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UNIVERSITY OF
CAMBRIDGE

NOTICES**Calendar**

Congregations of the Regent House at 10 a.m.:

16 July, *Friday*. General Admission 2020. Scarlet Day.

17 July, *Saturday*. General Admission 2020. Scarlet Day.

23 July, *Friday*.

24 July, *Saturday*.

30 July, *Friday*.

31 July, *Saturday*.

10 September, *Friday*. General Admission 2020. Scarlet Day.

11 September, *Saturday*. General Admission 2020. Scarlet Day.

17 September, *Friday*.

18 September, *Saturday*.

Discussion on 13 July 2021: Cancellation

The Vice-Chancellor gives notice that the Discussion announced for Tuesday, 13 July 2021, the last listed for the 2020–21 academic year, has been cancelled as there are no items ready for Discussion. The next Discussion therefore is scheduled to take place on 12 October 2021.

Election to the Council

6 July 2021

The Vice-Chancellor gives notice that he has received the following nomination, in accordance with Statute A IV 2, for election to the Council in class (a) (Heads of Colleges), and that it has been certified to him that the candidate has consented to be nominated:

Dr PHILIPPA JANE ROGERSON, Master of Gonville and Caius College, nominated by Dr A. N. S. Freeling, President of Hughes Hall, and Dame Fiona Reynolds, Master of Emmanuel College

No other candidates having been nominated, Dr Rogerson is duly elected to serve as a member of the Council in class (a) with immediate effect until 31 December 2022.

Election to the Board of Scrutiny

6 July 2021

The Vice-Chancellor gives notice that he has received the following nominations, in accordance with Statute A VII 3, for election to the Board of Scrutiny, and that it has been certified to him that the candidates have consented to be nominated in the classes as shown below:

One vacancy in class (c)(i) (a member of the Regent House who has been a member of the Regent House for not more than ten years on 1 October 2021):

Professor RICHARD MICHAEL MORTIER, *CHR*, nominated by Professor I. M. Leslie, *CHR*, and Professor J. A. Crowcroft, *W*

Four vacancies in class (c)(ii) (members of the Regent House):

Mr GRAHAM PETER ALLEN, *W*, nominated by Professor Jane Clarke, President of Wolfson College, and Ms J. H. Cheffins, *W*

Dr ROBERT VINCENT LEVESON DOUBLEDAY, *CHR*, nominated by Dr G. L. Burgess, *ED*, and Professor R. W. Prager, *Q*

Mr ROBERT JOHN HOPWOOD, *MUR*, nominated by Dame Barbara Stocking, President of Murray Edwards College, and Dr M. Gemelos, *MUR*

Dr KAREN OTTEWELL, *LC*, nominated by Mr T. N. Milner, *DAR*, and Mr I. N. M. Wright, *PET*

Dr ORSOLA RATH-SPIVACK, *LC*, nominated by Professor L. C. Taub, *N*, and Professor S. J. Eglen, *M*

Ms JOCELYN MARGARET WYBURD, *CL*, nominated by Professor C. J. Young, *PEM*, and Professor A. A. Copestake, *W*

No other nominations having been received in class (c)(i), Professor Mortier is duly elected for four years from 1 October 2021. It is necessary to hold an election to select four from among the six candidates in class (c)(ii). One person in class (c)(ii) will serve for two years from 1 October 2021 (see *Reporter*, 6623, 2020–21, p. 710). The remaining three members elected to the Board will serve for four years from 1 October 2021.

Voting, conducted under the Single Transferable Vote regulations, will open at 10 a.m. on Monday, 19 July 2021 and close at **5 p.m. on Friday, 30 July 2021**. Once the results of the elections are available, a Grace will be published proposing the respective periods of appointment to be assigned to the members elected in class (c)(ii).

Consultation on Regent House membership: Results of the indicative votes on Regent House membership proposals for University staff

2 July 2021

The Registry gives notice of the results of voting held between 21 June and 1 July 2021 on proposals to revise the criteria for Regent House membership for University staff (*Reporter*, 2020–21: 6609, p. 395; 6612, p. 452). There were two indicative votes:

1. The first vote was on whether or not to adopt a grade-based model for University staff whose eligibility for membership is not classed separately. This would replace the current model that identifies University officers and certain unestablished postholders, some after completion of three years' service, as eligible for membership.

The results of the voting are as follows:

Number of valid votes cast: 1,172 (no invalid votes)

In favour of a grade-based model	986
Against a grade-based model	186

2. The second vote concerned the location of the grade boundary should a grade-based model be adopted. The second vote was conducted under the Single Transferable Vote regulations.

The results of the voting are as follows:

Number of valid votes cast: 1,162 (no invalid votes) (Quota: 581)

	<i>First count</i>	<i>RESULT</i>
Membership for University staff at Grade 9 and above	599	ELECTED
Membership for University staff at Grade 7 and above (no service requirement)	299	
Membership for University staff at Grade 7 and above with a three-year service requirement for those in Grades 7 and 8	169	
None of the grade-based models listed above	95	
TOTAL	1,162	

The Council will receive the results of the voting and consider next steps.

The two fly-sheets received in connection with this ballot are reproduced on p. 753.

Matters relating to pay restraint

Further to its Notice of 21 July 2020 (*Reporter*, 6587, 2019–20, p. 542), the Council has reviewed the pay restraint measures.

Reward and progression schemes

At its meeting on 22 February 2021, the Council approved the reintroduction of all reward and progression schemes for the 2021–22 academic year. The following schemes will run as normal:

- Professorial Pay Review (next due in 2022–23);
- Grade 12 Contribution Reward Scheme 2022;
- Grade 1–11 Contribution Reward Scheme 2022;
- University Senior Lecturer Contribution Reward Scheme 2022; and
- Researcher Increment Scheme 2021–22.

The Research and Teaching Academic Career Pathways Scheme (replacing the Senior Academic Promotions Scheme) will run for the first time in 2021–22.

Recruitment restraint

At its meeting on 26 May 2021, the Council approved the recommendation from the Resource Management Committee that the Recruitment Protocol should end as planned on 31 July 2021.

VACANCIES, APPOINTMENTS, ETC.**Electors to the Professorship of Plant Development**

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

The Rt Hon the Lord Smith of Finsbury, *PEM*, in the Chair, as the Vice-Chancellor's deputy

(a) *on the nomination of the Council*

Professor Alison Smith, *CC*

Professor Detlef Weigel, *Max Planck Institute for Developmental Biology*

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

Professor Henrik Jönsson

Professor Jane Langdale, *University of Oxford*

Professor Anna Philpott, *CL*

(c) *on the nomination of the Faculty Board of Physics and Chemistry*

Professor Raymond Goldstein, *CHU*

Professor Elliot Meyerowitz, *T*

Professor Jan Traas, *École Normale Supérieure de Lyon, France*

Vacancies in the University

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

Versus Arthritis Professorship of Rheumatology in the Department of Medicine; informal enquiries: Professor Menna Clatworthy (email: mrc38@cam.ac.uk) and Professor David Jayne (email: dj106@cam.ac.uk); closing date: 31 August 2021; further details: <https://www.jobs.cam.ac.uk/job/30448/>; quote reference: RC27275

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.

CLASS-LISTS, ETC.**Act for the Degree of Doctor of Medicine**

This content has been removed as it contains personal information.

ACTA

**Congregations of the Regent House on 30 June and 1, 2 and 3 July 2021
(General Admission to Degrees, 2021)**

The Congregation lists on pages 737 to 752 have been removed as they contain personal information.

This content has been removed as it contains personal information.

E. M. C. RAMPTON, *Registrar*

END OF THE OFFICIAL PART OF THE 'REPORTER'

FLY-SHEETS REPRINTED

Consultation on Regent House membership: Fly-sheets relating to the indicative votes on Regent House membership proposals for University staff

In accordance with the Council's Notice on Discussions and Fly-sheets as amended (*Statutes and Ordinances*, p. 110 and *Reporter*, 6614, 2020–21, p. 496), the two fly-sheets received in relation to the indicative votes on the Regent House membership proposals for University staff that form part of the Council's consultation on membership of the Regent House, are reprinted below. Fly-sheets are reprinted in the order in which they appeared in the ballot booklet. For the results of the voting, see p. 735.

Fly-sheet in support of the adoption of a grade-based model of membership, and a threshold at Grade 7

We welcome the Governance Review's report on membership of the Regent House and the proposed adoption of a grade-based model of membership for University employees. Our self-governing nature lies at the core of our success and the Regent House is the beating heart of our University community.

Why adopt a grade-based model? We believe this is fairer to University staff. The use of unestablished contracts has significantly expanded across both academic and academic related roles in recent years as the use of insecure fixed-term posts has grown. Increasingly, new staff are appointed to unestablished posts while at the same time long-serving staff are transferred onto unestablished contracts as a result of updates to their role descriptions, internal moves or promotions. Consequently, membership of the Regent House has increasingly become skewed, and we are now in a situation where people performing identical roles are not treated as equals, have very different contractual relations with the University, with only some able to participate in University governance while others are disenfranchised. We urge you to use to your vote to help end this arbitrary discrimination and vote **FOR the adoption of the grade-based model**.

What should the threshold be? We believe it should be set at Grade 7 on the grounds of inclusivity and urge you to vote **FOR a Grade 7 threshold only**, choosing one or both options at Grade 7. This would enfranchise a greater proportion of women and BAME staff as well as creating a Regent House that is more reflective of the demographic make-up of the University as demonstrated by the Equality & Diversity report commissioned as part of the Governance Review and the additional data published a few weeks later.¹ This would also enfranchise many academics who would otherwise be excluded by a Grade 9 threshold including much of our post-doctoral research community and the vast majority of those in teaching-focussed roles for whom the new academic teaching & scholarship career pathway² is now being introduced (Grace 1 of 12 May 2021, approved at 4 p.m. on 21 May 2021).

Signed by the following members of the Regent House:

C. W. ATACK	C. GAGNE	R. NYRUP
A. J. ATTAHERI	N. J. GAY	S. L. PAUL
H. AZERAD	L. GAZOTTI	C. E. PENNEY
P. BADA KHCHANI	P. J. GIRLING	D. E. J. PETT
C. P. BARTLET	D. J. GOODE	R. B. PETTIT
S. J. BEARD	W. A. HALE	J. L. H. PHILLIPS
M. B. BECKLES	M. A. HARRIS	N. RADIĆ
M. N. BEG	C. J. HAY	P. RICCIARDI
E. G. BITHELL	R. HAYNES	R. RODD
M. BITHELL	C. M. HILLS	M. A. RUEHL
E. C. BLAIR	C. J. HOULDCROFT	J. C. SANDERS
R. W. H. BRICHENO	S. B. IMRIE	J. E. SCOTT-WARREN
S. L. BUCKLOW	K. M. JEARY	J. A. SECORD
I. M. BURKE	S. JOHNSON	P. A. SECORD
D. F. BUSCHER	J. A. KARGER	J. SLOAN
A. BUSKELL	M. A. KLEPPMANN	N. E. TAYLOR
R. CHARLES	F. E. R. LAHR	P. N. TAYLOR
M. G. CHINCA	A. LANGLEY	T. TREGEAR
R. M. COLEMAN	M. V. LUCAS-SMITH	C. L. TROWELL
A. M. B. COX	L. C. MCMAHON	D. H. P. TUAL
A. L. CUTTS	S. J. MAWSON	T. J. WALSTON
R. DERVAN	P. MENDES LOUREIRO	B. M. WATKINS
J. M. DIXON	S. C. MENTCHEN	STEPHEN WATTS
E. J. DOURISH	A. L. MILTON	P. S. WHITE
R. J. DOWLING	J. MILTON	J. WHITELOCK
K. E. FAULKNER	M. G. MORENO FIGUEROA	G. WILD
A. J. FAUVERGE	B. MORGAN	S. J. WILLIAMS
J. A. FREEMAN	C. MORGENSTERN	C. C. WORLEY
J. C. GABRYS	K. NIRMALADEVI	J. M. WYBURD

¹ <https://www.admin.cam.ac.uk/cam-only/reporter/2020-21/weekly/6609/RH-EqualityImpactAssessment.pdf>, and <https://www.admin.cam.ac.uk/reporter/2020-21/weekly/6612/6612.pdf#page=11>.

² <https://www.admin.cam.ac.uk/reporter/2020-21/weekly/6612/6612.pdf#page=13>.

FLY-SHEET: Indicative ballot on adoption of a grade-based model for Regent House membership for University staff

We exhort you to vote in favour of a grade-based model with Grade 9 as the primary means by which University staff qualify for Regent House membership.

The Regent House has been the governing body of the University for 95 years. For more than half that time, University academic staff equivalent to Grade 9 and above have been in the majority. Including College Fellows at this level who are not University officers, this situation continued until relatively recently.

We believe that this is the right balance for a University that considers itself ‘academic-led’. If the grade model is adopted with the boundary at Grade 7, the combination of G7+G8 research staff and professional services staff will exceed the number of University academic staff even with a 3-year service requirement – and by nearly 3,000 if no service requirement is adopted.

While a wider enfranchisement would yield a slight improvement in gender balance (but none in ethnicity¹), this is marginal (3.3% initially). Diversity is clearly very important, but the related need to improve existing imbalances among staff in Grade 9+ should not be the driver for the important decision we are now taking regarding Regent House qualification.

The majority of University staff are graded on a common single salary spine.² While the grading methodology was originally designed to meet equal pay requirements, pay grades are the only simple and practicable means to assess qualification, given the unworkable number of role titles among all our staff.

Fundamentally this ballot is about who should govern the University, and it is important to recognise that the Regent House is a legislative body, not just an electoral one. Not infrequently, the Regent House has to decide important issues. The grading methodology itself, the move to a full-time Vice-Chancellor and retention of an Intellectual Property policy that incentivises entrepreneurship are examples of forward-thinking decisions made by the Regent House. In the next few years, further critical decisions will need to be made if the University is to thrive in the 21st Century.

Although no single group or grade has a monopoly on foresight, we argue that staff at Grade 9 (and above) are best placed to make long-term judgements in the best interests of the University. Diluting the influence of more senior academic staff to less than one-third of the governing body will effectively blunt their ability to steer the University’s direction.

We fully support the proposal that current Regent House members at Grades 7 and 8 will retain their membership while they remain in post. We support inclusive consultation procedures, including the right of all staff to speak at Discussions and to sign fly-sheets. We also believe it is important to make provision for Council representation of staff who are not members of the Regent House. All these measures are included in the Governance Review’s proposals.

We urge you to **support the adoption of a grade-based model** and make the **membership for University staff at Grade 9 and above** your first preference.

Signed by the following members of the Regent House:

D. S. H. ABULAFIA	S. A. EDGLEY	F. T. MERKLE
R. ADHIKARI	J. M. EDWARDSON	A. J. MORTON
J. S. ALDRED	S. J. EGLIN	A. D. NEELY
G. P. ALLEN	M. L. EVANS	S. M. OOSTHUIZEN
R. ANTHONY	D. J. FAZAKERLEY	S. O’RAHILLY
S. A. BACALLADO DE LARA	E. V. FERRAN	R. PADMAN
N. BAMPOS	G. M. FRASER	R. V. PENTY
N. BERLOFF	A. N. S. FREELING	M. D. POTTER
I. BRIERLEY	R. GARCIA MAYORAL	R. W. PRAGER
R. W. BROADHURST	D. A. GOOD	M. R. E. PROCTOR
E. T. BULLMORE	I. G. P. GOODFELLOW	H. S. REALL
R. D. CAMINA	F. M. GRIBBLE	W. G. REES
D. A. CARDWELL	M. J. GROSS	R. A. W. REX
T. K. CARNE	R. M. HENDERSON	D. B. SAVAGE
G. C. CARR	N. J. HOLMES	A. D. J. SCADDEN
A. CATES	R. HOVORKA	M. J. SEWELL
M. E. CATES	R. E. HUNT	A. G. SMITH
C. P. CAULFIELD	P. B. JONES	K. G. C. SMITH
T. W. CLYNE	F. E. KARET	U. SPERHAKE
N. COLEMAN	A. P. KELLY	L. S. TILEY
A. P. COLL	F. P. KELLY	C. J. E. WATSON
S. J. COWLEY	R. R. KERSWELL	T. L. WILLIAMS
S. B. DALZIEL	V. KORONAKIS	J. WOLF
P. A. DAVIDSON	A. KOULMAN	A. D. YATES
S. DEMOULINI	E. MASTORAKOS	
J. L. DRISCOLL	P. H. MAXWELL	

¹ <https://www.admin.cam.ac.uk/reporter/2020-21/weekly/6612/6612.pdf#page=11> (p. 452).

² For those who are not, other arrangements are proposed by the Council.

COLLEGE NOTICES**Vacancies**

Corpus Christi College: Development Assistant; tenure: permanent and full-time; salary: £26,000–£28,000; closing date: 5 August 2021 at 12 noon; further details: <https://www.corpus.cam.ac.uk/about/opportunities/non-academic-staff-vacancies>

Events

Lucy Cavendish College: Dr Julia Mueller, MRC Epidemiology Unit, on *Preventing weight gain during the pandemic: A randomised controlled trial of a behavioural intervention*, at 6 p.m. on 14 July 2021 via Zoom; further details and joining instructions: <https://www.lucy.cam.ac.uk/events>

EXTERNAL NOTICES**Oxford Notices**

Merton College: Admissions Officer; tenure: permanent and full-time; salary: £27,000–£30,000; closing date: 2 August 2021 at 9 a.m.; further details: <https://www.merton.ox.ac.uk/vacancies>

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