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UNIVERSITY OF  
CAMBRIDGE

## NOTICES

### Calendar

- 3 December, *Friday*. Full Term ends.
- 6 December, *Monday*. Ballots of the Regent House, voting closes at 5 p.m. (see below).
- 7 December, *Tuesday*. Discussion in the Senate-House at 2 p.m. (see below).
- 19 December, *Sunday*. Michaelmas Term ends.
- 25 December, *Saturday*. Christmas Day. Scarlet Day.
- 5 January, *Wednesday*. Lent Term begins.

### Discussion on Tuesday, 7 December 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, 7 December 2021 at 2 p.m. The following Report will be discussed:

1. Report of the Council, dated 24 November 2021, proposing an exception to the rules on reserved business (*Reporter*, 6638, 2021–22, p. 144).

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](mailto:contact@proctors.cam.ac.uk), copying [ReporterEditor@admin.cam.ac.uk](mailto:ReporterEditor@admin.cam.ac.uk), by no later than 10 a.m. on the day of the Discussion, for reading out by the Proctors,<sup>1</sup> 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>.

<sup>1</sup> 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.

### Ballots of the Regent House: Voting open until 6 December 2021

The following ballots are currently open for voting by members of the Regent House:

- Ballot on Grace 2 of 29 July 2021 (discontinuation of the public display of class-lists)
- Ballot on Grace 1 of 3 November 2021 (criteria for Regent House membership of University staff)

**Voting closes at 5 p.m. on Monday, 6 December 2021** and members who were listed on the Roll of the Regent House promulgated on 5 November 2021 are eligible to vote. Voting information, including fly-sheets and background information, is available online at <https://www.governance.cam.ac.uk/ballots/voting/> [Raven access only].

Information on ballot openings and voting is sent from the University Draftsman to members of the Regent House by email at relevant times throughout the year. After checking email inboxes and filters, Regent House Members who have not received an email alert for these ballots should email [ballots@admin.cam.ac.uk](mailto:ballots@admin.cam.ac.uk) from their University or College email address, quoting their CRSid, so their contact details can be checked and the mailing list updated.

### Consultation on the principles of a new policy governing the use and allocation of @cam.ac.uk email addresses

Since July 2020, an email policy review panel, commissioned by the Information Services Committee and chaired by Dr Jessica Gardner, has been working on a policy to govern use of and eligibility for @cam.ac.uk email addresses. This covers all email addresses that end ...@cam.ac.uk including those in the format @XYZ.cam.ac.uk, e.g. @medschl.cam.ac.uk, @jesus.cam.ac.uk, @admin.cam.ac.uk. This work flows from the strategic review of email provision in the University that was completed in 2019 (*Reporter*, 6606, 2020–21, p. 349).

#### Rationale

The University's practices governing the allocation of email addresses have grown up organically over many years, and there is currently no formal policy governing access to @cam.ac.uk email addresses. This matters because possession of an @cam.ac.uk email address is generally taken by the outside world to mean that an individual is 'at' Cambridge: it confers a Cambridge (digital) identity. Regulating access to an institutional digital identity is a critical part of information security best practice, helping to protect the University against cyber threats. Evidence of specific policies and technical controls to protect systems and data is also increasingly required by external organisations, such as research funders.

Clear and appropriate regulations about access to @cam.ac.uk email addresses will increase the University's cyber security, ensure it complies with its moral and legal obligations around data protection, and help to protect against risks to its reputation.

The new email policy is intended to ensure:

- that the University has clear oversight of who has access to a Cambridge digital identity based on an @cam.ac.uk email address;
- that anyone who has such access is in a defined relationship to the University and its academic mission;
- that the wide range of people who make valuable contributions to the life of collegiate Cambridge have access to an @cam.ac.uk email account when they need one for academic or administrative purposes.

In developing the policy proposals, particularly around eligibility and transition arrangements, the email policy review panel took account of concerns raised by current and retired staff about the potential impact of policy change, particularly on the academic community.

### **Main policy proposals**

The Information Services Committee (ISC) received a draft version of the new email policy at its meeting in October 2021, and recommended that the principles and key recommendations should be shared with the wider University community for consultation. These principles and recommendations are explained in detail on the email policy webpages.<sup>1</sup> The key issues for consultation are the eligibility and transition arrangements, which are summarised below.

#### *Eligibility*

The draft policy proposes that anyone in a formal relationship with the University or Colleges (such as employment, fellowship, membership of the Regent House, etc.) should be automatically eligible for an @cam.ac.uk email address. Individuals not in such a formal relationship but who contribute to the life of the collegiate University in defined ways – for example through academic activity – may be eligible through being nominated by a College or a University Department or, in the case particularly of retired academics, through self-nomination subject to College or Departmental approval.

#### *Transition arrangements*

It is likely that, under the eligibility routes proposed above, some people may lose access to an @cam.ac.uk email address that they have held for a very long time, and which may be their sole email address. For that reason, the ISC is proposing a two-year transition period from the date of the policy implementation, to allow such individuals time to make alternative arrangements. Clear support and instructions will be provided to help people affected by the policy in any way.

### **Consultation**

The ISC is running a consultation on the key principles and recommendations of the new email policy from 1 December 2021 to 18 February 2022. This was announced to all staff at the University and Colleges in an email from Professor Andy Neely, Chair of the ISC, on Wednesday, 1 December.

The main instrument of consultation is an online survey, where individuals can both find out if and how they could be affected by the new policy and give their views on it. Interested members of the University community are advised to read the detailed overview of the policy recommendations on the email policy webpage before taking the survey, the link to which can also be found on the webpage.

### **What happens next**

Feedback received through the consultation will inform the final shape of the new email policy. This will go back to the Information Services Committee for approval, and from there to the General Board and the Council.

If approved, the earliest date at which the policy could be implemented is the start of the academic year 2022–23, i.e. 4 October 2022.

The University community will be kept informed of the progress of the policy. All updates will be posted on the email policy webpage and significant milestones will be communicated by email and in the *Reporter*.

<sup>1</sup> <https://help.uis.cam.ac.uk/newemailpolicy>.

## **VACANCIES, APPOINTMENTS, ETC.**

### **Vacancies in the University**

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

**Director of Communications and External Affairs in the Office of External Affairs and Communications;** closing date: 10 December 2021; further details: <https://www.jobs.cam.ac.uk/job/32579/>; quote reference: AR29196

*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.*

**REGULATIONS FOR EXAMINATIONS****History of Art and Visual Culture for the M.St. Degree****With effect from 1 October 2021**

The General Board, on the recommendation of the Strategic Committee of the Institute of Continuing Education and the Faculty of Architecture and History of Art, has approved History of Art and Visual Culture as a subject for the degree of Master of Studies with effect from 1 October 2021. Special Regulations for the examination in the subject have been approved as follows:

## HISTORY OF ART AND VISUAL CULTURE

1. The scheme of examination for the course of study in History of Art and Visual Culture for the degree of Master of Studies shall be as follows:

(a) three essays, each of not more than 5,000 words in length, on topics approved by the Degree Committee for the Faculty of Architecture and the History of Art;

and

(b) a dissertation of between 12,000 and 15,000 words in length (including footnotes and appendices, but excluding bibliography) on a subject approved by the Degree Committee.

2. At the discretion of the Examiners, the examination may include an oral examination on the dissertation and on the general field of knowledge within which it falls.

3. The Examiners may recommend the award of a Postgraduate Certificate to candidates who have satisfactorily completed the requirements specified in Regulation 1(a) but not those specified in Regulation 1(b).

**ACTA****Approval of Grace submitted to the Regent House on 17 November 2021**

The Grace submitted to the Regent House on 17 November 2021 (*Reporter*, 6637, 2021–22, p. 138) was approved at 4 p.m. on Friday, 26 November 2021.

**Congregation of the Regent House on 27 November 2021**

A Congregation of the Regent House was held at 10 a.m. All the Graces submitted to the Regent House (*Reporter*, 6638, 2021–22, p. 145) were approved.

The following degrees were conferred:

*This content and pages 152–156 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'**

## REPORT OF DISCUSSION

### Tuesday, 23 November 2021

A Discussion was held in the Senate-House. Deputy Vice-Chancellor Ms Catherine Arnold was presiding, with the Registrar's deputy, the Senior Proctor, the Deputy Senior Proctor and one other person present.

The following Report was discussed:

***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).

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

Deputy Vice-Chancellor, this Report proposes that the Regent House continue to approve the establishment of Professorships by Grace, but without a requirement that it always receive a Report first.

What are the arguments advanced for not bothering with a Report on certain Professorships? The first is that Reports proposing Professorships 'rarely attract remarks at Discussions concerning their central proposals'. Not having to bother with one would allow Professorships to be 'established according to a more flexible and shorter timetable'. Why would that be a good idea? Apparently it is to make Cambridge:

sufficiently agile to support new research by enabling the prompt recruitment of those able to steer those developments and, in the case of personal Professorships, to secure the appointment of international leaders in their field in the face of compelling alternative offers.

The Report adds that:

Industry partners and donors expect the University to be able to respond swiftly when they agree to fund a Professorship marked out as a priority appointment by the University.

Such awkward establishments of Professorships outside the usual categories have triggered recent challenge requiring a Notice in reply.<sup>1</sup> But might those not be exactly the sort of Professorships needing to be rushed through very speedily to make a donor happy or to capture a potential appointee who says he has better offers elsewhere if Cambridge does not seize him quickly or make it worth his while to stay (or 'her' of course)? In that Notice the Council said it 'agrees with the underlying sentiment of both speakers that it is sensible to step back and take stock occasionally, to avoid policy drift'. So why is it not following its own advice now?

The problem of the disorderly proliferation of 'roles' and status among the University's employees surely needs to be addressed before changing the Regent House membership rules yet again or rushing as in this Report to make it easier to establish novel types of 'Professorship'.

Part of the problem is the failure to make it clear how a Professorship can be deemed 'established' on the basis now proposed for fast-tracking. Statute C I 1(e) allows for the possibility that Offices may be established by a 'competent authority'. The free-for-all in making both established and unestablished appointments by 'competent authorities' below the level of the General Board has led to a multiplication of unestablished appointments, sometimes

replacing existing established ones. The Council recognises that. In a Notice published on 3 November<sup>2</sup> it referred its readers back to the view it had published in the *Reporter* of 4 March 2021,<sup>3</sup> drawing 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.

However, rather than tackle the problem of this growing confusion of role and status, the Council recommended 'that eligibility for Regent House membership be separated from established status'.<sup>3</sup> It now said that it had 'some sympathy with the view that a model based on roles would be preferable' in fixing membership of the Regent House but, 'the proliferation of job titles has made such a model unworkable' and 'further, many of those titles are not defined in the Statutes and Ordinances nor are they in common usage'. In a footnote, Council recorded that 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'.<sup>4</sup> Even grading will not work. A correction to Grace 1 of 3 November 2021,<sup>5</sup> notes that 'in posts which are currently ungraded or graded using a different system' there are currently over 900 employees.

This Report promises that personal promotions will still get a Report because 'the Discussion of the Report provides an opportunity to comment on the process'. In his Annual Address in October the Vice-Chancellor said that 'this year we put in place a long overdue process to make professorial appointments more transparent and more efficient'.<sup>6</sup> Time will tell, but successive attempts to make such a process work fairly, now over more than two decades, do not reassure. However, there are apparently to be speedy special 'personal promotions' by Grace without Report. The Report we are discussing offers a mere Notice in the *Reporter* which would publish the Grace for special cases to explain:

where the funding for the office will come from, on the recommendation of the Resource Management Committee, and whether the proposal is for a personal Professorship or for a fixed term (with further details to explain the circumstances).

Cambridge's General Board has faced a good deal of flack about its failures to get personal promotions procedures right, but at least here under Statute C XI 2, Professorships at Grade 12 are 'to be established in institutions under the supervision of the General Board either by Statute, or by Grace of the Regent House', only 'after consideration of a Report of the General Board.

That this new short-cut would be made consistently or without mistakes seems unlikely. That correction dated 8 November to Grace 1 of 3 November 2021, now published in the *Reporter* of 17 November,<sup>5</sup> was made because the legislation offered for Gracing had not 'reflected' the need for 'further work' which would be necessary to assess whether those 900 who are in posts which are currently ungraded or graded using a different system 'are equivalent to the grade threshold and above. ... For which oversight the Council apologises'. There has been an unusual number of such 'corrections' lately, suggesting that it would be unwise to be wholly confident that a mere Notice can be relied on for the proposed purpose. A Report with a Discussion might catch mistakes before a Grace published without one passed its *Non Placet* date.

Cambridge retains a protection which Oxford let slip when it abolished its own General Board under the North reforms. The role of the former General Board there passed to a newly-created Personnel Committee of the Council (Oxford's Statute VI). This now oversees 'any centrally organised exercises relating to personnel matters, such as the conferment of the title of professor and the making of distinction awards for professors and readers'.<sup>7</sup> Congregation has no role in the approval of such outcomes as it formerly did. Does the Regent House really want to risk its own half-way slippage towards not bothering to ask the Regent House at all?

<sup>1</sup> *Reporter*, 6624, 2020–21, p. 728.

<sup>2</sup> *Reporter*, 6635, 2021–22, p. 96.

<sup>3</sup> *Reporter*, 6609, 2020–21, p. 395 at para. 10.

<sup>4</sup> *Reporter*, 6609, 2020–21, p. 396, footnote 7.

<sup>5</sup> *Reporter*, 6637, 2021–22, p. 116.

<sup>6</sup> *Reporter*, 6631, 2021–22, p. 31 at p. 34.

<sup>7</sup> Council Regulations 15 of 2002, 4.4(3).

Mr G. P. ALLEN (Wolfson College and Secretary to the Board of Scrutiny), read by the Senior Proctor:

Deputy Vice-Chancellor, this Report represents a welcome streamlining of the procedure for establishing a Professorship, particularly in cases where the academic need and funding arrangements are straightforward. As the Report notes, most proposals pass without comment and the mechanism of a Notice and Grace speeds up the approval process by a few weeks. In the past, problems have occasionally arisen in the case of Professorships supported by donation, either where concerns have been raised about the source of funds (as happened recently in Oxford), or the proposal is complex or entails a change to the University's established procedures and policies, for example in relation to pay. I suggest it would be wise to add these to the list of 'circumstances' where it would be appropriate to consider proceeding by means of a Report. Doing so would allow a fuller explanation of the background and the opportunity for the Board to provide reassurance in response to remarks raised in Discussion, instead of challenging those with concerns to call a ballot which would of course significantly extend the approval process.

## COLLEGE NOTICES

### Election

*Trinity Hall*

Elected into a Staff Fellowship (Class B) from 1 November 2021:

Dr Gwen Wyatt-Moon, B.Eng., *Swansea*,  
M.Res., Ph.D., *Imperial*

### Vacancies

*Clare Hall*: Research Fellowships in the Arts and Social Sciences; tenure: three years from 1 October 2022; non-stipendiary; closing date: 3 December 2021; further details: <https://www.clarehall.cam.ac.uk/research-fellowships>

*Corpus Christi College*: Visiting Professorships: tenure: Michaelmas Term 2022 or Lent Term 2023; closing date: 26 April 2022 at 12 noon; further details: <https://www.corpus.cam.ac.uk/about-corpus/opportunities/visiting-professorships-and-visiting-fellowships>

*Gonville and Caius College*: Development Officer; full-time, permanent; stipend: £30,455–£34,183; closing date: 17 December 2021 at 12 noon; further details: <https://www.cai.cam.ac.uk/vacancies/development-officer>

## EXTERNAL NOTICES

### Oxford Notice

*University of Oxford*: Vice-Chancellor; tenure: from 1 January 2023 or as soon as possible thereafter; closing date: 10 January 2022; further details: <https://www.recruit.ox.ac.uk>, vacancy ID: 154329, and <https://www.perrettlaver.com/candidates>, reference: 5283.

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