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UNIVERSITY OF
CAMBRIDGE

NOTICES**Calendar**

15 December, *Wednesday*. Last ordinary issue of the *Reporter* in Michaelmas Term.

19 December, *Sunday*. Michaelmas Term ends.

25 December, *Saturday*. Christmas Day. Scarlet Day.

5 January, *Wednesday*. Lent Term begins.

12 January, *Wednesday*. First ordinary issue of the *Reporter* in Lent Term.

18 January, *Tuesday*. Full Term begins.

Joint Report of the Council and the General Board on the process for approving the establishment of a Professorship: Notice in response to Discussion remarks

2 December 2021

The Council has received the remarks made on the above Report at the Discussion on 23 November 2021 (*Reporter*, 2021–22: 6636, p. 111; 6639, p. 158). It has consulted with the General Board in preparing this response.

As Professor Evans notes, this Report proposes that the Regent House continue to approve the establishment of Professorships at Grade 12 by Grace, but without a requirement that it always receive a Report first. The Council welcomes Mr Allen's support for this simplification of the approval process for straightforward cases. Professor Evans observes that Professorships being established for named individuals comprise one group of those most likely to benefit from a shorter timescale for approval and that there have recently been concerns raised at Discussions in connection with them. Professor Evans and Mr Allen also note that Professorships supported by philanthropy can prove contentious.

As Professor Evans mentions, the Report sets out the information that the General Board will continue to publish in support of a proposal. To underline that commitment, the proposed amendments to Special Ordinance include a requirement to publish information about the funding arrangements and, in the case of a Professorship to be established for an individual, the process by which the individual was selected. The Council added that requirement as a means of addressing points previously raised about the information published in support of these proposals.

The Council notes that most proposals to establish Professorships supported by donations or for named individuals are approved without comment (indeed, the issues raised recently, to which Professor Evans refers, were general and not specific to the particular recommendations of the Reports concerned). It is in those uncomplicated cases that approval by Grace alone would be sought. The Council concurs with the speakers that, in cases where there are obvious tensions, a Report should be published; as the Report notes, that is the intention. Where those tensions are not obvious, members of the Regent House will be able to request a ballot or raise their concerns through informal channels, for example, by contacting the Chair of the Council's Business Committee or its Secretary, the University Draftsman (email: universitydraftsman@admin.cam.ac.uk). The General Board agrees with Mr Allen that one of the specific circumstances in which it would publish a Report is in the case of a Professorship supported by a donation, where concerns have been raised about the source of funds, or the proposal is complex or entails a change to the University's established procedures and policies, for example in relation to pay.

The Council is submitting a Grace (Grace 3, p. 169) to seek approval for the recommendations of this Report.

Disposal of land and buildings on the south side of Mill Lane, Cambridge

2 December 2021

The Council proposes the disposal by the University of four buildings on the south side of Mill Lane. The four buildings are as follows:

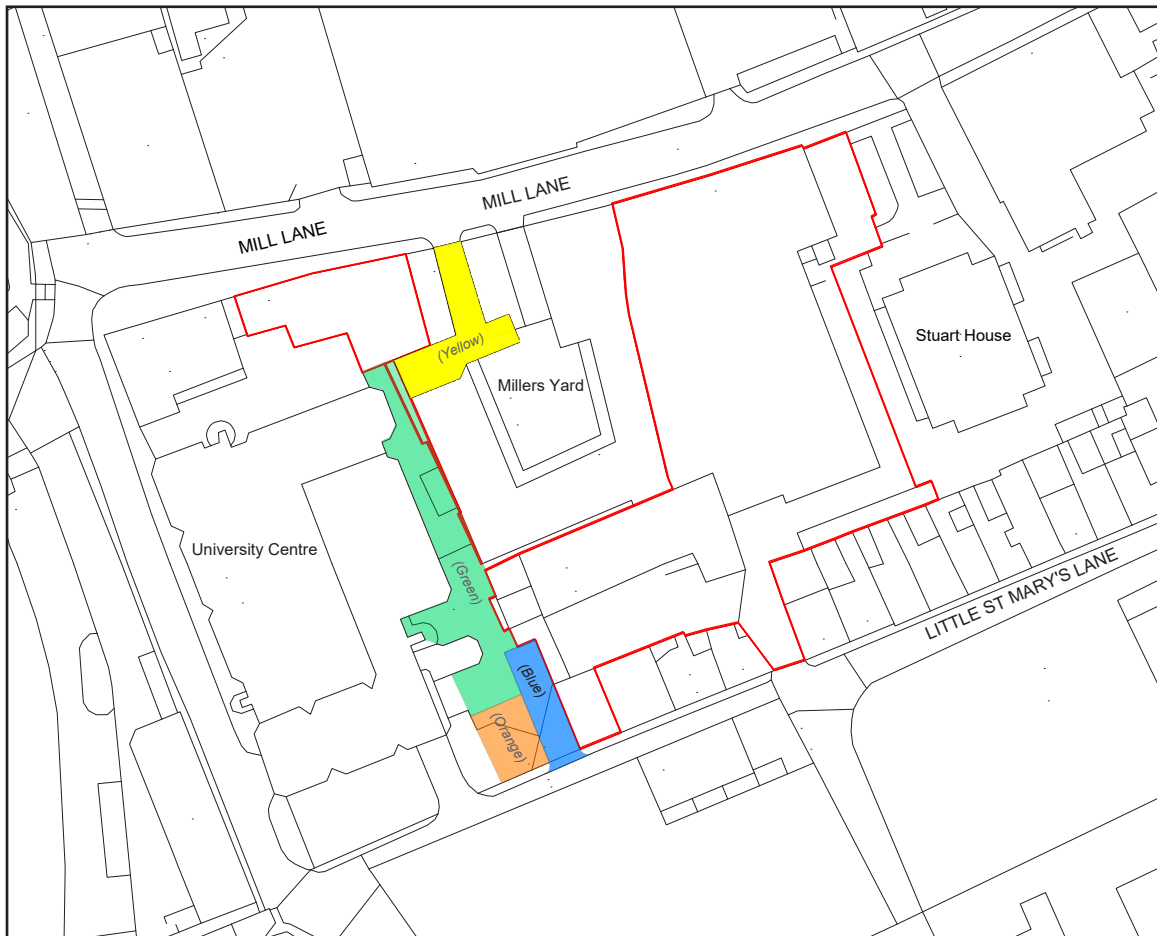
- the Mill Lane Lecture block (MLLB), which is currently used for teaching and examinations and also houses the University Messenger Service (UMS);
- the Bailey Grundy Barrett Building (BGB), which until 2014 hosted the University's Estate Management Division and has been commercially leased in the interim;
- 12 Mill Lane, which is used for various functions, including as space for meetings;
- a flat at 13 Mill Lane.

The granting of a long lease to Pembroke College in respect of other land and buildings on Mill Lane was approved by Grace in 2017, as part of plans for the site endorsed by the Estates Strategy Committee (*Reporter*, 6474, 2016–17, p. 758). This second lease will complete the overall site disposal to Pembroke College on a long lease, which will allow the College to redevelop the site as student accommodation. The College's proposed scheme has planning consent to demolish the MLLB, the BGB and part of Millers Yard. The boundary of the site for disposal is marked by a red line on the plan below (this excludes Millers Yard, which is owned by the Millers Yard Partnership, of which Pembroke is part). The Planning and Resources Committee, at its meeting on 13 October 2021, agreed to delegate to the Programme Board for Education Space (PBES) the authority to determine whether the arrangements for teaching and examining dislocated from the Mill Lane Lecture Block were sufficient to allow the University to release that building to Pembroke College by 1 January 2022. At its meeting on 24 November 2021, PBES unanimously supported the recommendation to remove

MLLB from the University estate, given the alternative arrangements in place for teaching and examinations. The University Centre will be able to provide an alternative venue for events previously held at 12 Mill Lane. The proposal has been scrutinised and is supported by the Property Board, the Finance Committee and the Council. The Council is submitting a Grace (Grace 4, p. 169) for the approval of the disposal of the land and buildings as shown on the plan below.

Key to the plan:

- The red line shows the boundary of the site for disposal.
- The area marked blue shows the rights of access for Pembroke College.
- The area marked yellow shows the rights of access for the University through Millers Yard to the cycle parking shown in green.
- The area marked orange is the UK Power Networks substation (shared).
- The area marked green is proposed University cycle parking.



VACANCIES, APPOINTMENTS, ETC.

Vacancies in the University

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

Assistant Professor of Developmental Neurobiology (Fixed Term) in the Department of Physiology, Development and Neuroscience; tenure: five years from 1 April 2022 or as soon as possible thereafter; salary: £42,149–£53,348; closing date: 9 January 2022; further details: <https://www.jobs.cam.ac.uk/job/32614/>; quote reference: PM29226

University Assistant Professor of Neuroscience (Fixed Term) in the Department of Physiology, Development and Neuroscience; tenure: five years from 1 October 2022 or as soon as possible thereafter; salary: £42,149–£53,348; closing date: 9 January 2022; further details: <https://www.jobs.cam.ac.uk/job/32596/>; quote reference: PM29211

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.

Election, appointments and grants of title

The following election, appointments and grants of title have been made:

ELECTION

Professor Richard Michael Pasco Fearon, B.A., *EM*, Ph.D., *University College London*, Chair of Developmental Psychopathology, University College London, elected Professor of Family Research with effect from 14 February 2022.

APPOINTMENTS

University Assistant Professors

Education. Dr Kathryn Jane Moeller, B.S., *Vanderbilt University, Nashville, M.A., Michigan State University, Ph.D., Berkeley*, appointed from 10 January 2022 until the retiring age and subject to a probationary period of five years.

Genetics. Dr Benjamin John Steventon, B.Sc., *Bath, Ph.D., University College London*, appointed from 19 November 2021 until the retiring age and subject to a probationary period of five years.

Departmental Secretary

Materials Science and Metallurgy. Dr Jeanne Estabel, Ph.D., *EPHE Sorbonne, Paris*, appointed from 21 February 2022 until the retiring age and subject to a probationary period of nine months.

Administrative Officer

History. Ms Isabel Starkey, B.Sc., *Reading*, appointed from 1 January 2022 until the retiring age and subject to a probationary period of six months.

GRANTS OF TITLE

Affiliated Lecturers

Asian and Middle Eastern Studies. Dr Tali Artman partock, *CLH*, has been granted the title of Affiliated Lecturer from 1 November 2021 until 31 October 2023.

Divinity. Dr Philip Samuel Johnston, *HH*, has been granted the title of Affiliated Lecturer from 1 October 2021 until 30 September 2023.

Engineering. Dr Alexandra Clara Saracho, *CL*, and Dr Petia Svetomirova Tzokova, *EM*, have been granted the title of Affiliated Lecturer from 1 October 2021 until 30 September 2022. Dr Pieter Robert Hendrik Desnerck, Professor Thomas Gospatric Micklem, *PEM*, Dr Judith Plummer Braeckman, *N*, Dr Elena Punsakaya, *CHR*, Dr Jossy Sayir and Professor Mihaela van der Schaar have been granted the title of Affiliated Lecturer from 1 October 2021 for a further one year.

Law. Mr Chris Sims has been granted the title of Affiliated Lecturer from 1 October 2021 until 30 September 2022. Dr Geoffrey Carroll Barnes, Sir Denis O'Connor and Dr Sara Margarita Valdebenito Munoz have been granted the title of Affiliated Lecturer from 1 October 2021 for a further one year.

Mathematics. Dr Alistair Crisp has been granted the title of Affiliated Lecturer from 1 October 2021 until 30 September 2023. Dr Anthony Charles Lewis Ashton, *HO*, Mr Jack Oliver Button, *SE*, Dr Robert Edward Hunt, *CHR*, Professor Benedikt Loewe, *CHU*, and Dr Anna Zytkow have been granted the title of Affiliated Lecturer from 1 October 2021 for a further two years.

Modern and Medieval Languages and Linguistics. Dr Kai Alter, Dr Giulia Boitani, Dr Nicolo Crisafi, Dr Daniel Luke Claude Green, *SE*, Dr Bryan Karetnyk, Dr Ashwiny Kistnareddy, *CAI*, Dr Marie Elise Kolkenbrock, *CHU*, Dr Geoffrey William Maguire, *MUR*, Dr Jules O'Dwyer, *JN*, Dr Damien Pollard, *PEM*, Dr Henry Alexander Ravenhall, Dr Elaine Schmidt, *JE*, and Dr Tara Talwar Windsor, *N*, have been granted the title of Affiliated Lecturer from 1 October 2021 until 30 September 2023. Dr Sylvia May Adamson, Dr Scott Annett, *R*, Dr Mary Theresa Biberauer, *CHU*, Dr Anne-Laure Brevet, *TH*, Ms Cristiana Brown, Dr Edward Keith Brown, Dr Anita Mary Bunyan, *CAI*, Professor Paula Joy Buttery, *CAI*, Dr Lucia Cavalli-Roberts, Dr Ruth Chester, Dr Emma Caitlin Claussen, *PET*, Dr Anne Elizabeth Cobby, *G*, Dr Stuart Davis, *G*, Dr Margaret Deuchar, *EM*, Dr Georgina Louise Evans, *JN*, Dr Stephanie Leigh Galasso, *JE*, Dr Aglaia Giannakopoulou, Ms Silvia Gonzalez-Jove, *CC*, Dr Marion Kant, *PEM*, Dr Regina Karousou-Fokas, Dr Jean Khalfa, *T*, Dr John Philip Kingman, Dr Susan Kirsten Larsen, *W*, Dr Dimitra Lazaridou Chatzigoga, Dr Diana McCarthy, Dr Rhiannon Elizabeth McGlade, *CHR*, Dr Isabelle McNeill, *TH*, Dr Txuss Martin, Dr Oliver Mayeux, *T*, Dr Rebecca Alexandra Mitchell, Mr Nicolo Morelli, *PEM*, Dr Annja Neumann, *M*, Ms Edyta Nowosielska, Dr Maria del Carmen Olmedilla Herrero, *JN*, Dr Maria Teresa Juana Parodi, Dr Helena Claire Phillips-Robins, *SE*, Dr Thierry Marie Jean Poibeau, Dr Rachel Anne Polonsky, *MUR*, Dr Lucia Ruprecht, *EM*, Dr Oliver Tonneau, *HO*, Dr Vera Tsareva-Brauner, Dr Goldela Weiss-Sussex, *K*, and Dr Charlotte Woodford, *SE*, have been granted the title of Affiliated Lecturer from 1 October 2021 for a further two years.

NOTICES BY THE GENERAL BOARD

Payments to Examiners, Assessors and Supervisors who are not medically qualified

1 December 2021

The General Board's Education Committee has oversight of the fees paid to Examiners, Assessors and Supervisors.¹ It received representations suggesting that the fees were no longer appropriate. These coincided with submissions made by the Cambridge branch of the University and College Union. In the light of these approaches, the Education Committee set up a working group chaired by Dr Gavin Alexander, Faculty of English, to review (amongst other things) the examination and assessment rates and postgraduate supervision rates payable to those who are not medically qualified with relevant professional registration.² The Cambridge branch of the University and College Union were kept informed of proposals emerging from the working group.

In Lent Term 2020 the General Board, on the recommendation of its Education Committee, endorsed revised rates of pay for Examiners, Assessors and Supervisors in line with the working group's recommendations. The changes to the rates were included as an uplift in the budget for examinations and assessments anticipated in the Report of the Council recommending allocations from the Chest in 2020–21, the recommendations of which were approved in December 2020 (*Reporter*, 2020–21: 6593, p. 96 (see paragraph 29); 6597, p. 172). However, the announcement of the outcome of the review was put on hold, initially as a result of the impact of the Covid-19 pandemic, when putting alternative examination arrangements in place for Easter Term in 2020 and 2021 took priority. More recently, plans have been delayed to allow for a further review of the rates of pay, to ensure that they will recognise appropriately the work involved in examining the more diversified forms of assessment that have been part of those alternative examination arrangements and are expected to be used in the transition year under the General Board's framework for assessment for 2021–22 (*Reporter*, 6618, 2020–21, p. 661). Following that review, the General Board has agreed on the recommendation of the Working Group to implement the rates as originally presented, but to review them before the start of the next academic year.

The Working Group set out with the objective of putting in place a simpler, more transparent, and fairer set of payment rates to reward the actual work done. It also agreed that the rates should be set with reference to the Single Salary Spine, enabling them to increase in line with pay scales. The Group recommended that the various categories of teaching and examining should be referenced to points on the Single Salary Spine as follows:

- Examination of undergraduate and taught Master's students = spine point 45 (experienced Research Associate)
- Supervision and examination of postgraduate research students and examination of doctoral degrees = spine point 49 (University Assistant Professor)

The proposed rates also aim to establish a framework that reflects more appropriately the amount of time taken to examine students' work. Holiday pay is payable on the proposed examination and assessment rates where indicated in Annex A below. A separate Schedule of rates is being developed for those who are medically qualified with relevant professional registration, which will be published by the Board in Lent Term 2022.

The General Board has agreed to recommend that the payments should be as determined by the Board from time to time and published in the *Reporter*, but that the individual rates should no longer require specific approval by Grace, and that all such payments should be governed by one Ordinance. The Council, on the recommendation of the Board, is accordingly submitting Graces (Graces 5 and 6, p. 169) to amend the Ordinances on payments to Examiners and Assessors (*Statutes and Ordinances*, p. 254) and the General Regulations for certain postgraduate degrees and other qualifications (*Statutes and Ordinances*, p. 444). If the Graces are approved, the Schedule of payments approved by the Board, to take effect from 1 October 2021, would be as set out in Annex A. The Board would also make some consequential changes to General Board Regulations concerning postgraduate degrees and higher degrees, set out in Annex B, so that the Schedule would become the definitive source of information on rates payable to Examiners (or Referees, for higher degrees), Assessors and Supervisors. Guidance would also be made available to Faculties and Departments.

¹ Supervisors are as defined in Regulation 14 of the General Regulations for certain postgraduate degrees and other qualifications, i.e. they are supervisors of postgraduate students.

² Relevant professional registration in this context refers to registration with the General Medical Council, the Nursing and Midwifery Council and the Health and Care Professions Council.

ANNEX A

SCHEDULE

The tables below set out the rates for examination by type of degree or other qualification, then by category. Daily rates are calculated by multiplying the hourly rate at the relevant spine point for the examination below by 7.3 hours.

Degrees and other qualifications included in the Schedule to the General Regulations for Examiners and Assessors

The examination of undergraduate and taught Master's students is assessed at the hourly rate for spine point 45, with the exception of the external examiner rate (E below) which is set at the hourly rate for spine point 49.

(a) Payments to External Examiners, Examiners and Assessors

Rate	Category of examining	Rationale
E	External Examiner	Fee equivalent to four days
A	Examiner responsible for setting a paper	Fee equivalent to two days
B	Examiner not responsible for setting a paper	Fee equivalent to one day
C	Assessor	Fee equivalent to half a day

Individuals would accrue an entitlement to holiday based on an entitlement of 5.6 weeks per annum *pro rata* for rates A, B and C.

(b) Payments for examined work

Category	Rationale
<i>Examinations</i>	
EM1 – text-dense	15 minutes per examined hour
EM2 – hybrid	7.5 minutes per examined hour
EM3 – simple	5 minutes per examined hour
<i>Coursework</i>	
EC	One examiner hour per 8,000 words, including note-taking and breaks
<i>Practicals, oral presentations, etc.</i>	
EP	1.25 hourly rate per examined hour, including note-taking and breaks

Individuals would accrue an entitlement to holiday based on an entitlement of 5.6 weeks per annum *pro rata*.

Degrees and other qualifications included in the Schedule to the General Regulations for certain postgraduate degrees and other qualifications, and certain other degrees¹

The supervision and examination of postgraduate research students is assessed at the hourly rate for spine point 49. These payments apply to research degrees and to the research component (dissertation) of taught Master's degrees.

Examinations	With oral	No oral
Ph.D., M.Sc., M.Litt. and doctoral degrees	Fee equivalent to one day plus three hours	Fee equivalent to one day
M.Phil. by thesis and oral	Fee equivalent to five hours	Fee equivalent to three hours

Other	Rationale
Progress examination	Fee equivalent to two hours
Supervision fees	Fee equivalent to half a day per term per supervised student
Additional oral examination	Fee equivalent to three hours

The following apply to the other, mostly doctoral degrees covered by this Schedule:

Category of examining	Rationale
Referee	Fee equivalent to one day
Assessor	Fee equivalent to three hours

Individuals would accrue an entitlement to holiday based on an entitlement of 5.6 weeks per annum *pro rata*.

¹ Bachelor of Divinity, Doctor of Philosophy (Special Regulations), Doctor of Divinity, Doctor of Law, Doctor of Science, Doctor of Letters, Doctor of Music, Doctor of Veterinary Medicine.

ANNEX B

If the Graces are approved, the General Board has agreed to remove references to the payment of Examiners and expenses from the following General Board Regulations:

- Regulations for the degree of Doctor of Business (*Statutes and Ordinances*, p. 451), by deleting the last sentence of Regulations 4 and 10, and Regulation 11 in its entirety and renumbering the remaining regulations.
- Regulations for the degree of Bachelor of Divinity (*Statutes and Ordinances*, p. 461), by deleting Regulation 13 and renumbering the remaining regulation.
- Regulations for the degree of Doctor of Divinity (*Statutes and Ordinances*, p. 462), by deleting Regulation 12 and renumbering the remaining regulation.
- Regulations for the degree of Doctor of Education (*Statutes and Ordinances*, p. 465), by deleting the last sentence of Regulation 11 and Regulation 12 in its entirety and renumbering the remaining regulations.
- Regulations for the degree of Doctor of Engineering (*Statutes and Ordinances*, p. 468), by deleting the last sentence of Regulation 11 and Regulation 12 in its entirety and renumbering the remaining regulations.
- Regulations for the degree of Doctor of Law (*Statutes and Ordinances*, p. 476), by deleting Regulation 11 and renumbering the remaining regulation.
- Regulations for the degree of Doctor of Music (*Statutes and Ordinances*, p. 500), by revising Regulation 6 to read as follows.

An Assessor may be appointed by the Degree Committee to establish whether an application under Regulation 3 constitutes *prima facie* a qualification for the degree.

- Regulations for the degrees of Doctor of Philosophy, Master of Sciences, Master of Letters, and Master of Philosophy by thesis (*Statutes and Ordinances*, p. 501), by deleting the last sentence of Regulation 12 and Regulation 13 in its entirety.
- Regulations for the degree of Doctor of Philosophy: Special Regulations (*Statutes and Ordinances*, p. 506), by deleting the last sentence of Regulation 7 and the last sentence of Regulation 10, and by deleting Regulation 12 in its entirety and renumbering the remaining regulations.
- Regulations for the degrees of Doctor of Science and Doctor of Letters (*Statutes and Ordinances*, p. 554), by deleting Regulation 11 and renumbering the remaining regulation.
- Regulations for the degree of Doctor of Veterinary Medicine (Old Regulations) (*Statutes and Ordinances*, p. 575), by deleting the footnote attached to Regulation 6 and the last sentence of Regulation 10, by revising the last sentence of Regulation 11 to read as follows, and by revising the Schedule to read as follows:

[11.] The General Board has agreed that each Examiner shall be entitled to an additional fee and to claim reasonable additional expenses in respect of any re-examination under this regulation.

SCHEDULE

Fees to be paid by candidates

Application fee (Regulation 5): £220.

Submission fee (Regulation 8): £500.

Additional fee to be paid by a candidate on re-examination (Regulation 11): £135.

- Regulations for the degree of Doctor of Veterinary Medicine (Revised Regulations) (*Statutes and Ordinances*, p. 577), by deleting the last sentence of Regulation 9, by revising the last sentence of Regulation 10 to read as follows, and by deleting the Schedule to the regulations on payments to Examiners:

The General Board has agreed that each Examiner shall be entitled to an additional fee and to claim reasonable additional expenses in respect of any re-examination under this regulation.

REGULATIONS FOR EXAMINATIONS

Chemical Engineering Tripos*(Statutes and Ordinances, p. 292)***With effect from 1 October 2023**

The General Board, on the recommendation of the Chemical Engineering and Biotechnology Syndicate, has approved changes to the Tripos, in order to introduce a greater biotechnology element better aligned with discipline expertise, to allow for direct entry, and to restructure across the Parts for a more balanced workload and assessment. It has also agreed to the retitling of the Tripos as the Chemical Engineering and Biotechnology Tripos, to better reflect the revised content:

The Regulations for this degree will be replaced with the following:

CHEMICAL ENGINEERING AND BIOTECHNOLOGY TRIPOS

1. The Chemical Engineering and Biotechnology Tripos shall consist of four Parts, Part IA, Part IB, Part II, and Part III. There shall be a separate class-list for each Part.

2. The following may present themselves as candidates for honours in Part IA:

(a) a student who has kept one term, provided that three complete terms have not passed after the student's first term of residence;

(b) a student who has obtained honours in another Honours Examination in the year after so obtaining honours, provided that nine complete terms have not passed after the student's first term of residence.

3. The following may present themselves as candidates for honours in Part IB:

(a) a student who has obtained honours in Part IA of the Chemical Engineering and Biotechnology Tripos;

(b) in special circumstances as determined by the Chemical Engineering and Biotechnology Syndicate, following a request to grant leave to do so, a student who has obtained honours in any Honours Examination in the year after so obtaining honours, provided that the student has kept four terms and that nine complete terms have not passed after that student's first term of residence.

4. Students who have obtained honours in Part IB of the Chemical Engineering and Biotechnology Tripos may present themselves as candidates for Honours in Part II in the year after so obtaining honours, provided that twelve complete terms have not passed after their first term of residence.

5. Students who have obtained honours in Part II of the Chemical Engineering and Biotechnology Tripos may be candidates for honours in Part III of the Chemical Engineering and Biotechnology Tripos in the year after so obtaining honours, provided that each student:

(a) has attained a satisfactory standard, as defined by the Chemical Engineering and Biotechnology Syndicate, in previous Honours Examinations;

(b) has not proceeded to the B.A. Degree;

provided that fifteen complete terms have not passed after the student's first term of residence.

6. No student shall be a candidate for any Part and also for another Honours Examination in the same term.

7. No student who has been a candidate for any Part shall again be a candidate for the same Part.

8. The Chemical Engineering and Biotechnology Syndicate shall nominate such number of Examiners as it thinks sufficient for each Part of the Tripos, and shall also have power to nominate one or more Assessors for each Part. If required to do so, Assessors shall propose questions in the papers or parts of papers assigned to them by the Examiners, shall mark the answers of the candidates in those papers or parts of papers, and shall advise the Examiners on the performance of candidates in the examination. Assessors may be summoned to meetings of the Examiners for the purpose of consultation and advice, but shall not be entitled to vote.

9. In each Part of the Tripos, the questions proposed by each Examiner or Assessor shall be submitted for approval to the whole body of Examiners for that Part.

10. In each Part the names of the candidates who obtain honours shall be arranged in three classes, of which the second class shall be divided into two divisions. The names of those in the first and third classes and in each division of the second class shall be arranged in alphabetical order. For special excellence in Part II or Part III a mark of distinction may be awarded.

11. The Chemical Engineering and Biotechnology Syndicate shall have power to publish supplementary regulations defining the scope and character of each of the examination papers and to amend such supplementary regulations from time to time as it may think fit. Any alteration of supplementary regulations shall be published before the division of the Easter Term in the academic year before that in which it is to have effect.

12. (a) The examination for Part IA shall consist of three written papers, two of which shall be of three hours' duration, and one of which will be of two hours' duration. A candidate for Part IA shall offer Papers 1, 2, and 3.

(b) The Examiners for Part IA shall take into account coursework prescribed by the Chemical Engineering and Biotechnology Syndicate. Details of the work required shall be published by notice in the Department of Chemical Engineering and Biotechnology no later than the beginning of the Full Michaelmas Term preceding the examination. The Examiners may require each candidate to submit reports on the coursework undertaken. The Examiners may impose such oral or practical tests as they think fit.

13. (a) The examination for Part IB shall consist of three written papers, each of which shall be of two hours' duration.

(b) The Examiners for Part IB shall take into account coursework prescribed by the Chemical Engineering and Biotechnology Syndicate. Details of the work required shall be published by notice in the Department of Chemical Engineering and Biotechnology no later than the beginning of the Full Michaelmas Term preceding the examination. The Examiners may require each candidate to submit reports on the coursework undertaken. The Examiners may impose such oral or practical tests as they think fit.

14. (a) The examination for Part II shall consist of two written papers, each of which shall be of two hours' duration.

(b) The Examiners for Part II shall take into account coursework prescribed by the Chemical Engineering and Biotechnology Syndicate. Details of the work required shall be published by notice in the Department of Chemical Engineering and Biotechnology no later than the beginning of the Full Michaelmas Term preceding the examination. The Examiners may require each candidate to submit reports on the coursework undertaken. The Examiners may impose such oral or practical tests as they think fit.

15. (a) The scheme of the examination for Part III shall be as follows:

Group A: Compulsory topics

Group B: Core options

Group C: Broadening options

Group D: Research project

Each candidate shall be required to take all Group A topics, to take a number of modules from Group B and Group C topics, as specified by the Chemical Engineering and Biotechnology Syndicate, and to take a Group D project. The Chemical Engineering and Biotechnology Syndicate shall have power to announce restrictions on the combination of modules that a candidate may choose to offer. Not later than the end of the Full Easter Term each year, the Syndicate shall publish by Notice in the Reporter the modules prescribed for the following academic year, and shall specify the mode of examination for each module. For modules to be examined by coursework, details of the work required shall be published by the Syndicate by notice in the Department of Chemical Engineering and Biotechnology not later than the beginning of the Full Michaelmas Term preceding the examination. The Examiners may require each candidate to submit reports on the coursework undertaken, and may impose such oral or practical tests as it thinks fit.

(b) Each Group A module may be assessed by examination, by coursework, or by a combination of the two. The written examination paper on Group A compulsory topics shall be of 90 minutes' duration.

(c) Each Group B module may be assessed by examination, by coursework, or by a combination of the two. Each written examination paper shall be of 90 minutes' duration.

(d) Each Group C module may be assessed by examination, by coursework, or by a combination of the two. Each written examination paper shall be of 90 minutes' duration.

(e) Candidates shall undertake a Group D project, in which they perform original work in one or more of the following forms: a theoretical investigation, an experimental investigation, an essay, a design project. The Examiners shall require each candidate to submit one or more written reports on the work undertaken.

16. Each candidate for any Part of the shall be required to sign a declaration that the candidate has read and understood the policies and procedures of the Department of Chemical Engineering and Biotechnology and the University on plagiarism. Each candidate submitting a report under Regulation 15(e) shall be required to sign a declaration that the work submitted is that candidate's own work, unaided except as specified in the text, and that it does not contain material that has already been used to any substantial extent for a comparable purpose. If two or more candidates have undertaken work in collaboration, they will each be required to indicate the extent of their contribution.

OBITUARIES

Obituary Notices

ANTHONY WILLIAM NUTBOURNE, M.A., Emeritus Fellow of Pembroke College, formerly University Lecturer in Engineering, died on 24 November 2021, aged 93 years.

CHESTER WHITE, MBE, TD, M.A., Ph.D., Emeritus Fellow of Darwin College, died on 27 November 2021, aged 87 years.

GRACES

Graces submitted to the Regent House on 8 December 2021

The Council submits the following Graces to the Regent House. These Graces, unless they are 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, 17 December 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 Professor RICHARD PRAGER, *Q*, be reappointed a member of the Finance Committee in class (*e*) to serve for three years from 1 January 2022.
2. That Professor Dame Theresa Marteau, *CHR*, be appointed a member of the Finance Committee in class (*e*) to serve for three years from 1 January 2022.
3. That the recommendations in paragraph 7 of the 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) be approved.¹
4. That approval be given for the disposal of land and buildings as shown on the plan attached to the Council's Notice dated 2 December 2021.²
5. That, with effect from 1 October 2021, the Ordinance on Payments to Examiners and Assessors (*Statutes and Ordinances*, p. 254) be retitled the Ordinance on Payments to Examiners, Assessors and Supervisors, new Regulations 1(*c*), (*d*) and (*e*) inserted with a new footnote, and existing Regulations 1(*a*), 3 and 6 amended, as follows:³

[1.] (*a*) No payment shall be made to any University officer, other than an Associate Lecturer who receives no stipend from the University, in respect of any of the examining duties for the examinations listed in the Schedule to the General Regulations for Examiners and Assessors.

(*c*) No payment shall be made, in respect of any of the supervising duties specified in these regulations, to the holder of a University office specified in the Schedule to Special Ordinance C (i) 1 or of an office in an institution which maintains a formal University Partner Institute agreement with the University for any supervision undertaken during the duration of that agreement.¹

(*d*) No one shall receive more than one additional payment for acting as an External Examiner, Examiner or Assessor unless granted special permission by the General Board.

(*e*) When a remission or reduction is made as a student has completed the number of terms of research or study and residence required for the degree or other qualification for which the student is registered, the School in which the student is registered shall decide whether the Supervisor is to be paid a fee in respect of that student.

¹ Institutions that currently hold a formal University Partner Institution agreement are Animal Health Trust, BBSRC Babraham Institute, British Antarctic Survey, Cambridge Crystallography Data Centre, European Bioinformatics Institute, MRC Laboratory of Molecular Biology, National Institute for Agricultural Botany, Wellcome Trust Sanger Institute.

3. (*a*) Subject to the provisions of Regulation 1, payment for acting as an Examiner, Assessor in any of the examinations specified in the Schedules to the General Regulations for Examiners and Assessors and the General Regulations for certain postgraduate degrees and other qualifications, or acting as a Supervisor of postgraduate students under the latter regulations, shall be made at the rates published by the General Board from time to time and reproduced in the Schedule to these regulations below.

¹ See the Council's Notice, p. 161.

² See the Council's Notice, p. 161.

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

(b) The payment for supervising a postgraduate student or examining or assessing components of an examination other than those specified in the Schedule below shall be determined by the General Board, having regard to the nature of the examining or assessment.

6. An External Examiner or Assessor appointed to examine within the University shall be entitled to receive travel expenses and a subsistence allowance, payable at rates determined from time to time by the Finance Committee of the Council.

Claims for travel expenses and a subsistence allowance must be made through, and be approved by, the Chair of Examiners or the Degree Committee concerned. In addition to payment for the expenses provided for in this regulation, the Registry may approve payment of other reasonable expenses incurred by an Examiner or Assessor, whether internal or external, in connection with the execution of his or her duties.

6. That, with effect from 1 October 2021, Regulation 16 of the General Regulations for certain postgraduate degrees and other qualifications (*Statutes and Ordinances*, p. 444) be amended to read as follows:³

16. Payments shall be made to Supervisors in accordance with the rates determined by the General Board from time to time and reproduced in the Schedule to the Ordinance on payments to Examiners, Assessors and Supervisors.

7. That the Professorship of Economics (2007) (*Statutes and Ordinances*, p. 731) be retitled the Arthur Cecil Pigou Professorship of Economics.⁴

³ See the General Board's Notice, p. 164.

⁴ A personal Professorship in the Faculty of Economics was established for Dr Sanjeev Goyal by Grace 5 of 6 June 2007. Professor Goyal has requested a change to the title of the Professorship, to commemorate the life and work of Professor Pigou, one of the central figures in modern economics and a founding member of the Cambridge Faculty of Economics. The Chairs of the Council of the School of the Humanities and Social Sciences and the Faculty Board of Economics fully support this change in the title of the Professorship. The Council, on the recommendation of the General Board, is submitting a Grace to seek approval for the change in title.

ACTA

Approval of Grace submitted to the Regent House on 24 November 2021

The Grace submitted to the Regent House on 24 November 2021 (*Reporter*, 6638, 2021–22, p. 145) was approved at 4 p.m. on Friday, 3 December 2021.

Result of ballot on Grace 2 of 29 July 2021 (discontinuation of the public display of class-lists)

7 December 2021

The Registry gives notice that, as a result of the ballot held between 26 November and 6 December 2021, Grace 2 of 29 July 2021 was **approved**:

The Grace reads as follows:

That the recommendations in paragraph 8 of the Joint Report of the Council and the General Board, dated 23 June 2021, on the discontinuation of the public display of class-lists and other matters (*Reporter*, 6623, 2020–21, p. 715) be approved.

The results of the voting on this Grace are as follows:

<i>Number of valid votes</i> : 1,246 (5 invalid votes)	
In favour of the Grace (<i>placet</i>)	688
Against the Grace (<i>non placet</i>)	558

The two fly-sheets received in relation to this ballot are reprinted on p. 172.

Result of ballot on Grace 1 of 3 November 2021 (Regent House membership of University staff)

7 December 2021

The Registry gives notice that, as a result of the ballot held between 26 November and 6 December 2021, Grace 1 of 3 November 2021 was **approved**:

The Grace reads as follows:

That the recommendations in paragraph 10 of the Report of the Council, dated 11 October 2021, on changes to the criteria for Regent House member of University staff (*Reporter*, 2021–22: 6632, p. 47; 6637, p. 116) be approved.

The results of the voting on this Grace are as follows:

<hr/>	
<i>Number of valid votes</i> : 1,403 (5 invalid votes)	
<hr/>	
In favour of the Grace (<i>placet</i>)	839
Against the Grace (<i>non placet</i>)	564
<hr/>	

The three fly-sheets received in relation to this ballot are reprinted on p. 174.

E. M. C. RAMPTON, *Registry*

END OF THE OFFICIAL PART OF THE 'REPORTER'

FLY-SHEETS REPRINTED**Fly-sheets relating to the ballot on Grace 2 of 29 July 2021 (discontinuation of the public display of class-lists)**

In accordance with the Council's Notice on Discussions and Fly-sheets (*Statutes and Ordinances*, p. 110), the fly-sheets from the ballot on Grace 2 of 29 July 2021 (discontinuation of the public display of class-lists) are reprinted below. For the result of the ballot, see p. 170.

***Non Placet* fly-sheet on Grace 2 of 29 July 2021 on the discontinuation of the public display of class-lists**

Those who do not wish to have their results publicly displayed can now readily opt out by ticking a box on a web page. We can see no reason why those who do wish to have their results publicly displayed in the class-lists should not also be allowed to have their preference met. To suppress publication of the class-lists completely would be an expression of intolerance, not of liberalism. It would impose uniformity where none is needed or salutary, and – in pursuit of such uniformity – it would do away with the official publicising of excellent achievements.

Sadly, many of the present generation of students have not been here long enough to remember what a nice occasion it is gathering on the Senate-House steps to see how one's friends have done, celebrate the achievements of those who have done well, and commiserate with those who have done less well than they hoped. It would be most unfortunate to remove from the annual calendar this occasion of community solidarity in our pursuit of excellence.

The incompleteness of the class-lists in no way invalidates the data that are contained in the published lists, even though it sadly deprives them of their full context. Although the opt-out rate may be over half in some subjects, the numbers in the Report of 23 June suggest that the rate is much lower in many other subjects, particularly for Mathematics. Moreover, the opt-out rate observed is not spontaneous; students inform us that the Students' Union has been urging people to opt out when they wouldn't have otherwise. Review of the CUSU *non placet* fly-sheet¹ from 2016 on a similar Grace, however, indicates how changeable the Students' Union's opinion can be.

Failing to publish results deprives those who have done well of deserved public acclaim and devalues their achievements. Furthermore, there is no reason to suppose that accuracy in self-reporting of degree class in job applications^{2,3} has improved at all since this subject was last discussed. Public display and publication can serve as a very useful deterrent to misrepresentation. It is highly regrettable that some examinations in some Faculties were cancelled in 2020 and that publication of class-lists was suppressed in 2021. Such occurrences under extraordinary powers during the Covid-19 catastrophe were perhaps unavoidable, but they hardly constitute a precedent that can justify the prolongation of such measures.

We fully support the provision of good (indeed better) mental health services for students, but, given the existence of an easy opt-out option for class-lists, the continued display of such lists does not exacerbate the problems to which those services are addressed.

Finally, the suggestion in the Report that workload is a consideration favouring non-publication is lame. Teaching, examination, grading, and awarding of publicly recognised degree qualifications are surely some of the core purposes of the University, and the idea that reporting the results should be too much work is astonishing, particularly given that apart from the desired opt-outs such lists are produced internally anyhow.

We therefore urge you to vote ***Non Placet*** and retain free choice for students on whether or not their results should be publicly displayed.

Signed by the following members of the Regent House:

D. S. H. ABULAFIA	I. B. LEADER	M. J. RUTTER
A. M. AHMED	C. G. LESTER	M. J. RYAN
B. C. ALLANACH	W. Y. LIANG	B. P. SIMMS
G. P. ALLEN	J. R. LISTER	P. J. SLOMAN
A. C. L. ASHTON	J. A. MARENBOON	R. J. SMITH
B. BOLLOBAS	J. D. MOLLON	F. M. STAJANO
J. D. FIRTH	J. E. MORGAN	J. P. TALBOT
R. E. GOLDSTEIN	S. M. MURK-JANSEN	G. L. THOMAS
D. J. GOODE	P. PATTENDEN	P. M. H. WILSON
J. HERBERT	A. I. PESCI	G. P. WINTER
S. B. HOLDEN	D. R. PRATT	A. ZSÁK
P. T. JOHNSTONE	G. RANGWALA	
M. H. KRAMER	D. S. ROBERTSON	

¹ <https://www.admin.cam.ac.uk/reporter/2016-17/weekly/6449/fly-sheets.pdf>, CUSU *Non Placet* fly-sheet.

² <https://www.theguardian.com/careers/careers-blog/lie-degree-cv-jobseekers-graduate>.

³ <https://heddblog.wordpress.com/2017/08/>.

Ballot on Grace 2 of 29 July 2021 (discontinuation of the public display of class-lists)***Placet* fly-sheet**

The University of Cambridge maintains many traditions of long standing and is proud to do so. People cherish traditions when they reinforce values and connections that those people hold dear. But some traditions cease to have value over time and should be reconsidered.

This Grace recommends that the University should no longer be required to put class-lists, showing the exam results of its students, on public display. Students have shown that they do not value this particular tradition by choosing to opt out of having their results published in large numbers. As the Report notes, of the 12,100 candidates enrolled for undergraduate and postgraduate examinations in Easter Term 2019, 49.9% of students had opted out, and a higher proportion of female students (64.9%) had chosen to do so.¹ The University of Cambridge Students' Union supports the Grace on the basis of feedback from students. We should not be continuing a practice that does not have the wholehearted support of the student body. Students can decide for themselves how and with whom they wish to share their results; the University does not need to be involved.

The main purpose of publishing class-lists has been to provide students and others with an indicator of their individual performance relative to that of others in their cohort. This information is now available to students through CamSIS, where they obtain information about their overall performance, performance in each paper and increasingly their rank. Colleges, Faculties and Departments will continue to receive the full class-lists to enable them to analyse results.

Detailed anonymous information on undergraduate exam results is publicly available online from August each year.² The published class-lists are no longer able to provide this context because the vast majority of them (163 out of 173 in 2019) are now incomplete. They are of no value to prospective employers as a means of verifying the exam results of Cambridge students, because of the large number of opt-outs and also because of the limited access to them on noticeboards and in the *Reporter* behind Raven.

We are not aware of any university in the UK other than Cambridge which still publicises its students' exam results on their behalf. The University of Oxford stopped making exam results public in October 2009 because around 40% of students had previously opted out of having their names published on public exam results lists through the Data Protection Act.³

We think it is time to bring this particular tradition to an end. We urge you to vote ***Placet*** in the ballot and cease the public display of class-lists.

Signed by the following members of the Regent House:

P. J. BARTON	M. GEMEOS	STUART MARTIN
M. B. BECKLES	J. S. GREATOREX	P. H. MAXWELL
K. BLACK-HAWKINS	R. M. HENDERSON	R. E. MONSON
J. M. R. BUNBURY	L. M. JOY	A. D. NEELY
D. A. CARDWELL	A. KAMINSKI	G. T. PARKS
A. A. COPESTAKE	M. J. KEENE	R. A. W. REX
E. L. DOLLARD	P. KILLIARD	A. SANCHEZ
P. ELLIOTT	C. M. LANSKEY	D. K. SUMMERS
A. M. FULTON	S. K. LARSEN	A. C. THOMPSON
L. R. R. GELSTHORPE	S. J. LUCY	C. J. YOUNG

Signed by the following registered students and sabbatical officers of the University of Cambridge Students' Union:

O. ADEWOLE	S. E. CARLIN	T. GOUGH
Z. AHMED	I. C. CASTELLA MCDONALD	A. R.-M. HASSAN
S. ALI	M. CHINN	EWAN HAWKINS
S. ANDERSON	T. CHOUDHURY	J. HEWISON
M. AVEROF	L. J. CHURCHILL	J. J. HICKINGBOTHAM
A. A. BAKHAI	Z. COLEMAN	S. HICKS BEACH
S. BAMBRIDGE	M. E. COOK	G. E. HOLMES
H. BENAIM	M. CRAWFORD	O. L. HUGHES
G. A. BLACKSHAW	J. M. CYFFIN-JONES	S. L. INGRAM
R. M. J. BRADFORD	B. DALITZ	A. JABRY
E. BRAIN	A. A. DAUGHTON	E. T. JAMES
J. D. BRAY	A. J. DAVIES	N. J. JOHNS
R. M. BRIGGS	A. M. E. DEISSENBERG	M. J. KEMBLE
N. BROOKS	A. L. B. DURRANT	M. R. LEONARD
H. M. R. BROWN	H. K. EDWARDS	C. M. LEWIS
JEZZ BROWN	M. EYRE-MORGAN	E. S. M. LEWIS
I. S. L. BUNCE	K. M. GALLOWAY	Z. LIU
L. B. BURROWS	G. A. T. GARRITY	S. MAJOROVA
F. BUSCALL	B. J. GIBSON	I. K. MANFREDI
I. CAIKOVSKIS	C. GOLDRING	T. MATTHEW

¹ <https://www.admin.cam.ac.uk/reporter/2020-21/weekly/6623/6623.pdf#page=7>.

² <https://www.information-hub.admin.cam.ac.uk/university-profile/ug-examination-results>.

³ <https://www.theguardian.com/education/2015/may/20/cambridge-students-petition-against-public-exam-results>.

A. J. MILLER
M. K. MILNER
EMILY MOORE
J. MULLIGAN
A. NAHAR
EMMA O'DONNELL
F. A. OLDFIELD
J. E. PAIN
KYLE PATEL
A. PERROTT
H. J. PETROVIC
JACOB POWELL
W. PRANGNELL
A. L. PULLIN
A. A. REMIEL
S. J. K. RILEY

J. RIPPON
P. E. ROBINSON
D. SANCHEZ CATALINA
A. L. SCHNEEBECKE
N. P. SCOTT
SUSANNAH SCOTT
S. SEAL
S. C. SHOOTER
O. SIMMS
ZOE SMITH
W. STARKEY
E. STRANGER
R. I. STRONG
C. SUMMERS
M. J. J. TAN
K. E. THACKER

D. J. THOMAS
C. G. THURSTON
I. TODINI
M. R. VAN BUREN
A. K. VARDILL
D. VATAI
H. WANG
A. WARD
E. WEE
HOLLY WILLIAMS
S. R. WILLIAMS
M. G. WISSE
M. A. C. WOODFORD
I. YERASSIMOU

Fly-sheets relating to the ballot on Grace 1 of 3 November 2021 (Regent House membership of University staff)

In accordance with the Council's Notice on Discussions and Fly-sheets (*Statutes and Ordinances*, p. 110), the fly-sheets from the ballot on Grace 1 of 3 November 2021 (Regent House membership of University staff) are reprinted below. For the result of the ballot, see p. 171.

Placet fly-sheet on Grace 1 of 3 November 2021: Changes to the criteria for Regent House membership of University Staff

We urge you to vote in favour of establishing employment at Grades 9 and above 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 lower than Grade 9, the combination of professional services and research staff will exceed the number of University academic staff – by a large degree if the boundary is set at Grade 7 or below. We fully support the Report's proposal that current Regent House members at Grades 7 and 8 will retain their membership while they remain in post.

The Note of Dissent to the Report for which this Grace seeks approval, signed by the student members of Council, regrets that the proposal makes Regent House 'unrepresentative of the make-up of the University as a whole'. Diversity is clearly very important, but the related need to improve a variety of imbalances among staff in Grade 9+ should not be the driver for the important decision we are now taking regarding Regent House qualification.

The grade-based method will correct existing anomalies that exclude a significant number of staff and will greatly improve transparency. We accept that the use of pay grades as the qualification for Regent House membership is a compromise, but given the unworkable number of role titles among all our staff it is the only simple and practicable means to achieve these goals.

Fundamentally this ballot is about who should govern the University. 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. The indicative ballot held in June returned a majority in favour of this change. Diluting the influence of more senior academic staff within the governing body will effectively blunt their ability to steer the University's direction.

We urge you to **vote *Placet* in the ballot on Grace 1 of 3 November 2021.**

Signed by the following members of the Regent House:

D. S. H. ABULAFIA
G. P. ALLEN
R. ANTHONY
N. BAMPOS
I. BRIERLEY
R. W. BROADHURST
E. T. BULLMORE
D. A. CARDWELL
T. K. CARNE
A. CATES
M. E. CATES
C. P. CAULFIELD

T. W. CLYNE
S. J. COWLEY
S. B. DALZIEL
S. DEMOULINI
S. A. EDGLEY
C. J. EDMONDS
J. M. EDWARDSON
E. V. FERRAN
N. G. FOROUHI
G. M. FRASER
A. N. S. FREELING
R. E. GOLDSTEIN

D. A. GOOD
I. G. P. GOODFELLOW
F. M. GRIBBLE
R. M. HENDERSON
N. J. HOLMES
B. D. JOSEPHSON
F. E. KARET
A. P. KELLY
F. P. KELLY
R. R. KERSWELL
P. H. MAXWELL
A. J. MORTON

A. D. NEELY
S. M. OOSTHUIZEN
R. PADMAN
R. V. PENTY
R. W. PRAGER
O. RATH-SPIVACK

H. S. REALL
R. A. W. REX
P. J. ROGERSON
J. B. ROWE
M. J. SEWELL
K. G. C. SMITH

F. M. STAJANO
L. S. TILEY
C. A. TOUT
T. L. WILLIAMS
C. G. WOODS

***Non Placet* fly-sheet on Grace 1 of 3 November 2021 (Regent House membership)**

Appreciating the Governance Review's report on membership of the Regent House, and the indicative vote's support for adoption of a grade-based model of membership for University employees, we believe there is still a pressing need to ensure we are willing to develop fairer and more representative means, to better reflect and engage the fullest potential embodied in the University Community working together as a whole.

While our self-governing nature lies at the core of our success, so too does our great diversity of people and their ideas, and the Regent House is the beating heart of our University community. Along with the student Council members' Note of Dissent¹ we see the need to clearly value the work of colleagues at earlier points in their career, and to welcome their input on the future of the University.

Why reject the Grade 9 model? Although a grade-based model was meant to be more objective than current arrangements for University staff, in June's indicative voting² the Grade 9 model had a bare majority in a low turnout, and was shown to be insufficiently representative of the wider community and especially of female and BAME members of staff. By comparison, the split options for the Grade 7 model had significant support and the simple option without a three-year wait would be much more inclusive of our diverse community.

This wider representation is an even greater concern since the use of lower-graded and 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 too many others are disenfranchised. Even beyond any transition arrangements for those below Grade 9, the future pool of secure Grade 9 and above posts will not ensure a stable and sufficient membership, especially in a period of decline in active participation. A Grade 9 model would also create a membership criteria largely based on a £50k salary entry bar. This would undermine the aim for a more diverse, representative and inclusive body, one that incorporates the people who work with each of us in our teaching, learning and research.

Decisions that affect the whole University community should include input from our wider community, and rejecting the Grade 9 model is currently the best option for us to reconsider alternatives to help achieve that end. We urge you to use your vote to help end the avoidable conditions of exclusions and further discrimination, enabling consideration of alternative options for a fairer and much more diverse and inclusive model, and so **vote *Non Placet* on the insufficient Grade 9 proposal.**

Signed by the following members of the Regent House:

R. A. ALEXANDER
N. S. ARNOLD
C. W. ATACK
A. J. ATTAHERI
P. M. BALL
M. B. BECKLES
M. N. BEG
C. E. BLACKMUN
E. C. BLAIR
M. BRETT
R. W. H. BRICHENO
I. M. BURKE
G. M. CRONIN
A. L. CUTTS
R. J. CZLONKA
U. K. DAS
T. J. DENMEAD
L. M. DINGLE
J. M. DIXON
J. A. DOMINEY
E. J. DOURISH
I. N. M. FABRY-TEHRANCHI

A. FITZPATRICK
J. A. FREEMAN
C. GAGNE
L. GAZZOTTI
P. J. GIRLING
G. D. GOODRICK
R. J. GOWER
S. E. HAKENBECK
W. A. HALE
A. E. HALFPENNY
M. A. HARRIS
R. HAYNES
P. HEINER
S. A. INNES
J. E. KELLY
Y. KRIVORUCHKO
I. L. KUHN
ANNA LANGLEY
O. P. LUND
A. MARTINEZ GARCIA
L. R. MOSS
C. G. A. MOUHOT

K. NIRMALADEVI
Y. NOBIS
B. M. OUTHWAITE
S. L. PAUL
A. M. PEARN
A. M. L. F. PENZAERT
C. QUY
D. I. REDHOUSE
M. R. RUSSO
T. J. SCOTT
J. SLOAN
S. A. M. STONE
E. J. TOMLINSON
T. TREGEAR
C. L. TROWELL
N. M. TUMELTY
M. R. WESTBURY
S. R. WHITE
J. WHITELOCK
G. WILD
K. H. WILLIAMS

¹ *Reporter*, 6632, 2021–22, p. 47, with the Note of dissent at p. 49.

² *Reporter*, 6625, 2020–21, p. 735.

Placet fly-sheet on Grace 1 of 3 November 2021 (Regent House membership of University staff)

As noted in *Statutes and Ordinances*:

The University is a common law corporation, being a corporation by prescription consisting of a Chancellor, Masters, and Scholars who from time out of mind have had the government of their members and enjoyed the privileges of such a corporation.

This Grace changes the criteria that determine which members of University staff have a say in our collective governance.

The issue of Regent House membership has arisen because the old criteria based on, *inter alia*, membership of Faculties and job titles, has become unmanageable as the criteria for membership of Faculties has been applied inconsistently, and the number of unestablished staff and job titles (now over 1,500) has ballooned. *De facto*, the only way forward for deciding Regent House membership is one based on ‘grade’ of employment; but at what grade to draw the line?

‘Clean’ ways forward might be to abolish the Regent House (and let the leadership of the University get on with it), or to enfranchise all staff and possibly students. Anything in between is going to be a somewhat messy compromise.

The proposal that received majority support in last July’s indicative ballot is that, as far as University staff are concerned, membership should be granted to those on Grade 9 and above. This would yield a Regent House membership of about 6,000, of which just under half would be established academic staff (who, until recently, were the majority membership). The reason why we favour this model is that the Regent House has a legislative as well as an electoral function. The Regent House does not just elect members of the Council and other bodies, it has the power to overrule the Council and make decisions that can affect the University in the long term. To that end, we argue that those constituting the Regent House need broad experience of the University in its key areas, i.e. teaching, research and administration. As a cohort, it is the established academic staff who have that three-fold experience, as evidenced by the fact that, unlike for most other staff, all three areas are assessed for promotion.

In contrast, a change to grant new membership to all those on Grade 7 and above, would expand the Regent House membership to about 11,000, and include most academic-related and academic staff (including researchers/postdocs), while continuing to exclude most assistant staff (as now). About 60% of the membership would be professional services staff and researchers whereas established University academic staff would comprise less than 20%.

We note that it is suggested in another fly-sheet that the Grade 9 proposal ‘was shown to be insufficiently representative of the wider community and especially of female and BAME members of staff. By comparison, the split options for the Grade 7 model had significant support and the simple option without a three-year wait would be much more inclusive of our diverse community.’ We believe that this is misleading. The published analysis showed that any differences between models were small (a few percent at most).¹ Further, the simple Grade 7 option was not analysed, so any assertions that it would be much more inclusive are unevicenced. In July’s ballot the Grade 7 option received 299 votes, compared with the 599 for the Grade 9 option.² In addition, we emphasise that all grade-based models treat unestablished and established staff equally.

We urge you to vote in favour of establishing employment at Grades 9 and above as the primary means by which University staff qualify for Regent House membership by **voting Placet in the ballot on Grace 1 of 3 November 2021**.

Signed by the following members of the Regent House:

D. S. H. ABULAFIA	S. DEMOULINI	S. W. C. LAW
J. S. ALDRED	J. L. DRISCOLL	J. R. LISTER
G. P. ALLEN	E. V. FERRAN	J. A. NEUFELD
S. A. BACALLADO DE LARA	N. G. FOROUHI	S. M. OOSTHUIZEN
N. BAMPOS	S. C. FRANKLIN	R. PADMAN
R. D. CAMINA	A. N. S. FREELING	R. V. PENTY
D. A. CARDWELL	R. E. GOLDSTEIN	A. M. PITTS
T. K. CARNE	N. J. HOLMES	R. W. PRAGER
A. CATES	D. R. HOWARTH	O. RATH-SPIVACK
M. E. CATES	P. M. R. HOWELL	H. S. REALL
C. P. CAULFIELD	R. E. HUNT	D. M. A. STUART
S. J. COWLEY	B. D. JOSEPHSON	C. A. TOUT
S. B. DALZIEL	F. E. KARET	P. M. H. WILSON
P. A. DAVIDSON	R. R. KERSWELL	

¹ <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/6625/6625-public.pdf#page=3>.

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

Elected to a Fellowship in Class F from 1 October 2021 for one year:

Laure Caroline Miolo, M.A., M.Phil., Ph.D., *Lyon*
(Parker Library Early-Career Research Fellow)

Pembroke College

Elected to a Bye-Fellowship for three years with effect from 12 October 2021:

Geeta Kasanga, Ph.D., *London School of Economics*

Elected to a William Pitt Fellowship with effect from 12 October 2021:

David Bateman, M.A., *PEM*

Vacancies

Clare College: College Lecturer in Law: tenure: two years from 1 October 2022; closing date: 7 January 2022; further details: <https://www.clare.cam.ac.uk/College-Lecturer-in-Law/>

Corpus Christi College: Alumni Relations and Events Manager (maternity cover); tenure: one year full-time from March 2022; salary: £30,000 *pro rata*; closing date: 10 January 2022 at 12 noon; further details: <https://www.corpus.cam.ac.uk/about/opportunities/non-academic-staff-vacancies>

OTHER NOTICES**Cambridge Endowment for Research in Finance (CERF)****CERF Fellowship scheme 2022–24**

The Cambridge Endowment for Research in Finance (CERF) fellowship scheme is open to Assistant Professors and Associate Professors of the University of Cambridge who do research into some aspect of finance. Applications are now open for the next cohort of up to twelve Fellows from across the University, to be appointed from Easter Term 2022 until Lent Term 2024.

Further information and application details are available at <https://www.cerf.cam.ac.uk/people/cerf-fellows/cerf-fellowship-scheme-2022-2024-now-open>. The deadline for applications is 8 February 2022.

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