review these guidelines at least once every three years, and more often if CBELA considers it necessary, particularly to ensure that the list of suggested evidence remains relevant. The current guidelines will be published on the University's website.

10. These guidelines are effective from the date of publication in the *Reporter*. They are not retroactive.

11. These guidelines should, where applicable, be read in conjunction with the University's overarching Ethical guidelines on the acceptance of benefactions, reproduced in the University's *Statutes and Ordinances* (at p. 1050).

Arrangements for Discussions*1 October 2020*

The Council has reviewed the arrangements for Discussions, following the issue of further guidance from the government last week (*Reporter*, 6589, 2020–21, p. 8). As the guidance stresses the avoidance of non-essential contact, the Council has agreed that Discussions will take place by videoconference until further notice, starting with the Discussion on 13 October 2020 (p. 12). Those wishing to attend are asked to email universitydraftsman@admin.cam.ac.uk by 12 noon on the date of the Discussion from their University email account and to provide their CRSid (if a member of the collegiate University). They will receive an acknowledgement with instructions on how to join the meeting. Alternatively, as usual, contributors may email remarks to contact@proctors.cam.ac.uk, copying reporter.editor@admin.cam.ac.uk, by no later than 10 a.m. on the day of the Discussion, for reading out by the Proctors,¹ or ask someone else who is attending to read the remarks on their behalf.

The Council will review these arrangements in the light of evolving public health advice. They are in addition to the rules that already apply to Discussions (*Statutes and Ordinances*, 2019, pp. 105 and 110).

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

Elections to the Council and the Board of Scrutiny*7 October 2020*

This Notice sets out information on elections to fill vacancies on the Council and on the Board of Scrutiny, together with the nomination procedure and election timetable that will apply to both elections.

Election to the Council

The Vice-Chancellor gives notice that an election is to be held to appoint eight members of the University Council for four years from 1 January 2021. Members are to be elected in the following classes under Statute A IV 2:

- (a) two from among the Heads of Colleges;
- (b) two from among the Professors and Readers;
- (c) four from among the other members of the Regent House.

The Council is the principal executive and policy-making body of the University. It has general responsibility for the administration of the University, for defining its mission, for the planning of its work, and for the management of its resources. The Council deals with relations between the University and the Colleges, and conducts negotiations with outside bodies on many matters (other than those relating directly to the educational and research programmes of the University, which are dealt with on its behalf by the General Board of the Faculties). It is responsible for the appointment or nomination of certain members of internal and external bodies, and for many student matters (excluding undergraduate admissions, which is a College concern). Further information about the Council is available to members of the University on the Council website (<https://www.governance.cam.ac.uk/committees/council/>). Questions about its work can be addressed to the Registry by emailing registry@admin.cam.ac.uk.

The University is committed to equality, which includes supporting and encouraging all under-represented groups, promoting an inclusive culture, and valuing diversity. Nominations from groups that are under-represented on the Council are welcomed.

Reasons for serving on the Council

The Council of the University of Cambridge is one of the few principal bodies in the higher education sector with a majority of members elected from internal constituencies; most equivalent bodies are made up predominantly of external members. The Council draws its strength from the expertise, engagement, and scrutiny of its members – those elected in the classes noted above as well as its external and student members. It is key to the continuing success of the University that elections to the Council attract strong candidates who are willing to share their knowledge and commit their time for the benefit of the University as a whole.

Duties and responsibilities of Council members

The University is both an exempt charity,¹ and a corporation established by common law. Council members are therefore both charity trustees of the University and, effectively, its corporate directors. They have associated legal responsibilities and duties, including the promotion of the interests of the University and acting with integrity, care, and prudence. Under regulatory guidance, Council members must be ‘fit and proper persons’.² It is important for candidates to recognise and accept the obligations that Council membership would confer upon them.

The Handbook for Members of the Council sets out the Council’s primary responsibilities and provides advice and guidance to members of Council on their legal and other responsibilities. Members of the Council are expected to attend all meetings of the Council. Members will not normally be able to take more than one term of leave during their period on the Council and may instead carry forward their leave entitlement. Potential nominees might wish to familiarise themselves with the key aspects of the University’s *Statutes and Ordinances* (<http://www.admin.cam.ac.uk/univ/so/>), and the most recent Budget Reports, Annual Reports and Financial Statements.³

Further useful information is provided by the Office for Students (<https://www.officeforstudents.org.uk/advice-and-guidance/regulation/>), and the Charity Commission (<https://www.gov.uk/government/publications/the-essential-trustee-what-you-need-to-know-cc3>). This information includes details of the extent of a charity trustee’s personal liability. Instances of personal liability are rare and unlikely to occur, providing trustees act honestly, prudently, in good faith, in the best interests of the University, and in compliance with legislation and the University’s governing documents.

Election to the Board of Scrutiny

The Vice-Chancellor gives notice of an election to a casual vacancy on the Board of Scrutiny in class (c)(ii) (a member of the Regent House) under Statute A VII, following the decision of Ms Murphy to step down. The person elected would serve with immediate effect until 30 September 2023, the remainder of Ms Murphy’s term.

The Board of Scrutiny consists of:

- (a) the Proctors;
- (b) the two Pro-Proctors nominated by the Colleges;
- (c) eight members of the Regent House elected by the Regent House.

Under the provisions of Statute A VII 4, no person may be a member of the Board of Scrutiny who is a member of the Council, the General Board, or the Finance Committee of the Council, or who holds any of the University offices of Chancellor, Vice-Chancellor, Pro-Vice-Chancellor, University Advocate, Deputy University Advocate, Registry, Assistant Registry, or Secretary of a School. The Statute further prohibits from membership holders of offices with primarily administrative duties designated by Ordinance: Directors and Deputy Directors in the Unified Administrative Service and Assistant Treasurers have been designated as such prohibited offices. A retiring member of the Board who has served for four or more consecutive years is not eligible to serve again as a member in class (c) until one year has elapsed after the end of her or his previous period of service.

If no nominations are received in accordance with the timetable below, the Council shall be asked whether it wishes to appoint a member to the vacant place or for another election to be held, in accordance with Regulation 3 of the regulations for the election of members of the Board (*Statutes and Ordinances*, 2019, p. 114).

The University is committed to a proactive approach to equality, which includes supporting and encouraging all under-represented groups, promoting an inclusive culture, and valuing diversity. Nominations from groups that are under-represented on the Board of Scrutiny are welcomed.

Further information about the Board of Scrutiny can be found in the *Statutes and Ordinances* as noted above, on the Board’s website (<http://www.scrutiny.cam.ac.uk/about>), and obtained from Mr Graham Allen (email: gpa13@cam.ac.uk), Chair of the Board.

Nomination procedure and election timetable

In order to be eligible, candidates for election are asked to send their nominations to the Vice-Chancellor, to be received not later than **12 noon on Monday, 9 November 2020**. The Vice-Chancellor asks candidates to address their nominations to the Registry by email including electronic signatures to Registry@admin.cam.ac.uk. The nomination (which can be made on a form available on the governance site)⁴ should include (a) a statement signed by two members of the Regent House, nominating the candidate for election and specifying the class in which the candidate is nominated, and (b) a statement signed by the candidate confirming consent to be nominated. The candidate is also required to provide a personal statement by the same date (see below). No-one may be nominated for election in more than one class. Two periods of four years should normally be regarded as the maximum length of continuous service for elected members of the Council.

¹ The University has charitable status but is exempt from the statutory requirement which otherwise obliges a charity to register with the Charity Commission. The Office for Students is the principal regulator of the University as regards its compliance with its legal obligations in exercising control and management of its administration as a charity.

² For a full definition of ‘fit and proper persons’, see <https://www.officeforstudents.org.uk/advice-and-guidance/regulation/public-interest-governance-principles/>

³ See respectively <https://www.governance.cam.ac.uk/committees/finance-committee/Pages/budget.aspx>, <https://www.governance.cam.ac.uk/committees/council/Pages/council-annual-reports.aspx> and <https://www.governance.cam.ac.uk/committees/finance-committee/Pages/fmi.aspx>

⁴ Nomination forms are available at <https://www.governance.cam.ac.uk/committees/council/Documents/CouncilNominationForm2020.pdf> and <https://www.governance.cam.ac.uk/governance/key-bodies/Documents/BoSNominationForm2020.pdf>

In accordance with the regulations governing the election (*Statutes and Ordinances*, 2019, p. 111), those standing for election should send to the Registry, by 12 noon on Monday, 9 November 2020, a statement in support of their nomination, which will be provided to voters. Each statement should be no more than 500 words in length and should cover the following points:

- the candidate's present position in the University;
- previous posts held, whether in Cambridge or in other universities or outside the university system, with dates;
- the candidate's reasons for standing for election, and the experience and skills they would bring to the role;
- a note of the candidate's particular interests within the field of University business.

Nominations will be published on the Advance Notices section of the *Reporter* website as they are received; the complete list of nominations will be published in the *Reporter* on Wednesday, 11 November 2020.

If the election is contested, it will be conducted by ballot under the Single Transferable Vote regulations. Online voting will open at 10 a.m. on Friday, 20 November 2020 and close at 5 p.m. on Tuesday, 1 December 2020. Hardcopy voting papers and supporting materials will be distributed not later than Friday, 20 November 2020 to those who opt by 2 November 2020 to vote on paper (see below); the last date for the return of voting papers is **5 p.m. on Tuesday, 1 December 2020**.

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

Further to the Council's Notice dated 6 July 2020 (*Reporter*, 6587, 2019–20, p. 532), the Council confirms that the ballot on the above Report shall take place in accordance with the timetable for the elections to the Council and the Board of Scrutiny (p. 16). Further details are provided below:

1 p.m. on Friday, 6 November 2020	Deadline for fly-sheets and for amendments following receipt of a request for a ballot
10 a.m. on Friday, 20 November 2020	Voting opens
5 p.m. on Tuesday, 1 December 2020	Voting closes / last day for receipt of voting papers
Thursday, 3 December 2020	Results published in the Advance Notices section of the <i>Reporter</i> website

Regent House membership: 16 October 2020 deadline for corrections to the Roll

The draft Roll of the Regent House for the academic year 2020–21 (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 2020 (see <http://www.admin.cam.ac.uk/reporter/2020-21/special/01/section2.shtml>).

This year there are some changes to the membership of the Regent House. The age limit on membership of the Regent House for certain classes of membership, including College Fellows, has been removed so those eligible for membership who are over the age of 70 will remain on the Roll or be reinstated. Further, the new provision, under Special Ordinance A (i) (e), for retirees with an active engagement in University affairs is now applicable.

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.¹ Notice of any corrections or amendments should be sent by email to the Registry via University.Draftsman@admin.cam.ac.uk as soon as possible; any corrections received by **12 noon on Friday, 16 October 2020** will be incorporated in the definitive Roll, which is to be promulgated on 6 November 2020.

¹ See above, pp. 16 and 18.

Ballots of the Regent House

Online voting is the default voting method in ballots of the Regent House. On the occasion of a ballot,¹ 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 Monday, 2 November 2020. Requests to receive hardcopy voting materials should be sent by email to ballots@admin.cam.ac.uk, 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 the 2 November deadline will be effective until the promulgation of the Roll in November 2021.

Further information on ballots of the Regent House is available on the University governance website at <https://www.governance.cam.ac.uk/ballots/rh/>, and the Regent House Petitions site is available for use by members of the Regent House to circulate ballot-related items for signature (see p. 23).

¹ See ballot timetable above, p. 18.

Remuneration Committee: Terms of reference

Further to its Notice published in May 2018 (*Reporter*, 6506, 2017–18, p. 572), the Council now publishes updated terms of reference for its Remuneration Committee, approved at its meeting on 14 October 2019. The revised terms of reference take account of the Committee of University Chairs (CUC) Remuneration Code for Higher Education, the Office for Students (OfS) Regulatory framework for Higher Education, and revisions to the Financial Reporting Council Corporate Governance Code. The Council apologises for the delay in publishing them, which was the result of administrative oversight.

Remuneration Committee Terms of Reference

1. Purpose

- 1.1. The Committee is a Committee of the Council. The purpose of the Committee is:
 - 1.1.1. to consider, recommend to the Council and, where appropriate, approve remuneration matters for the Vice-Chancellor and Senior Postholders of the University;¹
 - 1.1.2. to discharge certain responsibilities for remuneration matters relating to other staff of the University, as determined by the Council from time to time;
 - 1.1.3. to provide independent scrutiny of the University's public disclosures relating to remuneration;
 - 1.1.4. to provide independent, expert advice to the Vice-Chancellor and the Council on matters related to its remit;
 - 1.1.5. to approve remuneration matters concerning certain members of the West and North West Cambridge Estates team and other associated entities as determined by the Council from time to time.
- 1.2. The Committee does not oversee remuneration matters relating to Cambridge Assessment or Cambridge University Press or the University's wholly-owned subsidiaries.²
- 1.3. In all matters the Committee is required to take account of the context in which the University operates including its recruitment and retention needs, and to pay due regard to the responsibilities and best practice expectations of the University as a charity and as a regulated Higher Education institution, and to matters of equality, diversity and inclusion. The Committee shall take legal advice as appropriate.
- 1.4. The Human Resources Committee is responsible for broader matters of remuneration strategy and policy and for remuneration matters for all staff outside the remit of the Committee. The Committee may refer matters of policy and of operation to the Human Resources Committee for consideration and where appropriate for decision.
- 1.5. The Committee will provide written reports to Council of its meetings, and report annually both externally and internally to promote transparency and openness of its decision-making. The Committee will seek to base its recommendations on clear, independently sourced benchmark data.

2. Membership

- 2.1. The membership of the Committee will comprise:
 - 2.1.1. a Chair who will be an external member of the Council;
 - 2.1.2. four other members at least two of whom will also be members of the Council. Of those four members, at least two will be external, independent members but with a demonstrable knowledge of the University.
- 2.2. The members shall be appointed by the Council.
- 2.3. Attending officers shall be:
 - 2.3.1. the Pro-Vice-Chancellor (Institutional and International Relations), and
 - 2.3.2. the Registrar (Secretary).
- 2.4. The Committee may invite others to attend as it considers necessary. The Vice-Chancellor shall not ordinarily attend meetings of the Committee but may be invited to do so when appropriate. The Director of Human Resources will ordinarily attend to provide procedural advice and to support the Registrar in the administration of Committee business.
- 2.5. The Chair may appoint a deputy to chair specific meetings or for specific purposes.
- 2.6. Members shall serve on the Committee for a term of three years (a full term).
- 2.7. Members may be re-appointed to serve for a second term. No member may serve more than two full terms.
- 2.8. Where members are also members of the Council, their terms of office shall be co-terminous with their terms of office on the Council. Where this results in a term of less than three years, that term shall be considered a casual vacancy and shall not count towards the maximum service of two full terms.
- 2.9. To ensure the Committee has appropriate expertise, members will be asked formally to record their relevant experience as part of the appointment process and periodically thereafter for review purposes. Specific training and briefings will be provided to members as required.
- 2.10. No member may have any part in deciding their own remuneration (see also paragraph 6.4 concerning declarations of conflicts of interest).
- 2.11. The quorum shall be the Chair or deputy Chair as appointed under paragraph 2.5 plus two of those members at paragraph 2.1.2.

¹ The following terms are defined for the purposes of these terms of reference as follows: *Senior Postholders* are the postholders who report directly to the Vice-Chancellor: the Pro-Vice-Chancellors, the Registrar, the Chief Financial Officer, the Executive Director of Development and Alumni Relations and the Director of Information Services. *Remuneration* includes basic stipend or salary and additional payments related to the role of the individual, such as bonus, market payments, allowances, pension contribution, housing, shared equity scheme, relocation terms, salary sacrifice arrangements and CAMbens benefits.

² Including Cambridge Investment Management Limited (CIML) and Cambridge Enterprise.

3. Duties relating to the Vice-Chancellor and the Senior Postholders

The Vice-Chancellor

- 3.1. To recommend to the Council the stipend and conditions of service of the Vice-Chancellor at appointment and thereafter every two years (or such other period as the Council may determine) for the period of their employment.
- 3.2. To recommend to the Council the objectives of the Vice-Chancellor and the process of evaluating performance against those objectives.
- 3.3. To carry out the annual evaluation of the Vice-Chancellor's performance against the agreed objectives for report to, and approval by, the Council.
- 3.4. To advise the Council on appropriate action in the case of the Vice-Chancellor not meeting the agreed objectives for the academic year.

Senior Postholders – the Pro-Vice-Chancellors, the Registry, the Chief Financial Officer, the Executive Director of Development and Alumni Relations and the Director of Information Services

- 3.5. In respect of the stipend of the office:
 - 3.5.1. in relation to the Pro-Vice-Chancellors:
 - 3.5.1.1. to recommend to the Council the formula by which the stipend of the Pro-Vice-Chancellors shall be calculated.
 - 3.5.2. in relation to the Registry, the Chief Financial Officer, the Executive Director of Development and Alumni Relations and the Director of Information Services:
 - 3.5.2.1. to recommend to the Council the range for the stipend of the office prior to appointment;
 - 3.5.2.2. on the recommendation of the Vice-Chancellor, to approve the individual stipends and conditions of service of the postholders on appointment.
- 3.6. In respect of market payments, to recommend to the Council any market payments for Pro-Vice-Chancellors on or during the term of appointment. For the Registry, the Chief Financial Officer, the Executive Director of Development and Alumni Relations and the Director of Information Services to recommend market payments where such payments exceed 10% of the lowest salary point of the grade 12 band and any subsequent change to, and renewal of, such market payments.³
- 3.7. To inform the Council of:
 - 3.7.1. the total remuneration of a Senior Postholder on appointment;
 - 3.7.2. in an anonymised form, the range of any stipend increases, including any additional payments, made to any Senior Postholder during the course of a year.
- 3.8. To advise the Vice-Chancellor on:
 - 3.8.1. contribution exercises relevant to the Senior Postholders and on any other aspects of their remuneration as the Vice-Chancellor so requests (see further paragraph 4.1.3 and 4.1.4 below).
 - 3.8.2. the process for determining the objectives of the Senior Postholders and the process of evaluating performance against those objectives annually at the beginning of academic year and to receive a report from the Vice-Chancellor on the annual evaluation of the performance of Senior Postholders against their agreed objectives;
 - 3.8.3. appropriate action in the case of a Senior Postholder not meeting the agreed objectives for the academic year.

Vice-Chancellor and Senior Postholders

- 3.9. In relation to the expenses of the Vice-Chancellor and Senior Postholders, to monitor the use of the University's expenses policy by the Vice-Chancellor and Senior Postholders.
- 3.10. In relation to any private work and consultancy carried out by the Vice-Chancellor and Senior Postholders, to monitor the application of policy determined by the Council (on the recommendation of the Human Resources Committee) in relation to the retention by the Vice-Chancellor and Senior Postholders of any additional earnings generated in a personal capacity where permissible under their contractual terms.
- 3.11. In relation to severance payments, to review and approve severance terms for the Vice-Chancellor and Senior Postholders. The Committee shall ensure that severance payments are reasonable and justified.

4. Other duties

- 4.1. In relation to the remuneration of grade 12 staff other than Senior Postholders:⁴
 - 4.1.1. to receive plans from institutions relating to their remuneration strategies for Grade 12 posts where market payment of 10% or higher of the lowest salary point of the grade 12 band may be relevant. The Committee will seek to be appraised at an early stage of the proposed salary ranges for those posts, with a reasoned evidence-based case, so that it may, as necessary, approve the range within which negotiation with a successful candidate may be concluded;

³ The Vice-Chancellor, as Head of Institution, has authority to approve market payment to senior post holders where such payments are up to and including 10% of the lowest salary point of the grade or band.

⁴ The Committee will retain responsibility for payments to all grade 12 staff until the approval of the new Pay Committee, at which point the Remuneration Committee's responsibility will be limited to the Senior Postholders, as defined under these terms of reference. The terms of reference will then be updated as appropriate.

- 4.1.2. to approve market payments on appointment where such payments exceed 10% of the lowest salary point of the grade 12 band and any subsequent change to, and renewal of, such market payments;
- 4.1.3. to receive a biennial report from the Vice-Chancellor's Advisory Committee for Contribution Reward payments for Non-Academic Officers in Grade 12; and
- 4.1.4. to receive a biennial report from the Vice Chancellor's Advisory Committee on Professorial Pay.
- 4.2. In relation to remuneration matters concerning certain members of the West and North West Cambridge Estates team, to approve the bonus structures and individual payments to the team, on the recommendation of the West and North West Cambridge Estates Board.
- 4.3. In relation to payments to non-executive members of Committees, to review on an annual basis policy set by the Council relating to payments made to non-executive members of Committees.
- 4.4. In relation to reporting:
 - 4.4.1. to receive and comment on draft reports for publication including the annual Staff Statistical Report, Equal Pay Report, Gender Pay Gap Report and to consider other reports, papers and minutes as appropriate to the work of the Committee;
 - 4.4.2. to review and recommend to the Council the annual remuneration statement to be published on the University website which will include disclosure and explanation of remuneration matters, as required by the relevant codes in effect at that time;
 - 4.4.3. to ensure compliance with reporting requirements set by the Office for Students relating to salaries at or above specified thresholds;
 - 4.4.4. to review and recommend to the Council the statement to be published on the University's website on the University's choice of comparator institutions/organisations as regards recruitment and retention matters.

5. Advisory role

- 5.1. The Committee may provide advice to the Vice-Chancellor on the remuneration packages of staff other than those covered by the above provisions as the Vice-Chancellor so requests or as the Committee considers appropriate, and drawing on appropriate external expertise as appropriate.
- 5.2. The Committee may review and make recommendations based on the annual University gender pay and equal pay reporting and other aspects of remuneration decisions affecting gender and other protected characteristics within the University.
- 5.3. The Committee may consider and, as it considers appropriate, refer to the Human Resources Committee the development of best practice in the use of contribution increment schemes (or equivalent).
- 5.4. The Committee may contribute to the development of the University's internal talent and succession strategies for Senior Postholders.

6. Operation

- 6.1. The Committee shall meet in person (or by videoconference), a minimum of twice each term.
- 6.2. The Committee may conduct business by correspondence where appropriate. Any decision taken by correspondence shall be formally noted by the Committee at its next meeting.
- 6.3. In cases of exceptional urgency, the Chair may act on behalf of the Committee. Any decisions taken by the Chair in this way shall be reported to the Committee as soon as possible thereafter.
- 6.4. It is recognised that there may be general remuneration matters in which members will have an interest e.g. pension arrangements. Members will be required to declare any specific conflicts of interest and these will be recorded. No senior post holder shall be present at any discussion about their own remuneration.
- 6.5. Decisions can be taken by a majority of voting members of the Committee.
- 6.6. Formal minutes will be kept of the Committee's business.

7. Reporting

- 7.1. A written report of the Committee's business will be made to Council under Reserved Business as soon as reasonably possible after each meeting of the Committee. An oral report may be made to the Council in addition, if appropriate.
- 7.2. In the interests of transparency, and in accordance with the requirements of external regulatory bodies, a summary report of Committee business will be published on the University's Governance website after the Committee has reported to the Council.
- 7.3. In the published reporting of the Committee's business as referred to in paragraph 7.2 no individual's salary figures shall be stated other than, when reporting to the Council the salary figures of the Vice-Chancellor and the Vice-Chancellor-Elect.
- 7.4. A member of the Council can request to see the Committee papers on application to the Secretary for the purposes of discharging his or her duties as a member of the Council.
- 7.5. An annual written report of the Committee's business, as part of the University's annual reporting cycle, will be submitted to Council under Reserved Business as soon as reasonably possible at the end of each academic year.

8. Administration

- 8.1. The Committee papers will be circulated under confidential cover five working days in advance of each meeting. At the discretion of the Chair, late submissions can be accepted.
- 8.2. Apologies for absence should be made to the Secretary.
- 8.3. Draft minutes will be circulated to all Committee members within one week of the meeting.

9. Review

- 9.1. These terms of reference shall be reviewed annually.
- 9.2. The effectiveness of the Committee's operation against the terms of reference shall be reviewed annually to ensure that it is fulfilling its purpose and to adapt to any changes in approach and structures.

10. Authority

- 10.1. The Council is the competent authority in relation to University officers appointed to Council institutions.⁵ The Council also makes such decisions concerning staff of the University as may be referred to it under the Statutes and Ordinances of the University⁶ and by Grace of the Regent House.
- 10.2. The Remuneration Committee is a committee of the Council which acts on the Council's behalf in accordance with its terms of reference, as approved from time to time by the Council.
- 10.3. The Committee has authority under the Second Joint Report of the Council to approve market pay for professorial or equivalent staff, i.e. those in Grade 12.⁷

⁵ Statute C I 1(b).

⁶ Including the nomination of the Vice-Chancellor under Statute C III 1, the appointment of the Pro-Vice-Chancellors under Statute C III 15, and the appointment of the Registry under Statute C VI 2.

⁷ Joint Report of the Council on amendments to the pay and grading scheme for non-clinical staff implemented following the Second Joint Report of 25 July 2005 (*Reporter*, 6302, 2012–13, p. 423, as approved by Grace 2 of 22 May 2013). The Remuneration Committee will retain responsibility for payments to all grade 12 staff until the approval of the new Pay Committee, at which point the Remuneration Committee's responsibility will be limited to the Senior Postholders, as defined under these terms of reference. The terms of reference will then be updated as appropriate.

HR Consultations: Comments by 6 November 2020

There are the following HR consultations taking place during the Michaelmas Term 2020:

- *Mutual Respect Policy* – Proposal to replace the current Dignity at Work Policy with a new Mutual Respect Policy, to include a code of behaviour.
- *Grievance Policy* – Proposal to introduce a combined Grievance Policy to cover all non-established employees.
- *Redeployment Policy* – Proposal to introduce a more robust University-wide redeployment process.

Responses to the consultations are welcomed. Please see <https://www.hr.admin.cam.ac.uk/HR-policy-consultations-michaelmas-term-202021> for full details about each initiative and how to provide comments **by 6 November 2020**. The HR Committee will consider the responses at its meeting in November 2020.

Student Academic Subject Representative Elections: Nominations by 10 November

The Cambridge Students' Union has confirmed, in accordance with Regulation 4 of the General Board Regulations for the election of student subject representatives (following the approval of Grace 5 of 24 July 2019 by ballot), that elections for student academic subject representatives will be held on 16–19 November 2020. Nominations may be made from Monday, 2 November and must be received **by 12 noon on Tuesday, 10 November**.

A full list of roles and more details about the process for election are available on the Cambridge students website at <https://www.cambridgestudents.cam.ac.uk/student-elections>

Honorary Degree Committee: Call for nominations

Suggestions are invited for the possible award of honorary degrees. Full details about eligibility and process are published online at <http://www.cam.ac.uk/about-the-university/how-the-university-and-colleges-work/processes/honorary-degrees/the-nomination-and-approval-process>, where a list of honorary degrees conferred since 1977 may also be found.

The University Council's Honorary Degree Committee would welcome nominations of persons of national or international distinction to consider. The University is committed to increasing diversity amongst those it honours, and therefore suggestions from across a wide range of backgrounds and especially of distinguished BAME or women candidates would be particularly welcome.

Nomination forms, available online at https://www.cam.ac.uk/system/files/honorary_degrees_nomination_form_updated_2018.docx, should be submitted in confidence to HonoraryDegrees@admin.cam.ac.uk

Lecture-list, 2020–21

The lecture-list for 2020–21 is available at <https://www.timetable.cam.ac.uk>. Queries regarding lecture-lists and their availability should be directed to the Department concerned.

Regent House Petitions site

The Regent House Petitions site is designed to help members of the Regent House circulate and sign proposals relating to the University's governance processes and is available to those on the current Roll¹ at <https://universityofcambridgecloud.sharepoint.com/sites/RegentHousePetitions> [Regent House members only].

Detailed guidance and example petitions are available along with general links to information on the role and powers of the Regent House. Information about the Petitions site and the pdf guidance documents on raising and signing petitions have also been added to the University governance site, which is publicly accessible (see <https://www.governance.cam.ac.uk/governance/key-bodies/RH-Senate/Pages/RH-Petitions.aspx>).

The Petitions site is only available to current members of the Regent House,¹ who should use their University UIS account (crsid@cam.ac.uk) to log in. The site is hosted in the University's SharePoint Online environment; any members who have yet to use their University Microsoft account may need to sync their accounts to gain access to the Petitions site (see <https://help.uis.cam.ac.uk/withdrawn/exol-migration/exol-help/migration-guides/migration-process/check-password-sync>).

¹ The current list (Roll) of members of the Regent House was promulgated on 6 November 2019 and is available at https://www.admin.cam.ac.uk/reporter/regent_house_roll/. Access to the site will be amended to align with the new Roll when it is promulgated on 6 November 2020.

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, 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* and queries concerning content should be sent by email to reporter.editor@admin.cam.ac.uk. 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 complete the form 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 active Raven accounts. Separate pdf versions are provided as appropriate.

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* office 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 Caroline Humphrey Professorship of the Anthropology of Inner Asia**

The Council has appointed members of the *ad hoc* Board of Electors to the Caroline Humphrey Professorship of the Anthropology of Inner Asia as follows:

- Professor Andy Neely, *SID*, in the Chair as the Vice-Chancellor's deputy
- (a) *on the nomination of the Council*
 Professor Ruth Mandel, *University College London*
 Professor Charles Stafford, *London School of Economics and Political Science*
- (b) *on the nomination of the General Board*
 Professor Tim Harper, *M*
 Professor Morten Axel Pedersen, *University of Copenhagen*
 Professor Emma Widdis, *T*
- (c) *on the nomination of the Faculty Board of Human, Social and Political Science*
 Professor James Laidlaw, *K*
 Dr Yael Navaro, *N*
 Professor Joel Robbins, *T*

Electors to the El-Erian Professorship of Behavioural Economics

The Council has appointed members of the *ad hoc* Board of Electors to the El-Erian Professorship of Behavioural Economics as follows:

- Professor Stephen Toope, *CLH*, in the Chair
- (a) *on the nomination of the Council*
 Professor Diane Coyle, *CHU*
 Professor Michael Kenny, *F*
 Professor Jason Sharman, *K*
- (b) *on the nomination of the General Board*
 Professor Sarah-Jayne Blakemore
 Dr Meredith Crowley, *JN*
 Professor Anna Vignoles, *JE*
- (c) *on the nomination of the Faculty Board of Economics*
 Professor Philip Allmendinger, *SID*
 Dr Christian Krekel, *London School of Economics and Political Science*

Electors to the Sinyi Professorship of Chinese Management

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

- Professor David Cardwell, *F*, in the Chair as the Vice-Chancellor's deputy
- (a) *on the nomination of the Council*
 Professor Tom Lawrence, *University of Oxford*
 Professor Tammam Zilber, *Hebrew University of Jerusalem*
- (b) *on the nomination of the General Board*
 Professor Shahzad Ansari, *ED*
 Professor John Dennis, *SE*
 Professor Anita McGahan, *University of Toronto*
- (c) *on the nomination of the Faculty Board of Business and Management*
 Professor Yasemin Kor
 Professor Christoph Loch, *PEM*
 Professor Davide Ravasi, *University College London*

Electors to the Regius Professorship of Greek

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

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

(a) *on the nomination of the Council*

Professor Ineke Sluiter, *Universiteit Leiden*

Professor Victoria Wohl, *University of Toronto*

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

Professor Francis Stephen Halliwell, *University of St Andrews*

Professor Timothy John Guy Whitmarsh, *JN*

Professor Christopher John Young, *PEM*

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

Dr Renaud Gagne, *PEM*

Dr Myrto Hatzimichali, *HO*

Professor Stephen Phelps Oakley, *EM*

Electors to the Professorship of Mathematical Physics (1967)

The Council has appointed members of the *ad hoc* Board of Electors to the Professorship of Mathematical Physics (1967) as follows:

Professor Dame Athene Donald, *CHU*, in the Chair as the Vice-Chancellor's deputy

(a) *on the nomination of the Council*

Professor Natalia Berloff, *JE*

Professor Edmund Copeland, *University of Nottingham*

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

Professor Ben Allanach

Professor Colm-Cille Caulfield, *CHU*

Professor Jan De Boer, *University of Amsterdam*

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

Professor Mirjam Cvetič, *University of Pennsylvania*

Professor Nigel Peake, *EM*

Professor David Tong, *T*

Electors to the Harding Professorship of Statistics in Public Life

The Council has appointed members of the *ad hoc* Board of Electors to the Harding Professorship of Statistics in Public Life as follows:

Professor Dame Athene Donald, *CHU*, in the Chair as the Vice-Chancellor's deputy

(a) *on the nomination of the Council*

Professor Christl Donnelly, *University of Oxford*

Professor Nigel Peake, *EM*

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

Professor Charlotte Deane, *University of Oxford*

Professor Bernard Silverman, *University of Nottingham*

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

Professor Ioannis Kontoyiannis, *DAR*

Professor James Norris, *CHU*

Professor Richard Samworth, *JN*

Advisory Committee for the appointment of the Director of the Judge Business School

The General Board has appointed members of the Advisory Committee for the appointment of the Director of the Judge Business School as follows:

Professor Stephen Toope, *CLH*, in the Chair
 Professor Mary Barth, *Stanford Graduate School of Business*
 Professor Amoud De Meyer, *Singapore Management University*
 Professor John Dennis, *SE*
 Ms Karin Forseke
 Professor Jennifer Howard-Grenville, *TH*
 Professor Bart Lambrecht, *Q*
 Professor Jaideep Prabhu, *CL*
 Professor Paul Tracey, *HH*

Advisory Committee for the Appointment of N. M. Rothschild & Sons Professorship of Mathematical Sciences and the Director of the Isaac Newton Institute for Mathematical Sciences

The General Board have appointed members of the Advisory Committee for the appointment of the N. M. Rothschild & Sons Professorship of Mathematical Sciences and the Director of the Isaac Newton Institute for Mathematical Sciences as follows:

Professor Dame Ann Dowling, *SID*, in the Chair
 Professor Colm-Cille Caulfield, *CHU*
 Professor Patrick Foulon, *Centre International de Rencontres Mathematiques (CIRM)*
 Professor Valerie Isham, *University College London*
 Professor Frank Kelly, *CHR*
 Dr Ewan Kirk, *GAM Systematic Cambridge*
 Professor Dame Frances Kirwan, *University of Oxford*
 Professor James Norris, *CHU*
 Professor Nigel Peake, *EM*
 Professor Caroline Series, *University of Warwick*
 Professor Reidun Twarock, *University of York*

Elections to the Slade Professorship of Fine Art, 2020–2025

The following persons have been elected by the *ad hoc* Board of Electors to the Slade Professorship of Fine Art:

2020–21 Professor Philippe Descola, *Collège de France*
 2021–22 Dr Maria Balshaw, *Tate Galleries*
 2022–23 Professor Kavita Singh, *Jawaharlal Nehru University*
 2023–24 Professor Pascal Griener, *Université de Neuchâtel*
 2024–25 Professor Farshid Moussavi, *Harvard University Graduate School of Design*

Vacancies in the University

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

Caroline Humphrey Professorship of the Anthropology of Inner Asia in the Department of Social Anthropology; tenure: from 1 September 2021 or as soon as possible thereafter; informal enquiries: Professor James Laidlaw, Convenor of the Board of Electors (email: jal6@cam.ac.uk or tel.: 01223 330909); closing date: 1 December 2020; further details: <http://www.jobs.cam.ac.uk/job/27128>; quote reference: JB24228

University Lectureships in Machine Learning and Computer Vision (two available) in the Department of Engineering; salary: £41,526–£52,559; closing date: 2 November 2020; further details: <http://www.jobs.cam.ac.uk/job/23622/>; quote reference: NM21070

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**Director of Medical Education (Clinical Dean)***(Statutes and Ordinances, p. 634)***(with immediate effect)**

The General Board, on the recommendation of the Faculty Board of Clinical Medicine, has revised the General Board Regulations for the office of Director of Medical Education, to confirm that the office is to be held coterminously with the officeholder's clinical appointment and to change the title of the office to Clinical Dean, a title used at other medical schools in the UK and abroad. The opportunity is also being taken to make some other changes to bring the appointment process into line with the process under Special Ordinance C (x).

Director of Medical Education.

By rescinding the regulations for the office of Director of Medical Education and replacing them with the following regulations:

CLINICAL DEAN

1. Appointments and reappointments to the University office of Clinical Dean in the Faculty of Clinical Medicine shall be made by a Selection Committee constituted under Special Ordinance C (x).
2. Appointment shall be subject to the satisfactory completion of a three-year period of probation, unless the waiver of this requirement is recommended by the Selection Committee and approved by the Head of the School.
3. On confirmation of appointment, the Clinical Dean shall hold office, subject to the provisions of Statute C or any Special Ordinance made under it, until the retiring age, so long as the person appointed satisfactorily performs the duties of the office.
4. The Council of the School of Clinical Medicine shall have power to direct, either of its own motion or on the recommendation of the Faculty Board, comparable authority, or Selection Committee concerned, that appointment to the University office of Clinical Dean shall be for a fixed term, which may be shorter than the period specified in Regulation 3 above.

Title of Honorary Professor

In accordance with the regulations for the titles of Honorary Professor and Honorary Reader (*Statutes and Ordinances, 2019, p. 690*), and on the recommendation of the Faculty Boards concerned, the General Board have conferred on the persons named the, following titles:

For three years with effect from 1 October 2020:*Honorary Professor of Circadian Neurobiology*

Dr Michael Hastings, MRC Laboratory of Molecular Biology, in the Department of Physiology, Development and Neuroscience

Honorary Professor of Music

Professor Susan Rutherford, University of Manchester, in the Faculty of Music

For five years with effect from 1 October 2020:*Honorary Professor of Experimental Cardiology*

Professor Andrew Grace, Department of Biochemistry and the Royal Papworth Hospital, in the Department of Biochemistry

Honorary Professor of Translational Gastroenterology

Dr Miles Parkes, Department of Medicine and the Addenbrooke's Hospital, in the Department of Medicine

NOTICES BY FACULTY BOARDS, ETC.**Electronic calculators in University examinations, 2020–21**

The Faculty Boards and other authorities concerned give notice that in the following examinations in 2020–21 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; nor are they permitted in the subject Mathematics for Part IB of the Natural Sciences 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)
 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 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 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 Part IA will not 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*Computer Science and Technology*

The Chair of the Faculty Board of Computer Science and Technology gives notice that the Teaching Conference and Annual Meeting of the Faculty will be held at 2.15 p.m. on Tuesday, 10 November 2020, by videoconference. All members of the Faculty are invited to attend and joining instructions will be circulated to all Faculty members ahead of the meeting.

Divinity

The Annual Meeting of the Faculty of Divinity will be held at 2.15 p.m. on Thursday, 29 October 2020, via Zoom. The business to be discussed will include the Chair's report and the election, in accordance with the General Regulations for the Constitution of the Faculty Boards (*Statutes and Ordinances*, 2019, p. 615), of two members of the Faculty Board to serve for four calendar years in class (c), from 1 January 2021. Nominations for the posts in class (c) must be seconded, and the consent of the candidate obtained in advance, and should reach the Administrative Officer, Faculty of Divinity, West Road, Cambridge, CB3 9BS, not later than Wednesday, 21 October 2020. Notice of any other business to be discussed should reach the Administrative Officer by the same date.

REPORTS

Report of the Council on the establishment of a Property Board

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

1. This Report proposes that a Property Board be established in Ordinance to oversee the development, management and stewardship of the University's non-operational estate, including the West and North West Cambridge sites, reporting to the Council's Finance Committee. The new Board would be an evolution of the West and North West Cambridge Estates (WNWCE) Board, which would be dissolved.

2. In March 2016, the North West Cambridge Audit Group tasked with investigating the background to projected cost overruns for Phase 1 of the North West Cambridge development made a series of recommendations to improve the Development's governance arrangements (*Reporter*, 2015–16: 6400, p. 53; 6421, p. 442). These included:

- (a) the development of clear business cases for each phase that would then serve as business plans against which performance could be measured;
- (b) the reconstitution of the (then) North West Cambridge Syndicate as a Board, with suitably enhanced membership, objectives, support, accountability, and performance review (*Reporter*, 2015–16: 6426, p. 545; 6433, p. 783);
- (c) a simplified reporting structure from the Project Director to the Board to the Council, keeping the Finance Committee informed, and with oversight by a Chief Financial Officer; and
- (d) periodic independent review and challenge by an external organisation.

3. The Council endorsed the recommendations in principle and most have now been adopted.¹ However, certain challenges remain, mainly relating to the wider context of the University's non-operational property portfolio, in particular:

- (a) continued confusion over the University's objectives and plans for the WNWCE Board and delivery team;
- (b) perceived lack of connection between the WNWCE Board and wider University governance, with consequences for reporting, especially early reporting of difficulties;
- (c) misalignment of objectives with outcomes, suggesting incomplete adoption of the Audit Group's recommendations on performance measurement and review; and
- (d) inefficiencies and confusions caused by the division of the WNWCE organisation from all other non-operational property, which is currently developed and managed by the Estates Division.

4. The proposed Ordinance, set out in Annex A, sets out the new Board's membership and remit, including objectives for the Board in relation to the non-operational estate. These new objectives embed enhanced planning, reporting and performance measures within the relationship between the Finance Committee and the Property Board. These are expanded in the terms of reference (in Annex B), which set out the principal measures that will be adopted,

including the submission by the Board of an indicative five-year rolling business plan, and a more detailed one-year business plan and budget, both for approval by the Finance Committee, and regular reporting to the Committee on performance against plan and against budget. To the extent not within the approval of the one-year business plan and budget, further investment in individual projects would be subject to staged business case approval by the Finance Committee until final investment decision.

5. The Board would be directly accountable to the Finance Committee. This would help address challenges around outcomes, since the Finance Committee can, under its existing authority, control and monitor financial approvals and delegations to ensure that projects only proceed if they continue to meet the stated objectives at each stage in the evolution of development proposals. The Finance Committee already has formal responsibility for the non-operational estate and for capital investment in non-operational development. It also has the expertise to interrogate financial plans, reports and performance for clear objectives linked to outcomes. The Finance Committee would then report to the Council. Any changes to the terms of reference would be submitted for approval to the Finance Committee and, if they concerned the parts in Ordinance, to the Council for submission by Grace.

This represents a modification of the Audit Group's proposed governance structure, which has the Board part-report to the Finance Committee, and aligns with the Audit Group's overall finding that reporting lines should be simplified (and are typically linear for comparable public sector projects). In practice, splitting reporting between the Council and the Finance Committee has compromised clarity over which body has direct responsibility, and to whom the Board is accountable. The Council will continue to receive regular reports from the Finance Committee, including those concerning the Board's work.

6. As the body with responsibility for the oversight of the whole non-operational portfolio, the new Property Board would assume the responsibilities currently assigned to the WNWCE Board. The membership of the current WNWCE Board (listed in Annex C) would be migrated across to the Property Board, taking advantage of the recent strengthening of external expertise on the Board. A new external chair would be appointed, replacing the current interim chairing arrangements.

7. This proposal is part of a set of changes to create a more effective governance structure for the oversight of the University's entire (operational and non-operational) estate. The Council has recently approved a reorganisation of existing resources to establish a Property Group within the Estates Division, which would support the new Board's work. The Group will bring together the existing North West Cambridge development team with colleagues in the Estates Division to provide a new executive team focusing on property and infrastructure development activities within the University. It will be led by a Director of Property Development, reporting to the Director of Estates,

¹ All of the Audit Group's first report's recommendations have been implemented and all of the actions associated with those relating to its second report have been taken. The two main outstanding matters (in relation to future phases, the development of a business case and a project governance regime for the independent review and challenge before major project decisions) will only be completed with the finalisation of the plans for Phase 2 of the North West Cambridge development, which has been paused.

who will be recruited in the coming months, replacing the currently vacant role of North West Cambridge Development Project Director. The Group will work to the Property Board on the development of projects in the non-operational estate and to the Planning and Resources Committee in relation to those in the operational estate.

8. If this Report's recommendations are approved, the Sites and Buildings Regulations will be updated to acknowledge the new Board's powers and revisions, and published by Notice following approval by the Council, the General Board and the Finance Committee.

9. The Council recommends:

- I. That a Property Board be established in the University, to be governed by the Ordinance as set out in Annex A.
- II. That the Ordinance for the West and North West Cambridge Estates Board (*Statutes and Ordinances*, 2019, p. 122) be rescinded.
- III. That Regulation 5 of the Ordinance on Financial Matters (*Statutes and Ordinances*, 2019, p. 1049) be amended to read as follows:

5. Regulations 2–4 shall not apply to the finance and property of the University Press, which shall be governed by Statute J and by the Ordinance for the Press Syndicate made under that Statute. Regulation 2 shall not apply in connection with the development, management and stewardship of the University's non-operational estate, which shall be governed by the Ordinance for the Property Board made under Statute A VI 1.

5 October 2020	STEPHEN TOOPE, <i>Vice-Chancellor</i>	NICHOLAS GAY	MARK LEWISOHN
	MADLEINE ATKINS	DAVID GREENAWAY	BEN MARGOLIS
	GAENOR BAGLEY	JENNIFER HIRST	RICHARD PENTY
	R. CHARLES	NICHOLAS HOLMES	FREDDIE POSER
	STEPHEN J. COWLEY	FIONA KARET	ANDREW SANCHEZ
	SHARON FLOOD	CHRISTOPHER KELLY	MARK WORMALD
	ANTHONY FREELING	PHILIP KNOX	JOCELYN WYBURD

ANNEX A: Ordinance for the Property Board

PROPERTY BOARD¹

1. The purpose of the Property Board is to direct the development, management and stewardship of the University's non-operational estate.

2. The objectives of the Board are:

- (a) to optimise the positive net present value of the non-operational estate (and so financial returns to the University) through its development, operation and/or disposal;
- (b) to pursue investment and development opportunities that:
 - (i) in all cases deliver the same or greater returns as high-quality projects in the external market with a comparable risk and return profile;
 - (ii) meet property-related strategic priorities that fall outside the University's operational estate, including the University's sustainability targets;
 - (iii) where appropriate, integrate non-operational property activities with core University uses, including research; and
 - (iv) where relevant, have secured approved funding from either internal or external sources such that the expected rate of return on the residual investment is the same or greater than the return an arm's length commercial investor would expect for an investment of comparable risk;
- (c) to work collaboratively with the wider University and foster community and innovation in its development of the non-operational estate; and
- (d) to drive efficiency in the use of non-operational land and built estate.

3. (a) In the pursuit of its objectives, the Board may exercise the authority of the Finance Committee to invest capital and fund operating costs, but only at levels, and according to a process, that the Finance Committee shall specify in writing at least annually.

(b) In exercising its authority under Regulation 3(a), the Board has authority to exercise the powers of the University in the name of the University, except as the Statutes and Ordinances otherwise provide.

¹ For the terms of reference of the Property Board, see *Reporter*, [reference to be added].

4. The membership of the Board comprises nine members appointed by the Council, for up to two consecutive terms of four years:

- (a) an external chair with relevant expertise;
- (b) six external members with relevant expertise; and
- (c) two members of the Regent House.

At least one member of the Board in any class shall also be a member of the Finance Committee and at least one also a member of the Council (or at least one who is also a member of both the Finance Committee and the Council). For those member(s), if their Finance Committee or Council membership ceases, Board membership will simultaneously cease.

5. No business may be transacted unless a quorum of at least four members is in attendance, including either the chair or a deputy appointed from among the members in class (b), and at least one member in class (c).

6. The Board shall report to the Finance Committee through quarterly and annual reports and accounts, and/or by such other means as the Finance Committee determines. The Finance Committee shall report onward to the Council.

ANNEX B: Terms of Reference for the Property Board¹

Purpose

1. The purpose of the Property Board is to direct the development, management and stewardship of the University's non-operational estate.

Objectives

2. The objectives of the Board are:

- (a) to optimise the positive net present value of the non-operational estate (and so financial returns to the University) through its development, operation and/or disposal;
- (b) to pursue investment and development opportunities that:
 - (i) in all cases deliver the same or greater returns as high-quality projects in the external market with a comparable risk and return profile;
 - (ii) meet property-related strategic priorities that fall outside the University's operational estate, including the University's sustainability targets;
 - (iii) where appropriate, integrate non-operational property activities with core University uses, including research; and
 - (iv) where relevant, have secured approved funding from either internal or external sources such that the expected rate of return on the residual investment is the same or greater than the return an arm's length commercial investor would expect for an investment of comparable risk;
- (c) to work collaboratively with the wider University and foster community and innovation in its development of the non-operational estate; and
- (d) to drive efficiency in the use of non-operational land and built estate.

Delegated authority

3. In the pursuit of its objectives, the Board may exercise the authority of the Finance Committee to invest capital and fund operating costs at levels, and according to a process, that the Finance Committee shall specify in writing at least annually.

4. In exercising its authority under paragraph 3, the Board has authority to exercise the powers of the University in the name of the University, except as the Statutes and Ordinances otherwise provide.²

Responsibilities

Recommends

5. The Board recommends to the Finance Committee:

- (a) annually, a five-year rolling business plan for the non-operational estate that fulfils the Board's objectives, together with a detailed one-year business plan setting out the planned development activities and annual budget of the Property Group;
- (b) as needed, business cases for all individual property development projects within the non-operational estate, in respect of new investment commitments, not already approved as part of the annual business plan or which are outside the Finance Committee's delegation to the Board;
- (c) as needed, any material changes to approved business cases for projects or existing uses of assets within the non-operational estate; and
- (d) annually, a report on the performance of the non-operational estate, including a valuation, and audited financial statements.

¹ For those terms established by the Ordinance for the Property Board, see [reference to be added].

² For a summary, see the Sites and Buildings Regulations (Schedule 4 – Specific Operational Approvals) reproduced in the *Statutes and Ordinances* (p. 1068).

Approves

6. The Board approves levels of financial authorisation for the Property Group.
7. The Board approves the establishment of any sub-committees of the Board and appointments to those sub-committees.

Supervises

8. The Board is responsible for the implementation and delivery of the approved five-year rolling business plan for the non-operational estate, including:
 - (a) the development of the non-operational estate to plan and budget, including the delivery of approved projects in accordance with their individual business cases, through the Property Group;
 - (b) the efficient management of the non-operational estate to optimise returns on property assets, through the Property Group; and
 - (c) the performance of the Director of Property Development and Property Group against the annual business plan.
9. With the advice of its Property Advisory Committee, the Board is responsible for scrutinising all non-operational property proposals and transactions, including the performance of due diligence, risk assessment and financial analysis.

Membership

10. The membership of the Board comprises nine members appointed by the Council, for up to two consecutive terms of four years:
 - (a) an external chair with relevant expertise;
 - (b) six external members with relevant expertise; and
 - (c) two members of the Regent House, normally expected to be a Pro-Vice-Chancellor with an appropriate remit and a member of the academic community.

At least one member of the Board in any class shall also be a member of the Finance Committee and at least one also a member of the Council (or at least one who is also a member of both the Finance Committee and the Council). For those member(s), if their Finance Committee or Council membership ceases, Board membership will simultaneously cease.

11. The Board may invite other persons to attend for the whole of meetings of the Board or for particular items of business.

Meetings

12. The Board shall meet at least six times per year, and as often as required to fulfil its purpose. Meetings will have pre-circulated agendas and papers and agreed minutes and actions.
13. No business may be transacted unless a quorum of at least four members is in attendance, including either the chair or a deputy appointed from among the members in class (b), and at least one member in class (c).
14. In any vote, each member in attendance at the meeting will have a single vote and voting will be decided by a simple majority of the members in attendance. If two sides receive an equal number of votes, the chair may make a second, casting vote.
15. The Board may approve business between meetings by circulation, except that no business will be approved by circulation if any member requests that it be discussed at a meeting.
16. Conflicts of interest in relation to the business of the Board will be handled as follows:
 - (a) Members must declare to the chair any actual or perceived conflict of interest. The chair will determine whether or not a conflicted member should participate in discussion and/or decisions relating to relevant items.
 - (b) The chair must declare to the Board any actual or perceived conflict and appoint a deputy to take the chair for that item. The deputy chair will determine whether or not the chair should participate in discussion and/or decisions relating to relevant items.
 - (c) Conflicts of interest will be recorded in the minutes.
17. The business of the Board is confidential unless expressly stated otherwise. Members are required to respect that confidentiality.

Reporting and review

18. The Board shall report to the Finance Committee through quarterly and annual reports and accounts, and/or by such other means as the Finance Committee determines. The Finance Committee shall report onward to the Council.
19. The Board shall review its performance annually and its terms of reference every three years. The Board shall refer any changes to its terms of reference to the Finance Committee for approval, and any changes to those terms also in Ordinance to the Council and the Regent House.

ANNEX C: Membership of the West and North West Cambridge Estates Board

If the recommendations of the Report are approved, the current Board's membership, listed below, would be transferred to the proposed Property Board and a new external chair would be appointed.

Mr Graham Matthews (Chair)	Director of Estates
Professor Andrew Neely	Pro-Vice-Chancellor; member of the Regent House
Mr Tim Harvey-Samuel	Member of the Regent House
Ms Sharon Flood	Member of Council; external member
Mr Roger Bright	External member
Mr Stephen Barter	External member
Ms Mary Parsons	External member
Ms Karima Fahmy	External member
Mr Richard Meier	External member
Mr Graham Orton	External member

Pending approval of the revised arrangements, the Director of Estates took over as interim Chair of the Board on 4 March 2020, replacing Mr Roger Bright. Mr Bright has agreed to remain an external member of the Board until 31 December 2020, to provide continuity.

ACTA**Congregation of the Regent House on 1 October 2020: Election and admission of the Proctors**

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 2020–21.

TIMOTHY KEITH DICKENS, of Peterhouse, and FRANCIS KNIGHTS, of Fitzwilliam College retired from the office of Proctor and surrendered (by Deputy for Dr Dickens) the insignia of their office to the Vice-Chancellor.

KAREN OTTEWELL, of Emmanuel College, and ANNAMARIA MOTRESCU-MAYES, of Clare Hall, were elected to the office of Proctor for the year 2020–21, were admitted to that office by the Vice-Chancellor, and took up the insignia of their office.

JOHN KENNETH FAWCETT, of Churchill College, and MARK STEPHEN SMITH, of Clare College, were admitted to the office of Pro-Proctor for the year 2020–21.

GEMMA LUCY BURGESS, of St Edmund's College, FRANCIS KNIGHTS, of Fitzwilliam College, and GORDON CHESTERMAN, of St Edmund's College, were elected as Deputy Proctors for the year 2020–21, and made their public declaration in accordance with Statute C IV 3.

VICE-CHANCELLOR'S ADDRESS TO THE UNIVERSITY

Following the Congregation, the Vice-Chancellor live-streamed the following address to the University from the Senate-House:

Preamble

Colleagues, Students, Alumni and Friends,

I am glad to be speaking to the University once again, as is traditional, from the Senate-House. Though far fewer of us than usual can gather here today, I am immensely pleased to share this annual Address to the University with many more of you online. Circumstances have kept us physically apart, but technology allows us to be closer than ever before – something to be glad of these days.

Earlier today, with full ceremony, we held the first Congregation of the new academic year, and the annual election of the Proctors and their Deputies took place. I congratulate Dr Karen Ottewell and Dr Annamaria Motrescu-Mayes on their election, and on being the first pair of women Proctors to hold that office together. Let me also thank the retiring Proctors, Dr Timothy Dickens and Mr Francis Knights and those who supported them over the past year.

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

Our Deputy High Steward, Mrs Anne Lonsdale, steps down after more than a decade as one of the High Officers.

Amongst Heads of House, Professor The Lord Eatwell at Queens' College, who steps down after 23 years in post; Professor Mary Fowler at Darwin College; Lord Williams of Oystermouth at Magdalene College; and Professor David Ibbetson at Clare Hall.

A year ago I had the melancholy task of marking not the retirement but the death in service of Professor Sir Christopher Dobson at St John's. Professor Tim Whitmarsh has led that College as Vice-Master through the year, and on to its next mastership.

It gives me great pleasure to formally welcome Ms Heather Hancock as Master of St John's College; Dr Mohamed El-Erian, as President of Queens' College; Professor Sir Christopher Greenwood, as Master of Magdalene College; Dr Mike Rands, as Master of Darwin College; and Professor Alan Short, as President of Clare Hall.

Amongst others, Professor Phil Almendinger recently stepped down as Head of School of the Humanities and Social Sciences, and our Director of Human Resources, Emma Stone, left us after nearly 30 years to take up a senior post overseas.

With sadness, we commemorate University colleagues who died in post over the past academic year:

Kevin Beckett, of the Department of Biochemistry;
 Dr Amit Bhasin, of the Department of Pathology;
 Thomas Hardcastle, of the Cancer Research UK Cambridge Institute;
 Sandra Hobbs, of the Estates Division;
 Carl Hogsden, of the Department of Chemistry;
 Thomas Horner, of the University Library;
 Hannah Kvan, of the Fitzwilliam Museum;
 Jennifer Marchant, of the Fitzwilliam Museum;
 Jack Merritt, of the Institute of Criminology;
 Professor Sucheta Nadkarni, of the Judge Business School;
 Richard Nash, of the Proctors' and Marshal's Office;
 Karen Peachey, of the Institute of Continuing Education;
 Jo Stevens, of the Student Operations Team;
 Keith Sumerhill, of the MRC Epidemiology Unit; and
 Michael Wakelam, of the Babraham Institute.

With the City we mourn the death of Allan Brigham, honorary graduate of the University, local historian and guide.

Over the past few days, many colleagues have started working in reopened University buildings, and it has been good to regain a sense of partial normality – even though we know that things are far from normal.

To remark that the past year has been unusual is an understatement. We have grown accustomed to hearing – and to saying – how extraordinary, how unprecedented, how strange the last few months have been. Yet long before most of us had even heard about COVID-19, the academic year already felt momentous – punctuated by great joy and by unspeakable grief.

Only a week after I last stood here a year ago, the Nobel Committee awarded the 2019 Nobel Prize for Physics to three scientists including our very own Didier Queloz, for the discovery of the first known planet outside our solar system orbiting another sun-like star. The day before, the Nobel Prize in Physiology or Medicine had been awarded to a Cambridge alum, Peter Ratcliffe. How we rejoiced at the news. How we still rejoice.

But the first term of the academic year, which began with such promise, came to a close shrouded in shock and sorrow following the fatal attack at an event in London hosted by the University's Learning Together Programme.

Let us remember today Saskia Jones and Jack Merritt, who left an indelible mark through their involvement with Learning Together.

Let us remember today those colleagues who experienced those terrible moments, and whom we are fortunate to have with us still.

Let us remember today the many selfless acts of courage and kindness that took place amid the horror, and in its aftermath.

Some light and hope came with the release, in January, of Peter Biar Ajak, a doctoral student from Trinity who had been arrested in South Sudan and imprisoned for a year and a half without trial. Today we can celebrate the news that, only days ago, Peter submitted his final Ph.D. thesis, and he has now been approved for his degree.

A message of thanks

In my Address today, I wish to deliver three simple messages:

A message of thanks to our community;
 A message of tremendous pride in our community;
 And finally, a message of aspiration for the year ahead.

The world has experienced a disruption unlike any of us have ever known in our lifetimes. Things that seemed unimaginable when I delivered this Address a year ago – the clear and present risk to public health, the shutting down of our institutions, the cutting off of our social contacts – were, quite suddenly, the new pattern of our lives.

The pandemic has affected us in ways we are only beginning to understand. We are confronted with deep uncertainty. We grieve for friends, for relatives and for colleagues who have been taken from us. We stand in solidarity with those who have become ill, or found themselves isolated, or who must care for others. And like people the world over, we dare to dream of better days.

But it fills me with gratitude to remember how, at the moment of greatest challenge, our collegiate community rallied and rose to the occasion. I wish to express my profound thanks to all of you – students, staff, alumni and friends of the University – for your efforts over the past seven months.

From the earliest days of the pandemic, the University's Advisory Group on Communicable Disease, and our Occupational Health and Safety Teams, have been an indispensable source of advice – and a key point of contact with public health authorities. Various dedicated COVID teams and taskforces have brought together University and college officers to advise on policies and protocols, and to agree on communications.

College colleagues – from Heads of House, Senior Tutors and Bursars to college nurses, domestic staff, catering managers and porters – were swift in responding when our students were asked to return to their homes – and made huge efforts to care for those who stayed behind. At a time of national crisis, there were offers from our Colleges and from our Institute of Continuing Education to house key health workers. Working with a national charity, one of our colleges – St Catharine's – provided temporary accommodation for victims of domestic abuse in need of a safe space.

When it was in critically short supply, University departments collected spare personal protection equipment for frontline health workers, while our alumni made generous donations for further purchases.

In response to the urgent need for diagnostic testing, and in partnership with Astra Zeneca and GSK, a brilliant team scrambled to assemble a University-based testing facility in record time, a *vital* – and never has that word been used more purposefully – contribution to the national effort to hold the disease at bay.

Facilities managers, heads of institution and departmental administrators were extraordinarily effective in closing down more than 300 buildings safely and securely – and later, in managing the fraught process of reopening most of them. Colleagues in Faculties, Departments and Colleges worked tirelessly to modify the ways in which teaching was delivered to our students.

Within weeks, the University's Education Services and University Information Services had managed to move methods of assessment online – so successfully, in fact, that many University departments have said they'd like to continue to try new methods rather than revert to paper-based examinations.

All of us, across the collegiate University, adapted almost overnight to new ways of working. The University's Information Services helped University staff to quickly move online, and enabled new (and now common) forms of interaction. And it was colleagues in our Human Resources division who produced the guidance for these new ways of working, and developed new systems to ensure business-critical activities could continue. The University Counselling Service, under the pressure of increased demand, moved quickly to offer remote support. Cambridge University Press responded to the global lockdown by making much of its academic and educational content freely available. With families across the world having to support and supplement their children's education, the University's mathematical outreach resources were getting up to 1.25 million views globally every week.

There was no end to the creativity shown by our community in its efforts to see us through the critical period. It was a joy to see our libraries, our museums and our Botanical Garden offering online resources at a time when we were all thirsty for beauty and for a sense of connection. Our Postdoctoral and Entrepreneurial Societies created digital well-being and support channels for the wider community. Our Sports Division found new ways to engage staff and students even when facilities were closed. Our students turned the disappointing cancellation of May Week into a rallying call for support to local charities.

More recently, when the COVID-related disruption of national exams caused disarray for university admissions systems, our Admissions teams pulled off the extraordinary feat of ensuring that *all* students who made their offer, in whatever way, were admitted for 2020 if they still wanted to come. As a result, and thanks to the flexibility of Faculties, Departments and Colleges, we are today welcoming a record number of new undergraduates – and more international students than ever before.

It is now clear that widespread testing will be essential to ensuring that Cambridge – the University and the City – is as safe an environment as possible. So over the summer, scores of colleagues have been involved in setting up and managing the University's sites for testing of symptomatic staff and students. Thanks to those colleagues, the University will now be able to offer a unique programme of asymptomatic pooled testing for students in College accommodation, one that we hope can be a source of needed innovation across the country.

Good communications are essential in any crisis, and our Office of External Affairs and Communications has been unstinting in its efforts to keep our community informed and engaged throughout. It has played a particularly critical role in the design and implementation of our public health campaign, 'Stay Safe Cambridge Uni', on which we have worked closely with student and trade union representatives.

We all owe all of them – *all of you* – a huge debt of gratitude.

The gardeners, the groundskeepers, the security guards... The lecturers, the lab technicians and librarians... Thousands whose commitment has seen us through the past few months. This has truly been a collective effort. If, as a collegiate community, we have managed to achieve the position we are in today, it is because of your dedication and your generosity.

From the bottom of my heart, I thank you – one and all.

A message of pride

My gratitude is matched only by my tremendous pride in the University's accomplishments over the past year. It has been a thrill to witness, over and over again, our community's creativity, resilience and resourcefulness. I do not wish to dwell only on the pandemic, but let me start by mentioning briefly some of the COVID-related achievements:

We know how long it can take in a University like ours to get even the best ideas off the ground. And yet, faced with a global health emergency, our researchers jumped into action. One of our departments, the Cambridge Institute for Therapeutic Immunology and Infectious Disease, pivoted almost the entirety of its research towards understanding and treating COVID-19. Dozens of new research projects on COVID's nature and transmission have been launched, as well as on therapeutics and vaccine research.

There are live research projects on the impact of COVID on mental health and social behaviour. There are research projects on NHS capacity, on PPE, and on the logistics and supply chains for frontline resources. And there is a large number of new research projects on post-COVID recovery, including studies on the economic impact of the pandemic on social and educational equality, and crucially, on how we can prevent future pandemics. Cambridge epidemiologists, pathologists, immunologists, mathematicians and veterinary scientists are helping the government – and the public – better understand the disease.

The University is leading a major alliance of UK research institutions using Cambridge's world-leading expertise in genomics to map the spread of COVID-19. This has already helped the NHS manage outbreaks of the disease and prevent hospital-acquired infections.

A team from the Department of Engineering's Whittle Laboratory, working with colleagues from the Institute for Manufacturing and in collaboration with a manufacturer in South Africa, designed an award-winning low-cost open source ventilator for use in low income countries.

Just recently, the University joined a Trinity College-sponsored coalition of some of the world's leading businesses and academic and technology institutions to launch 'The Trinity Challenge' – a global competition offering a £10m prize fund for breakthrough solutions to ensure the world is better protected against future health emergencies.

We often remark on the University of Cambridge's mission: to contribute to society through education, learning and research. I cannot think of a more powerful contribution to society than our University's response to this pandemic.

But let's not forget that, in this unusual year, there have been many more examples of exceptional achievement – and I don't just mean the superb wins by both the men's and women's rugby teams at the 2019 Varsity match, or the Light Blues' victory in the rescheduled cricket match that took place earlier this month.

Last year I emphasised our commitment to making Cambridge a place that is open and accessible to the most talented students, no matter where they are from. Our outreach efforts have intensified, notably through the 'Get-In Cambridge' campaign, which – alongside the open spirited generosity of Stormzy – has seen us admit Black students in record numbers.

The work of widening access is never done, but I am hugely encouraged to see that we are taking strides in the right direction. We have the highest ever proportion of state school students arriving this year – 70% of our freshers – as well as greater numbers from areas of low participation. In fact we have surpassed all our annual widening access targets.

Across the University, work has continued at pace to prepare our Foundation Year, aiming to address educational disadvantage and further expand our applicant pool. We will be welcoming the first cohort of students in October 2022.

We are committed to widening participation among postgraduate students, too, and have now appointed a dedicated officer with this responsibility – to my knowledge the first such post in the country.

We are expanding access to education in other ways. I was delighted to see Cambridge launching its first ever fully-online programme – a MicroMasters programme in Writing for Performance and the Entertainment Industry. The result of a partnership between online platform edX and our Institute for Continuing Education, this is the first of many such online courses that Cambridge intends to offer to learners of all ages across the world. It is a taste of things to come, and a key part of what I hope will be a dramatic expansion of our online education offering.

Of course the more conspicuous use of online communication has given us some extraordinary chances to engage more widely with our alumni community. Our five COVID-related webinars, called Cambridge Conversations, plus the two digital Global Cambridge events, attracted over 9,000 alumni and friends. 1,200 of our alumni signed up to our first virtual Book Club. As the world went into lockdown, over 4,000 alumni across the globe accessed home schooling resources from Cambridge. At the recent Alumni Festival, over 7000 alumni generated close to 30,000 event bookings for over 100 different events. All in all, a magnificent leap in participation from the University's alumni community.

If the pandemic has taught us anything, it is how profoundly, how intricately connected we are with the rest of the world. It has also brought home the fact that we simply cannot face global threats alone. Strong and equitable partnerships with like-minded institutions around the world are more important than ever.

Earlier this year our Council endorsed the University's International Strategy, which will guide the way we develop and nurture our relationships with overseas universities, international organisations, and foreign governments or companies. And even as we all found ourselves grounded, we discovered new ways to strengthen our long-distance relationships, and to work remotely but effectively with our international partners. In the past few days alone I've spoken, remotely, at events organised by the University of Cape Town and by the Nanjing Municipal Government. Despite the distance, in many ways it has felt like we are working together better than ever.

One noteworthy international initiative is our partnership with UNICEF and Microsoft to give vulnerable children in refugee and displaced person camps around the world access to better education. Called Learning Passport, it is the result of joint work by Cambridge Assessment, Cambridge University Press and our Faculty of Education. Learning Passport aims to help close the learning poverty gap by offering high-quality, flexible learning to help vulnerable children attain proficiency in maths, science and literacy.

Elsewhere, a new Crop Science Centre launched in Cambridge, established jointly with the National Institute of Agricultural Botany, will be a hub for collaboration with scientists from countries including India, Ethiopia and The Gambia.

Over the past year, Cambridge colleagues have continued to win European Research Council grants – a sign of how highly Cambridge talent is valued in Europe. Questions remain, of course, over Britain's exit from the EU. This is the third annual address in which I raise this as an unresolved prospect, hanging heavily over our heads. All I will say today is that we continue to plan for the eventualities of a disruptive departure – to quote Maya Angelou, "Hoping for the best, prepared for the worst... and unsurprised by anything in between."

Despite the COVID disruption, we have charged ahead with important initiatives. Cambridge is a partner in the new Productivity Institute, announced in August by the Department of Business, Energy and Industrial Strategy. The new Institute will bring together researchers from across the country to tackle job creation, sustainability and wellbeing, as the UK looks to a post-pandemic future full of technological and environmental upheaval. The University's Bennet Institute for Public Policy and our Faculty of Education will both play a key role in this project, underwritten by the largest single investment ever made by the British Government in economic and social research.

A milestone of the past year – and a thrilling moment for me – was the launch of Cambridge Zero, the University's response to the challenge of climate change. For centuries, Cambridge scholars have produced some of the boldest and most daringly original ideas and technologies. Cambridge Zero is harnessing that boldness of thought to understand and mitigate the effects of climate change. It is helping us to understand how society can move as rapidly as possible to a zero carbon future. It is allowing us to provide the robust evidence needed by policymakers. It is assisting us in deploying the collegiate University's formidable convening power to effect meaningful and sustainable change. Cambridge Zero is at the heart of the academic networks involved in advising the host British government in the run-up to the UN's COP26 Climate Conference in 2021.

Cambridge Zero is also leading the University's involvement with the Global Alliance of Universities on Climate, a group of 13 universities whose shared mission is to advance climate change solutions through research, education and public outreach – only a few days ago, in fact, Cambridge Zero hosted this group's first high-level workshop.

Sustainability is also at the heart of the new National Centre for Propulsion and Power, based at the Whittle Laboratory, which got planning permission earlier this year. Due to open in 2022, this new national facility will be a hub for partnerships with government and with industry. It will help Cambridge lead the push towards massively reducing the carbon emissions of the aviation industry, while creating jobs and economic opportunities in our region and across the country.

And of course, as we think about the University's contribution to a more sustainable future, we are also examining our own practices. In a landmark decision, our Committee on Benefactions, External and Legal Affairs has established guidelines to ensure that, where we receive philanthropic and research funding, those sources align with our commitment to combatting climate change. The University Council commissioned a report on the benefits and disadvantages of divesting the University endowment from companies that trade in fossil fuels. The report was delivered to the Council at its meeting last week, and warmly welcomed.

I am announcing today that the University Council has now endorsed a set of proposals, articulated by the University's Investment Office, which will have far reaching consequences for our investment portfolio. These proposals will underpin the University's efforts to cut its greenhouse gas emissions to zero by 2038 – more than a decade before the target date set by the UK government. This goal is unique amongst leading universities with significant endowments.

Central to our carbon cutting efforts will be our aim to divest from all direct and indirect investments in fossil fuels by 2030, as our Endowment Fund ramps up its investments in renewable energy.

In endorsing the proposals, our Council has set a strategy to position Cambridge as a national and global leader in research into practical climate solutions. As an investor pressing for sustainable long-term portfolio management. And as an adviser to industry and government on climate policy.

We will continue to deploy the University's resources – under the leadership of our Cambridge Zero initiative – to support the global response to climate change, and the wider United Nations Sustainable Development Goals. With these decisions, the University is responding comprehensively to a pressing environmental and moral need for action with a historic announcement that demonstrates our determination to seek solutions to the climate crisis. We will approach with renewed confidence and commitment our collaborations with government, industry and research partners around the world as we work together for a sustainable future.

A message of aspiration

Colleagues, friends,

When a year ago I said that “Change is certainly something we must actively address as a Collegiate University”... our current situation was *not* what I had in mind. One hopes that institutional change can come from within. But sometimes change is thrust upon us. Now is such a time.

And it is difficult not to be filled with the unnerving sense that, to use the words of Seamus Heaney, “Anything can happen... Ground gives... nothing resettles right”. The world *has* changed, and so must we.

It is likely we must live with COVID for the foreseeable future, and as a community we must learn to manage it. And while we cannot eliminate all risk – that is impossible – we are doing everything in our power to minimise it.

For now, we must look to keep our eyes fixed firmly on the future, forging ahead with the necessary work to make the University an even better place to study, to work, and to engage in the creation, curation and communication of knowledge. That has been the challenge for colleagues involved in the drafting of the University's Recovery Plan, which will not only offer a roadmap to lead us out of the immediate crisis, but will also help us rethink and re-envision our future Cambridge.

Just as our Science Festival and Festival of Ideas have been reinvented, and will return in the spring as a bigger, better and bolder single event for our community, we must all look at how we evolve to help lead a changing world.

This is the time to lay stronger foundations for a more resilient University.

We must learn from – and continue to act upon – the recent staff survey, in which colleagues reported that there are significant advantages to new ways of working – for instance, a greater sense of peer support, or greater flexibility and control over working patterns – alongside serious shortcomings – including social isolation, and difficulties with motivation.

We will redouble our work with students and staff to ensure that Cambridge is a place where people of *all* colours, of *all* backgrounds, of *all* sexual orientations, feel welcomed, respected, represented, seen and really heard.

We cannot slacken the pace in the continuing process of reforming University finances to allow us to operate more effectively, and to achieve maximum academic potential and impact. This is a *tremendous* endeavour, and will require the cooperation of colleagues across the University to ensure that the Cambridge of the future is financially robust so that we can continue to invest in our academic mission.

The importance of digital education has been dramatically demonstrated over the past few months, and here Cambridge must grasp the opportunity to advance further and faster the work that had already begun. Our Centre for Teaching and Learning is leading our transition to blended learning, building on our tradition of small group teaching by adding online provision and allowing the in-person experience to be even richer and more intellectually challenging. Cambridge University Press and Cambridge Assessment are joining forces with the academic University to create what we are for now calling Cambridge Online Education – pooling our very considerable technological and scholarly resources to help deliver the highest quality of teaching and learning that a University can offer to alumni and the wider world.

Now is the time to re-imagine Cambridge for a post-pandemic world.

The past year has offered proof that, in the face of adversity, collegiate Cambridge – including our alumni community – can come together in new and unexpected ways. Like all of you, I'm sure, over the past few months I have occasionally felt isolated – but never alone. And through moments of joy, of tragedy and crisis, I have felt we are building an ever-stronger community. I treasure that feeling, and I ask all of you to hold onto it too. We will need that cohesion and collective purpose to see us through the choppy waters ahead.

I look to the coming year with some trepidation, I admit – but also a huge sense of possibility. I trust that all of us, together, will continue to show creativity, resilience and empathy to make this academic year a success – no matter what the world throws at us.

Thank you, and stay safe.

E. M. C. RAMPTON, *Registrar*

END OF THE OFFICIAL PART OF THE ‘REPORTER’

COLLEGE NOTICES**Elections****Corpus Christi College**

- Elected to a Fellowship in Class A from 1 January 2020:
Rory George Robert Naismith, M.A., M.Phil., Ph.D. *T*
(University Lecturer in the History of England
before the Norman Conquest)
- Elected to a Fellowship in Class A from 10 February 2020:
Qingyuan Zhao, B.S., *University of Science and
Technology of China*, Ph.D., *Stanford* (University
Lecturer in Statistics)
- Elected to a Fellowship in Class F from 10 February 2020:
Tamsin Sarah Starr
- Elected to a Fellowship in Class B from 1 September 2020:
Sam Django Robert Jindani, B.A., M.Phil., D.Phil.,
Oxford (William Cook Early-Career Research
Fellow and College Lecturer in Economics)
- Elected to a Fellowship in Class B from 1 October 2020:
Amar Singh Sohal, B.A., *UCL*, M.St., D.Phil., *Oxford*
(Stipendiary Early-Career Research Fellow)
- Elected to a Fellowship in Class A from 1 August 2020:
Matthew James Bullimore, M.A., *EM*, M.Phil.,
Manchester, Ph.D., *EM* (Chaplain)
- Elected to a Fellowship in Class B from 1 September 2020:
Daria Frank, Diploma in Mathematics, *Friedrich-
Alexander-University Erlangen*, Ph.D., *ED* (Sultan
Qaboos Early-Career Research Fellow and College
Lecturer in Mathematics)

Darwin College

- Elected into Fellowships under Title D from 1 October 2020:
Dr Jan Behrends, Ph.D., *Max Planck Institute*,
Research Fellow
Dr Phoebe Stirling, Ph.D., *University College London*,
Research Fellow
Dr Jasmin Stowers, Ph.D., *University of Vienna*,
Research Fellow
Dr David Furman, Ph.D., *The Hebrew University*,
Research Fellow
Dr Sam Cobb, Ph.D., *University of Warwick*, Research
Fellow
Dr Zoe Wyatt, Ph.D., *University of Edinburgh*,
Research Fellow
Dr Tatiana Bur, Ph.D., *T, Moses and Mary Finley*
Research Fellow
- Elected into Fellowships under Title E from 1 October 2020:
Dr Laure Miolo, Ph.D., *Lyon University*, Munby
Visiting Fellow
Dr Edwin Rose, Ph.D., *CHU*, Munby Visiting Fellow
- Elected into a Fellowship under Title F from 1 October
2020:
Professor François Penz

Fitzwilliam College

- Elected to an Honorary Fellowship with immediate effect:
Ms Sonita Alleyne, OBE, M.A., FRA, FRSA
The Rt Hon. Sir John Vincent Cable, M.A., Ph.D.
Mr Sebastian Dakin, M.A., PgDipL.
Ms Adele Thomas, B.A.
- Elected to a Life Fellowship from 1 October 2020:
Dominic Keown, B.A., Ph.D., *Sheffield*
Nigel Slater, M.A., Ph.D., *SID*, FREng., FICHEM, CEng
- Elected to a Fellowship in Class A with effect from
1 October 2020:
Rod Cantrill, M.A., *CTH*
Elisa Galliano, B.Sc., M.Sc., *University of Pavia*,
Ph.D., *Erasmus University Rotterdam*
Eric Gjesfjeld, M.A., *UCL*, Ph.D., *University of
Washington*
- Elected to a Research Fellowship in Class C with effect
from 1 October 2020:
Ross Hill, B.Sc., *Bristol*
- Elected into a Fellowship in Class B, with effect from
1 October 2020:
Simon Gathercole, M.A., Ph.D., *Durham*

Homerton College

- Elected to a Junior Research Fellowship from 1 October
2020:
Amelia Drew, M.A., M.Sci., *CAI*
Sofia Anja Singler, M.A., *SID*, M.Arch., *Yale*
- Elected to a THIS Research Fellowship from 1 October
2020:
Meredith McLaughlin, B.A., *Trinity, Hartford CT*,
M.Phil., *Oxford*

Hughes Hall

- Elected to a Fellowship in Class A from March 2020:
Professor Tamsin Ford, M.Sc., *London School of
Hygiene and Tropical Medicine*, Ph.D., *UCL*
Dr Riikka Hofmann, M.A., *Helsinki*, Ph.D., *JE*
- Elected to a Fellowship in Class D from May 2020:
Ms Heidi Allen, B.Sc., *UCL*
- Elected to a Fellowship in Class B from March 2020:
Dr Tobias Kohn, M.Sc., Dip. H.E., Ph.D., *ETH Zürich*
Dr Timea Nocht, B.Sc., M.Sc., *TU Budapest*, Ph.D.,
Birmingham
- Elected to a Philosophical Society Henslow Fellowship
with tenure from 1 October 2020 until 30 September 2023:
Dr Livia Tomova, M.Sc., Ph.D., *Vienna*
- Elected to a Research Associateship from February 2020:
Dr Boyang Mao, B.Sc., *Beijing Uni. of Chem. Eng.*,
M.Res., *Imperial*, Ph.D., *Bath*
Dr Chuan Lu, B.A., *China University of Geosciences*,
Ph.D., *University of Chinese Academy of Sciences*
Dr Nora McIntyre, B.Sc., M.A., Ph.D., *York*, P.G.C.E.,
Sheffield Hallam
- Elected to a Fellowship in Class G from 1 October 2020:
Dr Hilary Burton, B.Sc., *Reading*, Ph.D., *London*
Dr Bernard Devereux, M.A., *SID*, B.A., Ph.D., *Nottingham*
Professor James Kaufman, B.S., *Washington, Seattle*,
Ph.D., *Harvard*

King's College

Elected to a Junior Research Fellowship in the History and Culture of the Countries for the Silk Roads for four years from 1 October 2020:

Dr Edward P. Zychowicz-Coghill, B.A., M.Phil., D.Phil., *Oxford*

Ms Katie Fiona Campbell, B.A., *Exeter*, M.Sc., *York*

Elected to a Non-Stipendiary Research Fellowship in the Physical Sciences for four years with effect from 1 October 2020:

Dr Johannes Noller, M.Phys.Phil., *Oxford*, Ph.D., *Imperial*

Newnham College

Elected to a Fellowship in Category D with effect from 20 April 2020:

Sarah Carthew, B.A., *University of East Anglia*

Elected to a Bye-Fellowship in Category H with effect from 1 May 2020:

Dr Emma Perkins, M.A., M.Phil., Ph.D., *N*

Peterhouse

Elected to a Research Fellowship with effect from 1 July 2020:

Holly Pacey, M.Sc., Ph.D., *K*

Elected to a Research Fellowship with effect from 1 October 2020:

Conrad Watt, M.Eng., *Imperial College*, Ph.D., *CTH*

Parwana Fayaaz, B.A., *Stanford*, Ph.D., *T*

Elected to a Bye-Fellowship with effect from 1 October 2020:

Geoffrey William Maguire, M.A., M.Litt., *St Andrew's*, PGCert., Ph.D., *ED*

Robinson College

Elected into the Isaac Newton Research Fellowship in Class D with effect from 1 October 2020:

Matthew William Harris Simpson, M.A., M.Phil., Ph.D., *R*

St Edmund's College

Elected as Vice-Master with effect from 1 September 2020:

Dr Diana F. Wood, M.A., *ED*, M.D., *Birmingham*, FRCP, FHEA

Elected to an Honorary Fellowship:

The Honourable Matthew Bullock, M.A., *PET*, A.M.P., *Harvard*, FCIB

Elected to a Fellowship under Title A:

Dr Magdalen Connolly, B.A., *Exeter*, M.Phil., Ph.D., *EM*

Fr Edward Hone, B.A., *Durham*, M.A., *Kent*

Dr Vittorio Montemaggi, M.A., M.Phil., Ph.D., *R*

Dr Jeff Benton Phillips, Ph.D., *JE*

Dr James Whitworth, B.Sc., M.B.Ch.B., *Leicester*, M.Sc., *Birmingham*, Ph.D., *CAI*

Elected to a Fellowship under Title B:

Dr Barry Colfer, B.B.L., *University College Dublin*, M.Phil., *HO*, Ph.D., *PEM*

Dr Qin-Qin Lü, B.S., *University of Science and Technology of China*, Ph.D., *Louisiana*

Dr Daniela Massiceti, B.Sc., *Cape Town*, M.Sc., D.Phil., *Oxford*

Dr Jonathan Penn, B.A., *McGill*, M.Phil., Ph.D., *PEM*, FRSA

Appointed as an Associate (PDRA):

Dr Suna Çagaptay, B.A., M.A., *Bilkent*, Ph.D., *Illinois*

Dr Erika Pärn, B.Sc., Ph.D., *Birmingham City*

Dr Abigail Mountford, M.Sci., *Nottingham*, Ph.D., *Bristol*

Dr Carlos Manuel Luque González, B.Sc., *Granada*, M.Sc., Ph.D., *Madrid*

Ms Fiona Costello, B.C.L., *National University of Ireland*, M.A., *KCL*

Dr Ivri Joshua Bunis, B.Sc., M.A., Ph.D., *Jerusalem*

Dr James Joseph, B.Eng., *Nottingham*, M.Sc., Ph.D., *Nanyang Technological University*

Appointed as a Senior Member:

Professor Sarah Elizabeth Dorothy Perrett, B.A., *N*, Ph.D., *DAR*

Appointed as a Visiting Scholar:

Dr Lee Todd Macdonald, B.A., M.A., *Reading*, M.Phil., *ED*, Ph.D., *Leeds*

St John's College

Elected to Honorary Fellowships from 27 February 2020:

Ms Laura Bates

Dr Claire Craig

Dr Heidi Doughty

Dr Eben Upton

Elected to Fellowships under Title A from 1 October 2020:

Virgil Andrei, B.A., M.Sc., *Berlin*

Lucy McDonald, B.A., B.Phil., *Oxford*

Jules James Patrick O'Dwyer, B.A., *Bristol*, M.Phil., *T*

Christiana Lyn Scheib, B.A., *New York*, M.Phil., Ph.D., *F*

Elected to a Fellowship under Title B from 1 October 2020:

Benjamin Baum, B.A., M.A., *Oxford*, Ph.D., *UCL*

Elected to a Fellowship under Title C from 1 October 2020:

Alexander James Bird, B.A., *Oxford*, M.Phil., *ED*, Ph.D., *K*

Elected to Fellowships under Title E from 1 October 2020:

Nicholas David Friedman, LL.B., LL.M., *Cape Town*, M.Phil., D.Phil., *Oxford*

Alexander Tsiong Wong, B.A., M.Phil., Ph.D., *PET*

Trinity Hall

Elected into a Research Fellowship (Class A) with effect from 1 October 2020:

Dr Simon Corkery, B.E., M.E., *University of Auckland*, Ph.D., *CHU*

Dr Emma Kast, M.A., Ph.D., *Princeton*

Dr Anya Burgon, B.A., M.Phil., Ph.D., *TH*

Elected into a Staff Fellowship (Class B) from 1 October 2020:

Dr Anton Enright, B.A., *Dublin*, Ph.D., *W*

Elected into a Fellow Commonership from 1 October 2020:

Dr Marcel Satchell, B.A., *TH*, Ph.D., *DAR*

Elected into an Honorary Fellowship from 1 October 2020:

Ms Sarah Bates, B.A., *TH*

Ms Janet Legrand, QC(Hon), M.A., *TH*

Dr Cornelia Parker R.A., O.B.E.

Professor Sir John Pethica, F.R.S., F.R.Eng., M.A., *TH*, Ph.D., *IT Sligo*

Vacancies

Christ's College: Three Stipendiary Junior Research Fellowships in specified areas of the Arts, Humanities and Social Sciences; tenure: four years from not later than 1 October 2021 (non-renewable); closing date: 22 October 2020 at 12 noon; further details: <https://www.christs.cam.ac.uk/jrf>

Non-Stipendiary Junior Research Fellowship in Biological and Medical Sciences, Arts and Humanities, or Social Sciences; tenure at least two years and not more than four years from not later than 1 October 2021; closing date: 12 January 2021 at 12 noon; further details: <https://www.christs.cam.ac.uk/vacancies>

Magdalene College: Two Stipendiary Junior Research Fellowships (the Nevile Fellowship in the Sciences and the Lumley Fellowship in the Humanities or Social Sciences); tenure: three years from 1 October 2021; closing date: 3 November 2020 at 12 noon; further details: <https://www.magd.cam.ac.uk/about/vacancies/academic>

Pembroke College: College Lecturer in Modern and Medieval Languages (Italian); tenure: five years from from summer 2021 (and not later than 1 October 2021); salary: £32,000–£35,000 at current rates; closing date: 16 October 2020; further details: <https://www.pem.cam.ac.uk/the-college/job-vacancies>

Harry F. Guggenheim Research Fellowship (contemporary issues of violence); tenure: three years from 1 October 2021; salary from £23,754–£26,715 at current rates; closing date: 16 October 2020; further details: <http://www.pem.cam.ac.uk/the-college/job-vacancies/>

Stokes Research Fellowship in Mathematical or Physical Sciences; tenure: three years from 1 October 2021; salary: £30,046 at current rates; closing date: 16 October 2020; further details: <https://www.pem.cam.ac.uk/the-college/job-vacancies/>

St Catharine's College: Two Junior Research Fellowships (stipendiary or non-stipendiary); tenure: three years from 1 October 2021; closing date: 30 October 2020; further details: <https://www.caths.cam.ac.uk/about-us/vacancies/jrf2021>

Awards

Jesus College

Chadwick essay prize for University members

The College is offering one or more prizes of £500 in 2021 for essays concerning the Philosophy of Religion by members of the University who, at the time when the essays are submitted, have taken Honours in Classics or Theology at any university within the preceding three years and who have not previously been awarded a Chadwick Prize.

Essays should be approximately 4,000 words and should not previously have been submitted for a degree or prize. Proposed essay titles should be submitted no later than 9 November 2020 (with essays due on the first day of Easter Full Term). Further details are available at: <https://www.jesus.cam.ac.uk/articles/chadwick-essay-prizes-university-members-2020-2021>

EXTERNAL NOTICES

Oxford Notices

St Cross College: The 6th Lorna Casselton Memorial Lecture 2020, by Dr Bryan Wells, NATO Chief Scientist, on *Science in Peacekeeping and Security*, will take place at 5 p.m. on Thursday, 29 October 2020 via Zoom; admission is free but booking is required, see <https://www.stx.ox.ac.uk/event/science-in-peacekeeping-and-security>

Magdalen College: Fellowships by Examination (JRFs) 2021 (up to four available); tenure: three years from on or before 1 October 2021; stipend: from £25,600; closing date: 15 October 2020 at 12 noon; further details: <https://www.magd.ox.ac.uk/job-vacancies/>

Visiting Fellowships 2021 (non-stipendiary); maximum of two Visiting Fellowships and one or more Campbell Visiting Fellows in Law at any one time; closing date: 11 December 2020 at 12 noon; further details: <https://www.magd.ox.ac.uk/job-vacancies/>

Wolfson College: Non-Stipendiary Research / Junior Research Fellowships in Clinical and Non-Clinical Sciences 2021 (up to nine available); tenure: three years from 1 January 2021 (with the possibility of renewal); closing date: 25 October 2020; further details: <https://www.wolfson.ox.ac.uk/vacancy/non-stipendiary-junior-research-fellowships-clinical-and-non-clinical-sciences-2021>

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