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UNIVERSITY OF
CAMBRIDGE

NOTICES**Calendar**

23 November, *Tuesday*. Discussion in the Senate-House at 2 p.m. (see below).

26 November, *Friday*. Ballot of the Regent House, voting opens at 10 a.m.

27 November, *Saturday*. Congregation of the Regent House at 10 a.m.

29 November, *Monday*. End of third quarter of Michaelmas Term.

3 December, *Friday*. Full Term ends.

6 December, *Monday*. Ballot of the Regent House, voting closes at 5 p.m.

Discussions (Tuesdays at 2 pm.)

23 November

7 December

Congregations (Saturdays unless otherwise stated)

27 November, 10 a.m.

Discussion on Tuesday, 23 November 2021

The Vice-Chancellor invites members of the Regent House, University and College employees, registered students and others qualified under the regulations for Discussions (*Statutes and Ordinances*, p. 105 as amended by Grace 2 of 28 April 2021) to attend a Discussion **in the Senate-House**, on Tuesday, 23 November 2021 at 2 p.m. The following Report will be discussed:

1. Joint Report of the Council and the General Board, dated 10 November 2021, on the process for approving the establishment of a Professorship (*Reporter*, 6636, 2021–22, p. 111).

Those wishing to attend should refer to the Notice on arrangements for attending Discussions (*Reporter*, 6630, 2021–22, p. 4). Contributors who are unable to attend in person 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. General information on Discussions is provided on the Governance site at <https://www.governance.cam.ac.uk/governance/decision-making/discussions>.

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 and/or Departmental affiliations held.

Grace 1 of 3 November 2021: Correction

8 November 2021

The Vice-Chancellor gives notice under Regulation 15 of the Ordinance on Graces and Congregations (*Statutes and Ordinances*, p. 105) of a correction to Grace 1 of 3 November 2021, which is subject to a ballot (*Reporter*, 6633, 2021–22, p. 56).¹ In the Council's report in March 2021 on its proposals to revise Regent House membership, it noted in paragraph 35 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' (*Reporter*, 6609, 2020–21, p. 395). This was not reflected in the legislative changes proposed by the Grace, for which oversight the Council apologises. In Recommendation III in paragraph 10 of the Report of the Council on changes to the criteria for Regent House membership of University staff (*Reporter*, 6632, 2021–22, p. 47), there should be a new paragraph in the Ordinance on Regent House membership:

- (vi) those University employees who hold posts outside the grade structure in Schedule I to the Ordinance on Stipends whose posts are deemed equivalent to those in Grade 9 or above in that Schedule in accordance with criteria as determined and published from time to time by the Council.

The text of the Report has been amended accordingly.

¹ See also p. 138.

Election of a member of the Council's Finance Committee in class (b)

17 November 2021

The Head of the Governance and Compliance Division has received the following nomination for the Council's Finance Committee, for election in class (b) by the Representatives of the Colleges:

Mr JONATHAN SPENCE, *Q*, nominated by Ms L. M. Thompson, *LC*, and Dr R. Anthony, *JE*.

No other candidates having been nominated, Mr Spence is duly re-elected to serve as a member of the Finance Committee in class (b) from 1 January 2022 for three years.

VACANCIES, APPOINTMENTS, ETC.

Electors to the Genzyme Professorship of Experimental Medicine

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

- Professor David Cardwell, *F*, in the Chair, as the Vice-Chancellor's deputy
- (a) *on the nomination of the Council*
 Professor Klaus Okkenhaug
 Professor Ken Smith, *PEM*
- (b) *on the nomination of the General Board*
 Dr Menna Clatworthy, *PEM*
 Dr Dinakantha Kumararatne
 Professor Adrian Thrasher, *University College London*
- (c) *on the nomination of the Faculty Board of Clinical Medicine*
 Professor Siobhan Burns, *University College London*
 Professor Paul Lehner, *DAR*
 Professor Patrick Maxwell, *T*

Vacancies in the University

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

Head of Psychological Therapies in the Academic Division (Education Services) of the University offices; tenure: permanent, full-time; salary: £56,587–£60,022; closing date: 5 December 2021; further details: <https://www.jobs.cam.ac.uk/job/32238/>; quote reference: XD28896

Ernest Oppenheimer Early Career Research Fellowship in the School of the Physical Sciences; tenure: three years from 1 October 2022; stipend: £33,309–£40,927 plus a contribution towards travel and removal expenses, and up to £15,000 a year for research expenses; closing date: 11 January 2022; further details: <https://www.jobs.cam.ac.uk/job/32221/>; quote reference: LA28880

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.

EVENTS, COURSES, ETC.

Announcements of lectures, seminars, etc.

The University offers a large number of lectures, seminars and other events, many of which are free of charge, to members of the University and others who are interested. Details can be found on individual Faculty, Department and institution websites, on the What's On website (<https://www.admin.cam.ac.uk/whats-on/>) and on Talks.cam (<https://www.talks.cam.ac.uk/>). A variety of training courses are also available to members of the University, information and booking for which can be found online at <https://www.training.cam.ac.uk/>

Milner Therapeutics Institute Milner Seminar Series: *Exploring human tissue architecture using high-throughput spatial genomics*, by Omer Bayraktar, Wellcome Sanger Institute, at 1 p.m. on 25 November 2021 via Zoom. Advance registration required. <https://www.milner.cam.ac.uk/milner-seminar-series/>

NOTICES BY THE FACULTY BOARDS, ETC.

Computational Biology for the M.Phil. Degree, 2021–22

(*Statutes and Ordinances*, p. 522)

The Degree Committee for the Faculty of Mathematics gives notice that an additional optional half module *BioDesign* will be offered in 2021–22. Candidates will be required to take either *BioDesign* or *Biological imaging and analysis* in Lent Term.

CLASS-LISTS, ETC.

Approved for degrees

The Registry approved the following persons for the award of degrees during the 2020–21 academic year.

This content and pages 119–137 have been removed as they contain personal information.

GRACES**Grace submitted to the Regent House on 17 November 2021**

The Council submits the following Grace to the Regent House. This Grace, unless it is withdrawn or a ballot is requested in accordance with the regulations for Graces of the Regent House (*Statutes and Ordinances*, p. 105), will be deemed to have been approved at **4 p.m. on Friday, 26 November 2021**. Further information on requests for a ballot or the amendment of Graces is available to members of the Regent House on the Regent House Petitions site.[§]

1. That the recommendations in paragraph 3 of the Report of the General Board, dated 21 October 2021, on the re-establishment of a Professorship (*Reporter*, 6634, 2021–22, p. 82) be approved.

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

ACTA**Approval of Graces submitted to the Regent House on 3 November 2021**

Of the Graces submitted to the Regent House on 3 November 2021 (*Reporter*, 6635, 2021–22, p. 99): no amendments to Grace 1 were received by the stated deadline so the Grace will proceed to a ballot in accordance with the Council's Notice of 19 October 2021 (*Reporter*, 6633, 2021–22, p. 56);¹ Grace 2 was approved at 4 p.m. on Friday, 12 November 2021.

¹ Voting on Grace 1 of 3 November 2021 (criteria for Regent House membership of University staff) will open at 10 a.m. on Friday, 26 November and close at 5 p.m. on Monday, 6 December 2021. The two options on the ballot paper will be *in favour* (placet) or *against* (non placet) the Grace in its corrected form (see the Vice-Chancellor's Notice, p. 116).

E. M. C. RAMPTON, *Registrar*

END OF THE OFFICIAL PART OF THE 'REPORTER'

REPORT OF DISCUSSION

Tuesday, 9 November 2021

A Discussion was held in the Senate-House. Deputy Vice-Chancellor Professor Simon Franklin was presiding, with the Registrar's deputy, the Senior Proctor, the Senior Pro-Proctor and four other persons present.

The following items were discussed:

Twenty-sixth Report of the Board of Scrutiny, dated 7 October 2021

(*Reporter*, 6633, 2021–22, p. 62).

Mr G. P. ALLEN (Wolfson College and Chair of the Board of Scrutiny, 2020–21):

Deputy Vice-Chancellor, as the Chair of the Board of Scrutiny for the last academical year it falls to me to introduce its 26th Report to the Regent House. The Board is a key check and balance in ensuring transparency and accountability in the University's governance and operations. In particular, the Board is required each year to scrutinise the following documents on behalf of the Regent House: (i) the accounts of the University; (ii) the Annual Report of the Council and the Annual Report of the General Board; and (iii) any Report of the Council proposing allocations from the Chest. It operates independently by the authority of Statute A VII and has the right to report to the University.

The current Report covers a lot of ground and makes ten recommendations to the central bodies as well as several observations on the way. Today I intend to address just three of those recommendations which go to the heart of maintaining our position in the top handful of the world's leading research-intensive, academically-led, universities.

First, finance and funding allocations. In paragraph 16 the Board draws attention to the deficit budgets presented in Allocations Reports for the last five years – individually these deficits are modest but they are accumulating deficits, and collectively are now starting to reach a more significant level. In paragraph 17, we note that these annual deficits have appeared despite quite favourable developments on the income side. In paragraphs 18–21, however, we observe the significant growth in spendable Departmental, and other, reserves over the period 2017–20 which suggests that funding allocations are not being fully spent each year. In paragraphs 49–55 the Board comments on a new project 'Enhanced Financial Transparency' (EFT) which sets out to improve the timeliness, transparency and usefulness of financial information to support the annual allocations process. This programme sometimes seems to be presented as a prerequisite before real inroads can be made into the annual deficit, whereas the Board is unclear, at this stage, what additional information the EFT will actually provide beyond that currently available through the statutory and management accounts, and analyses of attributable income and costs using the Resource Allocation Model and TRAC methodology. Commissioning further such analyses will not of itself save any money (or generate new income). Accordingly, the Board recommends (paragraph 25) that the Council insists on returning to setting a balanced Chest budget in short order.

Secondly, research, which is at the heart of the University's international distinction. In paragraph 12 the Board notes a small drop in research income in 2019–20 and, in paragraph 86, a significant drop in the value of new grants awarded. We also draw specific attention to the scope for improvement in the University's performance in winning and leading the largest grants, which often span more than one institution. The Board recognises the challenges of the research funding landscape – uncertainty over our participation in the Horizon programme, the consequences of the pandemic for the charitable sector, and the tight public finances all point in the same worrying direction. In paragraph 98 therefore we recommend that steps are taken towards improving our positioning, and support, for strategic partnerships directed at winning more of the largest grants.

Thirdly, academic self-government. The circumstances of the last twenty months have not been conducive to the customary level of engagement with the University's democratic processes often witnessed in this House. However, the Regent House has been vigilant in pushing back (paragraphs 116–19) against two proposals which were not well thought through. Furthermore, the potential damage of other 'mis-steps' (paragraphs 122–25) was mitigated at a late stage by the intervention of the Council. The Board (paragraph 126) recommends that the Council reflects on the lessons learned from these instances and considers any necessary improvement to the rigour and timeliness of its mechanisms for scrutiny and reporting.

Finally, in commending this Report to the Regent House, I should warmly thank the officers and others who have patiently answered the Board's questions and provided us with much supporting information throughout the year.

The Board looks forward to the Council's response.

Professor G. R. EVANS (Emeritus Professor of Medieval Theology and Intellectual History), read by the Senior Pro-Proctor:

Deputy Vice-Chancellor, the Board of Scrutiny has its own Chapter A VII in the Statutes. It is customary for the Board's Annual Report to begin with a reminder of what that means. This year's preliminary explanation is particularly valuable and I hope it will be read as closely as it deserves. Awareness of these crucial constitutional niceties is the more important in the wake of the period of suspension of normal governance during the Covid-19 crisis when it is important to ensure that it is all put back into running order at soon as possible. This Report has some significant criticisms on that topic.

These form part of a set of related criticisms of a certain loosening of respect for the protections of good practice. In several areas there seems to be evidence that the Board is right to ask that the Audit Committee 'undertake a review of the robustness of the Council's Committee structure'. And the Board notes the 'opacity' and 'low level of disclosure' in the operations of the Cambridge University Endowment Fund (CUEF). It 'provides very limited disclosure on its investment activities' and 'remarkably, it does not even reveal this fundamental information to members of the University Council'.

Re-imagining Professional Services (RPS) is 'one of thirteen projects in the Recovery Programme' (published in the *Reporter* of 21 April 2021) which lack particularity,

though the Board was ‘greatly assisted in a discussion with the Academic Secretary under whose remit the programme sits’. The Board helpfully sets out some details of what it learned. Its Recommendation is that there should be some sort of ‘champion’ to keep an eye on progress with the ‘Recovery’, but it notes that:

this sponsorship will potentially need to be immune to the turnover of senior officers *viz* Vice-Chancellor and Pro-Vice-Chancellors, and needs to be accompanied by the delivery of tangible and specific achievements to an agreed timetable.

One of the Recovery Programmes concerns Cambridge Advance Online (CAO). The Board notes that ‘the University has launched a suite of online courses as part of its Recovery Programme’. A Report for the Education Committee has been promised. ‘The Board awaits the publication of this report’. I hope it will be published as a Report to the University, and soon. Will these new courses (£2,000 for 8 weeks) be found to offer value for money?

There seems to be some linkage with the learning of lessons from the unavoidable move to online teaching during the Covid-19 crisis, but *Varsity* notes discontent in Land Economy and other departments at the excessive proportion of online teaching they are still being offered.¹ In any case CAO is quite another matter when it comes to the protection of the University’s academic reputation.

Marketing its courses, the Cambridge Advance Online website makes it clear that they do not involve the use of the University’s degree-awarding powers but it gives no indication of the level they are pitched at. Are these at Level 3 (A-level); Level 4 or 5 (higher education but not degree level) or Level 6 (degree-level but not adding up to actual degrees if a sufficient number of these courses are taken).² ‘Bionanotechnology’ seems to expect its students to be graduates so that would set the course at Level 7. ‘Product-Technology Roadmapping’ is aimed at senior managers. The ‘volatile, uncertain, complex and ambiguous’ ‘Intercultural Business Communication’ course seeks ‘business owners and people working for companies with an international workforce’. Although they will not count towards a Cambridge degree or diploma, are those who receive a ‘certificate’ of successful completion going to be able to transfer them so as to build credits transferable elsewhere? Continuing Education makes it clear that may be possible for some of their own offers. Has this new venture been thought through alongside what is already on offer online by that route at the same or lower fees?³

Continuing Education openly lists its staff,⁴ but ‘The speed at which this Recovery Project has been launched raises questions’ says the Board, including ‘the impact on workload for staff being asked to deliver courses online’ and the implications of academics being expected to design them under their existing contracts, with no further remuneration, while the actual delivery of the courses will be ‘taught by post-docs and postgraduates at the supervision rate’.

The Board recommends that the Council and General Board publish a Report setting out the case for setting up Cambridge Advance Online, its resourcing and governance arrangements, including the protection of the Cambridge brand.

Another report needed urgently in the form of a published Report to the University please?

A fourth topic which begs for comment in today’s Discussion is the growing use of unestablished posts. The Board notes that ‘there have been numerous advertisements for vacant posts which were formerly filled as University offices’. It has been asking about this in its Reports for some time and the Council has refused to clarify the ground-rules arguing that it is for Departments to do as they please.

That cannot be acceptable employment practice surely, or constitutionally acceptable to the Regent House, for the reasons the Board gives?

I have said more than enough in Discussions since last year on the subject of the suspension of governance from Spring 2020, but the Board’s concerns in the present Report deserve a mention. The Regent House is entitled to Reports giving sufficient detail to enable it to be clear what it is approving. Concerns raised in Discussion should not be brushed aside too readily in order to proceed speedily to a Grace. Notices in response to remarks made in Discussions have recently become more detailed, but are still often too long delayed. The ‘thanks but no thanks’ tone of many Notices is not conducive to the ‘greater use of the Regent House as a consultative sounding board’ the Board of Scrutiny recommends.

¹ <https://www.varsity.co.uk/news/22336>

² <https://advanceonline.cam.ac.uk/>

³ <https://www.ice.cam.ac.uk/courses/search/type/online-course>

⁴ <https://www.ice.cam.ac.uk/about-us/staff-profiles/academic-staff>

Report of the General Board, dated 21 October 2021, on the re-establishment of a Professorship

(*Reporter*, 6634, 2021–22, p. 82).

No remarks were made on this Report.

COLLEGE NOTICES**Election***Hughes Hall*

Appointed Bursar from 8 November 2021 and elected to a Fellowship in Class A:

Mr Jonathan Newby, B.A., *King's College London*

Vacancies

Gonville and Caius College: Development Officer; tenure: permanent, full-time; salary: £29,000; closing date: 3 December 2021 at 12 noon; further details: <https://www.cai.cam.ac.uk/vacancies/development-officer>

Peterhouse: Rare Books Cataloguer (Research Associate) for the Early Hebrew Printed Books in Cambridge Collections; tenure: three years from 1 January 2022, or as soon as possible thereafter (non-renewable); salary: £33,309; closing date: 9 December 2021; further details: <https://www.pet.cam.ac.uk/news/rare-books-cataloguer-research-associate-project-early-hebrew-printed-books-cambridge>

Graduate Studentships 2022; tenure: three years from 1 October 2022; funding: may cover University and College fees plus maintenance at the same level as the Arts and Humanities Research Council awards, subject to circumstances; closing date: 7 January 2022 at 5 p.m.; further details: <https://www.pet.cam.ac.uk/graduate-studentships-0> and <https://www.resfell.pet.cam.ac.uk/>

Queens' College: Fellowship in Computer Science; tenure: from Easter 2022; closing date: 10 January 2022; further details: <https://www.queens.cam.ac.uk/life-at-queens/vacancies/fellowship-in-computer-science>

Selwyn College: Centenary Research Fellowship 2022 (Arts and Social Sciences); tenure: three years from 1 October 2022; closing date: 15 December 2021 at 12 noon; further details: <https://www.sel.cam.ac.uk/joining-selwyn/employment/vacancies/centenary-research-fellowship-2022>

Henslow Research Fellowship 2022 (Sciences) (funded by the Cambridge Philosophical Society); tenure: three years from 1 October 2022; closing date: 15 December 2021 at 12 noon; further details: <https://www.sel.cam.ac.uk/joining-selwyn/employment/vacancies/henslow-research-fellowship-2022>

SOCIETIES, ETC.**Cambridge Philosophical Society**

The Society's next lecture will take place at 6.30 p.m. on Monday, 22 November 2021 in the Bristol-Myers Squibb Lecture Theatre, Department of Chemistry, Lensfield Road. Professor Sadaf Farooqi of the Wellcome-MRC Institute of Metabolic Science will deliver a lecture entitled *The biology of eating*. The event is free but booking is required. Further details are available on the Society's website: <https://www.cambridgephilosophicalsociety.org/events>

EXTERNAL NOTICES**Oxford Notices**

New College: Rank-Manning Junior Research Fellowship in Social Sciences; tenure: three years from 1 October 2022 (non-renewable); stipend: £24,110; closing date: 9 December 2021; further details: https://isw.changeworknow.co.uk/new_college_oxford/vms/e/careers/search/new

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