

CAMBRIDGE UNIVERSITY REPORTER

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UNIVERSITY OF
CAMBRIDGE

NOTICES

Calendar

- 4 March, *Thursday*. End of third quarter of Lent Term.
 9 March, *Tuesday*. Discussion via videoconference at 2 p.m. (see below).
 19 March, *Friday*. Full Term ends.
 23 March, *Tuesday*. Discussion via videoconference at 2 p.m.
 25 March, *Thursday*. Lent Term ends.
 27 March, *Saturday*. Congregation of the Regent House via videoconference at 11 a.m.

Discussion on Tuesday, 9 March 2021

The Vice-Chancellor invites those qualified under the regulations for Discussions (*Statutes and Ordinances*, November 2020, p. 105) to a Discussion via videoconference on Tuesday, 9 March 2021 at 2 p.m., for the discussion of:

1. Report of the Council, dated 23 February 2021, on recognition of the merger of Cambridge University Press and Cambridge Assessment in the University's Statutes and Ordinances (*Reporter*, 6608, 2020–21, p. 380).
2. Report of the General Board, dated 19 February 2021, on the establishment of a Professorship (*Reporter*, 6608, 2020–21, p. 390).

The proposals contained in the Governance Review report (p. 395) will be discussed on 23 March.

Those wishing to join the Discussion by videoconference should email UniversityDraftsman@admin.cam.ac.uk from their University email account, providing their CRSid (if a member of the collegiate University), by 10 a.m. on the date of the Discussion to receive joining instructions. Alternatively, contributors may email remarks to contact@proctors.cam.ac.uk, copying ReporterEditor@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.

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.

Grace 1 of 17 February 2021 (establishment of an Endowment Fund Supervisory Body): Notice of a ballot

26 February 2021

The Vice-Chancellor has received a request signed by 48 members of the Regent House for a vote to be taken by ballot on Grace 1 of 17 February 2021 (establishment of an Endowment Fund Supervisory Body). The names of the signatories are listed below.

The vote will be conducted by ballot following the same timetable as the Board of Scrutiny election (*Reporter*, 6608, 2020–21, p. 378). In connection with this ballot the Registry will arrange for the circulation of any fly-sheet signed by ten or more members of the Regent House received by **1 p.m. on Thursday, 11 March 2021** (*Statutes and Ordinances*, November 2020, p. 110). This is also the deadline for amendments (*Statutes and Ordinances*, November 2020, p. 105). Members of the Regent House are asked to use the Regent House Petitions site to circulate fly-sheets.¹ Online voting will open at 10 a.m. on Monday, 22 March 2021 and close at 5 p.m. on Friday, 2 April 2021. Hardcopy voting papers and supporting materials will be distributed not later than Monday, 22 March 2021 to those who opted in November 2020 to vote on paper; the last date for the return of voting papers is **5 p.m. on Friday, 2 April 2021**.

A vote has been requested by the following members of the Regent House:

E. J. F. ALLEN	M. A. HARRIS	R. M. MORTIER
G. P. ALLEN	R. S. HAYNES	C. G. A. MOUHOT
W. J. ASTLE	J. R. HOWLETT	O. O. OPALEYE
H. AZERAD	M. HREBENIAK	J. E. QUINN
M. N. BEG	C. A. JONES	D. I. REDHOUSE
J. L. BERENBEIM	E. G. KAHRS	M. E. RICE
H. A. CHALMERS	M. KING	J. E. SCOTT-WARREN
W. F. FOKS	M. R. LAVEN	P. A. SLIWA
M. J. GALANTE	C. LEONARD	M. W. SMIETANA
N. J. GAY	M. M. G. LISBOA	P. C. J. SPARKS
L. GAZZOTTI	A. LOKTIONOV	P. N. TAYLOR
D. J. GOODE	R. G. MACFARLANE	T. TREGEAR
P. GOPAL	S. J. MAWSON	M. TYLER
P. M. GRAY	L. G. MELLOR	S. WATSON
H. M. GROSSE RUSE-KHAN	M. C. MONCRIEFFE	D. T. WEINBERG
S. E. HAKENBECK	M. G. MORENO FIGUEROA	I. N. M. WRIGHT

¹ See <https://www.governance.cam.ac.uk/governance/key-bodies/RH-Senate/Pages/RH-Petitions.aspx> for details.

Consultation on proposals for membership of the Regent House

3 March 2021

The Council, on the recommendation of its Governance Review Working Group, has approved the following report as part of a consultation on proposals to amend the way in which the membership of the Regent House is determined. The timetable below sets out the main dates for that consultation.

The report will be placed on the agenda of the Discussion on 23 March. The Discussion on this report will be open to all members of the collegiate University in addition to those already entitled to attend (see p. 394 for information on how to join the Discussion online). There will also be a Q&A meeting on 16 March, chaired by Dr Nicholas Holmes, Chair of the Council's Governance Review Working Group, which will be an opportunity to ask questions informally about the proposals. The Q&A meeting will be open to members of the collegiate University only via an MS Teams live event; for information and joining instructions see <https://www.governance.cam.ac.uk/ballots/voting/Pages/ballot-RHmembershipLT2021.aspx> [Raven required]. Comments on the proposals are also welcomed by email to consultationresponses@admin.cam.ac.uk. The Council will publish a response to the comments made through these channels on 28 April, together with a timetable for voting on the proposals.

Consultation timetable:

Q&A meeting via MS Teams	12 noon–1 p.m. on Tuesday, 16 March 2021
Discussion via MS Teams	2–4 p.m. on Tuesday, 23 March 2021
Deadline for consultation responses	4 p.m. on Tuesday, 23 March 2021
Council response to comments/Discussion remarks published in the <i>Reporter</i> , together with the voting timetable	Wednesday, 28 April 2021

GOVERNANCE REVIEW REPORT: MEMBERSHIP OF THE REGENT HOUSE

Summary

1. In Easter Term 2017, the Council established a Governance Review Working Group to consider three specific aspects of governance: Regent House membership; Council membership; and Discussions.¹ This report from the Council, following recommendations from the Group, explores options for changes to the membership of the Regent House. The Council proposes the adoption of a grade-based model for the eligibility of University staff to be members of the Regent House (see paragraph 12). It also seeks views on two options in relation to the threshold for membership for University staff, one set at Grade 9 and above, and the other set at Grade 7 with a service requirement for those in Grades 7 and 8 (see paragraph 16 onwards).

2. There will be an opportunity for views to be shared on those options at a Discussion. Members of the Regent House will also be invited to take part in concurrent, indicative votes.

3. The Council apologises for the delay in publishing this report. The review was suspended during the initial phase of the Covid-19 pandemic and deferred in September 2020 to allow the data on Regent House membership to be updated to reflect the revised membership included on the November 2020 Roll (see paragraph 8).

Regent House membership

4. The Regent House is a legislative and deliberative body, which also elects or approves the nominations of the majority of the members of the Council, the University's executive body, and other bodies. Given the interconnectedness of the memberships of the Council and the Regent House, it is necessary for any questions about changes to the membership of the Regent House to be resolved before consideration can be given to changes to the membership of the Council.

5. The Regent House membership is a subset of those engaged with the purpose and endeavours of the University. The Council notes the previous statements of other governance review groups, including the Graves Committee and the Wass Syndicate, which have identified those who are active participants in the University's affairs as those who should be members of the Regent House. The Council agrees with the Group that the starting point should be determination of the principles by which the governing body of the University might be defined. Subsequently the means to recognise members should be determined together with any other relevant factors.

6. The Council shares the Group's view that the membership should identify those who are most able to take an objective, long-term view on what is in the best interests of the University in serving its mission 'to contribute to society through the pursuit of education, learning and research at the highest international levels of excellence'. The Group has observed that the responsibility to act in the best interests of the University is one which arises under law in connection with the governance and operations of a charity such as the University. It has suggested that members must be able:

- (a) to appreciate the importance of teaching and research to the University's endeavours, although it is not considered a prerequisite for members to be engaged directly in those activities themselves;
- (b) to make disinterested decisions for the benefit of the institution as a whole;
- (c) to demonstrate involvement in shaping the direction of the University's development as an institution, which could be through engagement in teaching and/or research, or by providing professional support for those activities in a more senior role;
- (d) to devote sufficient time to developing an understanding of the University's governance process;
- (e) to engage with the issues raised by that process; and
- (f) to participate in that process as appropriate, including by contributing to Discussions and by voting.

¹ *Reporter*, 6464, 2016–17, p. 508.

7. The Regent House was established in 1926 to replace the Senate as the University's governing body. The reason for this change was a recognition that the Senate was too large to function as an effective governing body. The Regent House has three main groups of members, which the Group considered in its discussions:²

- (a) Heads, Fellows, and latterly, officers of Colleges;
- (b) University officers, i.e. those holding a University office established or specified by Statute or Ordinance, including those specifically named in the provisions concerning the membership of the Regent House;³
- (c) those deriving their membership from other engagement with the University, principally in unestablished roles.

8. Since the establishment of the Group, two significant changes in the membership of Regent House have been approved by Grace. First, the requirement for Faculty membership for certain classes of members was abolished and replaced by a requirement for three years' continuous service for Research Associates and for Computer Associates in Grades I, II and III.⁴ Second, the requirement to be under 70 years of age was removed and a route for continued membership for those members who continue to engage with their Departments/Faculties was instituted.⁵ The first change came into effect from the promulgation of the Roll in November 2019 and the second, following recent approval of the changes to Statute, was implemented from November 2020.⁶

Heads, Fellows, and officers of Colleges

9. Under section 7(1) of the Universities of Oxford and Cambridge Act 1923, the consent of the Colleges is necessary for any changes to the Statute concerning Regent House membership which affect the Colleges. It was difficult to obtain the consent of all Colleges to the removal of the age requirement; some Colleges objected to the Council's proposal (backed by a Regent House ballot) to replace the age requirement with one for 'active engagement', whilst others noted a disadvantage to Fellows in certain Colleges which did not offer Life Fellowships. The Council sees no reason to reopen consideration of membership deriving from connections with a College. The Council notes that the University's Statutes and Ordinances recognise all Fellows of Colleges (except Honorary Fellows) as entitled to membership of the Regent House; these are understood to be those categories of Fellow defined in each College's Statutes, and therefore the University relies on the Colleges to grant Fellowships judiciously.

University staff

10. The Group has drawn attention to the growth in the number of unestablished roles, particularly in academic-related positions. Academic-related staff are increasingly being recruited on an unestablished basis, leading to a decline in the number holding established positions. There are numerous examples of individuals carrying out the same academic-related jobs side by side, one with the additional rights of an established office and the other without. There has also been a more modest, but still noteworthy, growth in unestablished academics, mainly those whose employment is funded by external research bodies. The Council recommends that eligibility for Regent House membership be separated from established status.

11. The Group has considered whether the current criteria are able to capture those who meet the characteristics which it has identified, in paragraph 6, as fully meeting the responsibilities of members of the University's governing body. It also considered whether any new criteria might be better at providing an equitable basis for Regent House membership.

12. The existing membership criteria are based on a model that defines membership by the titles of the roles held. This is no longer a practicable means for identifying qualifying roles, as the number of individual titles has proliferated.⁷ Further, many of those titles are not defined in the *Statutes and Ordinances* nor are they in common usage. The logic of the membership has also been lost, with some classes of staff included but apparently related groups excluded (for example, the inclusion of senior Computer Associates in Grade I but not their managers).

13. The distinction between established and unestablished roles could be set aside across the membership of the Regent House by the adoption of a simpler model based on grade. The Council is of the view that this model would be fairer, more transparent, and easier to understand. It would also make it administratively simpler to identify the membership and therefore enable some efficiencies in the production of the Roll.

14. For the sake of certainty, the Council wishes to confirm that in addition to those on permanent and full-time contracts, those on fixed-term and part-time contracts who met the grade criteria would be members.

15. If a model based on grade were to be adopted, the question then turns to where the line should be drawn dividing those who are members from those who are not. In considering the arguments concerning which grade should be the threshold for Regent House membership, the Group has focused on two issues which it sees as important. These are the size and balance of the membership.

16. The Group considered that there were two logical options. The first would extend the trend for enlargement of the Regent House, by setting the bar at Grade 7 and above; in keeping with the previous changes approved by the Regent House,⁸ a three-year service requirement has been included for those in Grades 7 and 8 only, but with non-continuous service to be accepted on the basis of self-certification (abbreviated to G7+). An alternative option is to use this opportunity to reset the level of seniority and experience required for enfranchisement and set the threshold for membership at Grade 9 and above (abbreviated to G9).

² See Annex A for the current versions of the main provisions in the University's Statutes and Ordinances governing Regent House membership.

³ See <https://www.governance.cam.ac.uk/governance/principal-officers/Pages/officers.aspx>

⁴ *Reporter*, 6524, 2018–19, p. 94.

⁵ *Reporter*: 6542, 2018–19, p. 448; 6560, 2019–20, p. 5.

⁶ *Reporter*, 6578, 2019–20, p. 348.

⁷ In December 2018, there were the following distinct titles currently in use (including minor variants of generic titles): 60 unestablished academic; 381 unestablished research; and 1,266 unestablished academic-related titles.

⁸ See paragraph 8.

17. Charts showing the differences in the two models by gender, ethnicity, age and role are set out in Annex B, which focuses on those qualifying for membership as University staff. The modelling, which is based on December 2020 data after the November 2020 changes (see paragraph 8), suggests that the overall size of the membership would revert to around 5,900 under G9 and would increase to 8,000 under G7+ (the current membership is over 6,900). There is less complete demographic data for the considerable group of individuals who qualify for Regent House in ways other than as University staff (approximately 2,200) and therefore they have been excluded from the dataset.

18. Both grade-based models result in a reduced proportion of Black, Asian and minority ethnic (BAME) staff than there are currently on the Roll (12.5%): the G7+ model gives 11.7% and the G9 model 10.4%, which is concerning. The proportion of BAME staff in the wider University is 15%.

19. With regard to the age profile, the G9 model includes fewer younger staff, primarily because senior staff tend to be older. Staff aged 25–44 would comprise 41.5% of membership in the G9 model compared to 48.6% in the G7+ model. The 2020 Roll comprises 46.8% and the wider University staff has 56.1% staff aged 25–44. Additionally, using the G9 model, 57.9% of membership would be aged 45–74, compared to 51.1% in the G7+ model. The 2020 Roll comprises 53% and the wider University staff has 40.8% aged 45–74.

20. The G9 model gives a similar fraction of women members to the current Roll (G9 = 39.5%, 2020 Roll = 39.3%); adopting G7+ would improve representation of women to 44.5%. This difference reflects the current under-representation of women in senior academic roles, an issue which the University is committed to addressing.

21. The Council considers that these two models present appropriate alternatives for the Regent House to consider. It has set out some of the main arguments for and against the two models below.

Threshold at Grade 9

22. The Governance Review Working Group unanimously supported this option. It suggested that those in more senior academic, academic-related and research roles, at Grade 9 and above, are the most likely to match the profile noted in paragraph 6. It also considered that they are also likely to be sufficiently well established in their careers to be able to give the necessary time to University governance. Data on staff turnover support the idea that staff at Grade 9 and above have a longer-term interest in the University, especially those in academic roles. Other steps can be taken to ensure that those who are not members of the Regent House are involved in decision-making (see paragraph 30).

23. The consequent reduction in the size of the Regent House, which many consider has become too large to be an effective governing body, would be a desirable byproduct of choosing G9.

24. The most significant difference between the two models is in the proportion of academic staff represented, with 48.6% under the G9 model compared to 31.9% under the G7+ model. Modelling of earlier data suggests that members from the Arts and Humanities will form a lower proportion of the Regent House if the threshold is at G7+ than at G9. The Working Group suggests that there are advantages in maintaining a strong voice in University governance for academic staff and also favours avoidance of overrepresentation of STEM disciplines.

25. The University of Oxford is the only other UK University with a similar governance structure to that at Cambridge. University staff membership of Congregation, Oxford's governing body, is grade-based and its qualifying Grade 8 is equivalent to Grade 9 in Cambridge's grade scale. At many other universities, academic input is provided by a separate mechanism such as having a separate body with decision-making powers (often called the Senate) to provide this representation.

Threshold at Grade 7 with a service requirement for Grades 7 and 8

26. The G7+ model means there would be a greater proportion of non-academic staff, thereby giving broader access to decision-making and engagement to this substantial staff group. Under G7+, 33% would be Professional Services staff (vs 22.9% in the G9 model) and 33.2% would be Researchers (vs 25.9% in G9). The G7+ model would more closely reflect the University's current staff demographics.

27. The current membership of the Regent House already includes a significant number of those in Grades 7 and 8. Many of the individuals in those grades value membership of the Regent House highly. In particular, in recent years members of the postdoctoral community are among the more active players in University governance, including as regular contributors to Discussions and in calling for ballots. Arguably, they are no less likely to meet the criteria for membership set out in paragraph 6 than those in higher grades, notwithstanding that many are on fixed-term contracts. Being able to be involved in the University's governance is more likely to make such staff feel valued and is likely to be a factor which differentiates Cambridge and makes it more inclusive and attractive to those in the first stages of an academic career.

28. Whilst the increase that would be introduced with the G7+ model is not so large as to make Regent House processes too complicated to administer, a larger membership would suggest the need for additional review of, and possible changes to, the number of members required, for example, to request a ballot or a topic of concern.

29. Whatever the size of the Regent House, it is for the Council to maintain the engagement of its membership with University governance, primarily by communicating proposals for major policy changes as part of an ongoing dialogue with the Regent House.

Other considerations

30. No changes to the membership of those who are not directly employed by the University are being proposed as part of this review. Associate Lecturers and Affiliated Lecturers would therefore continue to be members of the Regent House under its proposals.

31. The Group has considered the position of categories of staff and others employed by the University who would not be enfranchised by the changes proposed and readily acknowledges that they should be valued for their work and that their concerns should be taken seriously. Groups who will be affected by a policy change should be given an opportunity to put across their views and their feedback incorporated into the formal reflection on those changes (for example, by enabling them to participate in Discussions or by inviting comments on draft proposals). This is already standard practice within the University. However, this does not necessarily suggest that all non-enfranchised groups should be members of the Regent House. As an example, students are able to participate in Discussions on matters that affect them and influence voting by members of the Regent House by drafting fly-sheets, but they are not members of the Regent House. Once Council has a clear sense of the Regent House's views on the appropriate grade boundary, it will give consideration to other means of enabling the perspective of all staff, including non-members of the Regent House, to contribute to its work, including through Council membership (for example, by creating new categories of membership), participation in Discussions and the ability to issue fly-sheets.

32. The Council has agreed that no current members of the Regent House would be disenfranchised by the proposed changes.

33. Recent changes, prompted by motions put forward by the Regent House, have resulted in the enfranchisement of a greater number of members from the postdoctoral community from November 2019 and most of these new members will be in Grades 7 and 8. The Council recognises that if the G9 model is adopted, there would need to be a period of transition, whereby those who currently have voting rights would be allowed to retain them until those voting rights expired for reasons other than eligibility under the new criteria (e.g. on leaving the University's employment).

34. There are some current members of the Regent House who would not meet the revised grade-based criteria that are proposed. This includes 26 long-standing members of staff at Grade 6 who are currently on the Roll. As with the members of the postdoctoral community noted above, those members would retain their rights until they expired for reasons other than eligibility under the new criteria.

35. The Council notes that, in order to implement a grade-based model, further work would be necessary to assess whether those who are in posts which are currently ungraded or graded using a different system (currently over 900 employees) are equivalent to the grade threshold and above.

36. The Group has also considered the opportunity that revision of the Ordinance creates for tidying up other anomalies. The Group suggests that it would be sensible to remove the requirement that College Lecturers need to be full time, and to include College Chaplains among the College Offices qualifying in class (ii). It would also be worth rewording class (v) to reflect more accurately current practice for officers in Cambridge Assessment and Cambridge University Press, after taking into account any changes expected to result from their merger.

Next steps

37. There will be an informal Q&A meeting on 16 March to address initial queries and a Discussion on 23 March 2021 to enable views on the proposals contained in this report to be shared. Comments on the proposals will also be able to be submitted by email until 23 March (see p. 395). Two indicative and concurrent votes, open to members of the Regent House, will then be held and will ask the following questions:

- (i) whether a grade-based model for the eligibility of University staff to be members of the Regent House should be adopted; and
- (ii) assuming that model is supported, whether the threshold should be set at Grade 9 or at Grade 7 with a non-continuous service requirement of three years for those in Grades 7 and 8.

The votes will be held in accordance with the Single Transferable Vote regulations but, as both votes will be a choice between two options, STV rules will not apply.

38. The Council will publish a response to the Discussion remarks and comments received and a timetable for the indicative votes, expected to take place in the Easter Term 2021. The Council will then consider the results of the votes and decide whether to put forward a Report making recommendations for changes to Regent House membership.

ANNEX A: CURRENT MEMBERSHIP CRITERIA

Following approval of changes to Statute A III and to Special Ordinance, the following are the current versions of the main provisions concerning membership of the Regent House:

Section 11 of Statute A III:

11. (a) The Registry shall inscribe on the Roll of the Regent House the names of persons who meet the criteria for membership of the Regent House, as determined from time to time by Special Ordinance and Ordinance.

(b) No provision concerning the membership of the Regent House which affects the members of a College or of the Colleges shall be amended without the consent of that College or Colleges.

Special Ordinance A (i):

SPECIAL ORDINANCE A (i):

Membership of the Regent House (Special Ordinance under Statute A III 11)

The Registry shall inscribe on the Roll of the Regent House the names of the following persons:

- (a) (i) the Chancellor, the High Steward, the Deputy High Steward, the Commissary, and (ii) the members of the Council in class (e);
- (b) other University officers and persons treated as such under Statute J 7;
- (c) Heads of Colleges;
- (d) Fellows of Colleges, provided that they conform to such conditions of residence as may be determined by Ordinance;¹
- (e) any person who applies for membership of the Regent House and meets the following criteria: applicants must have retired or be about to retire from an office or appointment in the University which previously qualified them for membership of the Regent House and have provided to the Registry by 15 August prior to the promulgation of the Roll each year written confirmation from their Head of institution² that they are active participants in the University's affairs;
- (f) such other persons holding appointments in the University or a College in such categories and subject to such qualifying periods of service as shall be determined from time to time by Ordinance.

¹ See Statute A III 11(b) and Regulation 2 of the Ordinance on the Roll of the Regent House.

² 'Head of institution' means the Head of a Department, Chair of a Board of a Faculty not organised into Departments, Director or the authorised deputy or designated nominee, as appropriate within that institution.

OrdinanceMEMBERSHIP UNDER SPECIAL ORDINANCE A (i) (f)¹

The categories of membership of the Regent House under Special Ordinance A (i) (f) shall be:

- (i) holders of the appointments of Director of Research, Principal Research Associate, Senior Research Associate, Lecturer (unestablished), and Assistant Lecturer (unestablished);
- (ii) in any College: persons holding the office of Tutor, Assistant Tutor, Steward or Bursar or Assistant Bursar; or College Lecturer (if held full time in a College or Colleges). The Head of any College shall certify in writing to the Registry by 1 October each year the names of such persons;
- (iii) Research Associates and Computer Associates, Grades I, II, and III;²
- (iv) Affiliated Lecturers;
- (v) holders of appointments on the staff of the Local Examinations Syndicate as Group Chief Executive, Chief Executive, Deputy Chief Executive, Director, Assistant Director, and Senior Manager;
- (vi) holders of appointments on the staff of the Investment Office at the level of Manager and above;

provided that no person shall qualify for membership in category (iii), unless he or she has held an appointment listed in that category, or any other role qualifying that person for membership, for a total period of at least three years continuously prior to the date of promulgation of the Roll.

¹ Amended by Grace 1 of 18 April 2018 and Grace 1 of 27 June 2018 in its amended form (*Reporter*, 6524, 2018–19, p. 94).

² The Council has agreed that for those who have transferred into the University under TUPE arrangements, the commencement date of their employment with their previous employer will be deemed to be in a qualifying role for the purpose of assessing continuous service.

ANNEX B: DISTRIBUTION OF UNIVERSITY STAFF IN REGENT HOUSE MEMBERSHIP MODELS

Total number of University staff qualifying for membership of Regent House if grade model threshold is:

- G7+** 5,873
- G9** 3,713
- 2020 Roll** 4,730



ANNEX C: EQUALITY IMPACT ASSESSMENT FORM

The Equality Impact Assessment form for the proposed options for membership of the Regent House is available on the Reporter website at (Raven required):

<https://www.admin.cam.ac.uk/cam-only/reporter/2020-21/weekly/6609/RH-EqualityImpactAssessment.pdf>

USS pension valuation update

3 March 2021

The Universities Superannuation Scheme (USS) Trustee has recently announced that the cost of preserving the current level of benefits provided by the pension scheme has risen significantly, from 30.7% of salary to between 56% and 42% of salary.

USS is mid-way through its latest (March 2020) triennial valuation, a statutory assessment of the pension scheme's overall financial health. Members of the scheme currently contribute 9.6% of their salary, while employers contribute 21.1% (30.7% in total).

If the current benefits were to be preserved, USS says that members would need to pay between approximately 13% and 18% of salary, and employers between 28% and 38% of salary.

The difference between the upper and lower end of the proposed contributions is down to additional 'covenant support' measures that USS says are necessary to demonstrate the collective financial strength of the participating employers. How these covenant support measures – which include preventing employers leaving USS, more detailed monitoring of employer debt, and guarantees that USS's position as a creditor of debt across the sector is protected – might be applied has yet to be resolved.

The next steps will be for the USS Joint Negotiating Committee (comprising five members of UUK, five members from UCU and an independent chair) to decide how to deal with these increased costs and the scheme's deficit. Given the significant increase in costs, various options for benefit reform are likely to be discussed. UUK will also consult with all USS employers on how to address the scheme's deficit (calculated to be between £14.9bn and £17.9bn), including the role of covenant support measures, potential benefit options and contribution levels.

There will be an online open meeting to provide members with a more detailed update on these issues. Further details will be provided by email to University staff.

Further updates will be communicated to University staff and published on the 'USS latest' section of the University website, see <https://www.staff.admin.cam.ac.uk/latest-information-on-uss>.

VACANCIES, APPOINTMENTS, ETC.

Vacancies in the University

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

Secretary of the School of the Biological Sciences in the Academic Division of the University offices; informal enquiries: Mike Glover, Academic Secretary (email: mg982@cam.ac.uk); salary: £72,689; closing date: 11 March 2021; further details: <http://www.jobs.cam.ac.uk/job/28779/>; quote reference: AK25762

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.

AWARDS, ETC.

Seatonian Prize

The Examiners of the Seatonian Prize for the best English poem on a sacred subject give notice that the subject for 2021 is:
'Bring my soul out of prison, that I may praise Thy Name'

The Prize is open for competition among all members of the Senate, and all persons who are possessors of the status of Master of Arts. Further details are available at <https://www.divinity.cam.ac.uk/about-us/prizes#section-11>.

The Prize for 2020 was awarded to Mr David Williams of Peterhouse.

Scholarships and Prizes, etc. awarded: 2019–20

The content of this Notice has been removed as it contains personal information.

CLASS-LISTS, ETC.

Act for the Degree of Doctor of Medicine

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OBITUARIES

Obituary Notice

HENRY JOHN EASTERLING, M.A., Fellow and sometime Tutor for Admissions of Trinity College, formerly Principal Assistant Registrar (University Draftsman) in the University offices, sometime University Assistant Lecturer in the Faculty of Classics, died on 23 February 2021, aged 88 years.

ACTA

Approval of Grace submitted to the Regent House on 17 February 2021

On the Grace submitted to the Regent House on 17 February 2021 (*Reporter*, 6607, 2020–21, p. 372), a request for a ballot has been received (see p. 394).

Congregation of the Regent House on 27 February 2021

A Congregation of the Regent House was held by videoconference at 11 a.m. The necessary Officers were present. All the Graces (*Reporter*, 6608, 2020–21, p. 391) and the supplicats for degrees were approved.

The following degrees were conferred in absence:

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E. M. C. RAMPTON, *Registrar*

END OF THE OFFICIAL PART OF THE 'REPORTER'

COLLEGE NOTICES

Elections

Murray Edwards College

Elected to a Bye Fellowship from 1 April 2021:

Ms Garima Sahia, M.A., *Delhi*, M.Phil., *Oxford*

Newnham College

Elected to a Fellowship in Category A with effect from 1 January 2021:

Erica Watson, B.Sc., Ph.D., *Calgary*

Elected to a Fellowship in Category E with effect from 5 February 2021:

Claire Curtis, M.A., *N*

Trinity College

Elected into Fellowships under Title B (Senior Research Fellowships) with effect from 1 October 2021:

Virginia Cox, B.A., *CAI*, Ph.D., *SID*, (for research in Italian Renaissance literature and intellectual history)

Catriona Helen Moncrieff Kelly, B.A., D.Phil., *Oxford*, (for research in the culture of Russia and the former Soviet Union)

Vacancies

Corpus Christi College: Non-Stipendiary Early-Career Research Fellowship; tenure: up to three years from 1 October 2021; closing date: 14 April 2021 at 12 noon; further details: <https://www.corpus.cam.ac.uk/about-corpus/opportunities/academic-vacancies>

Downing College: Henslow Research Fellowship in any area of Natural Science, Engineering, Mathematics, Computer Science or Clinical Sciences; tenure: three years from 1 October 2021; stipend: £30,942; closing date: 2 April 2021 at 12 noon; further details: <https://www.dow.cam.ac.uk/join-downing/academic-vacancies>

Fitzwilliam College: Non-Stipendiary Research Fellowship 2021 (any subject area in the Sciences, Technology, Engineering or Mathematics); tenure: three years from 1 October 2021; closing date: 12 April 2021 at 12 noon; further details: <https://www.fitz.cam.ac.uk/about/vacancies>

Robinson College / Faculty of Modern and Medieval Languages and Linguistics: Fellowship in Modern or Early Modern Peninsular Spanish Literature and Culture (fixed-term); tenure: three years from 1 October 2021; stipend: £30,046–£31,865; closing date: 29 March 2021; further details: <https://www.robinson.cam.ac.uk/about-robinson/job-vacancies>

Awards

St John's College: Harper-Wood Creative Writing and Travel Award for English Poetry and Literature; purpose: creative writing project-related travel and study for creative writers in the early stages of their careers; closing date: 6 May 2020; further details: <https://www.joh.cam.ac.uk/creative-writers-route-success-encouraged-apply-harper-wood-award>

EXTERNAL NOTICES

Oxford Notices

University of Oxford and Merton College: Associate Professorship (or Professorship) in Philosophy; tenure: from 1 September 2021; salary: £48,114–£64,605 plus £20,000 housing allowance per annum; closing date: 31 March 2021 at 12 noon; further details: <https://www.merton.ox.ac.uk/vacancies>

Brasenose College: Nicholas Kurti Research Fellowships in the Sciences (Senior and Junior) and William Golding Research Fellowships in the Arts, Humanities and Social Sciences (Junior); non-stipendiary, but include Senior Common Room membership with free meals, and research and hospitality allowances; tenure: from 1 October 2021 for five years for the Senior Fellowship (may be renewed) and three years for the Junior Fellowships (non-renewable); revised closing date: 15 March 2021 at 9 a.m.; further details for all posts: <http://www.bnc.ox.ac.uk/vacancies/academic-vacancies>

The Queen's College: Browne Research Fellowship in Biochemistry; tenure: three years from 1 October 2021; salary: £32,817 (under review) plus benefits; closing date: 10 March 2021 at 12 noon; further details: <https://www.queens.ox.ac.uk/vacancies>

Laming Junior Research Fellowship in Modern Foreign Languages; tenure: three years from 1 October 2021; salary: £32,817 (under review) plus benefits; closing date: 29 March 2021 at 12 noon; further details: <https://www.queens.ox.ac.uk/vacancies>