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UNIVERSITY OF
CAMBRIDGE

NOTICES

Calendar

- 29 June, *Wednesday*. Scarlet day. Congregation of the Regent House at 10 a.m. (*General Admission*).
- 30 June, *Thursday*. Scarlet day. Congregation of the Regent House at 10 a.m. (*General Admission*).
- 1 July, *Friday*. Scarlet day. Congregation of the Regent House at 10 a.m. (*General Admission*).
- 2 July, *Saturday*. Scarlet day. Congregation of the Regent House at 10 a.m. (*General Admission*).
- 12 July, *Tuesday*. Discussion by videoconference at 2 p.m. (see below).

Discussion on Tuesday, 12 July 2022

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. 111) to attend a Discussion via videoconference on Tuesday, 12 July 2022 at 2 p.m. The following items will be discussed:

1. Report of the General Board, dated 15 June 2022, on the Academic Career Pathways (Research and Teaching) 2022 exercise (*Reporter*, 6662, 2021–22, p. 549).
2. Report of the General Board, dated 15 June 2022, on the establishment of a Professorship (Language Learning) (*Reporter*, 6662, 2021–22, p. 556).
3. Joint Report of the Council and the General Board, dated 28 June 2022, on the establishment of a University and Staff Joint Board (p. 575).
4. Report of the Council, dated 28 June 2022, recommending allocations from the Chest for 2022–23 (p. 578).
5. Report of the General Board, dated 28 June 2022, on the establishment of a Professorship (System Genomics and Population Health) (p. 587).

Those wishing to join the Discussion by videoconference should email UniversityDraftsman@admin.cam.ac.uk from their University email account, providing their CRSid (if a member of the collegiate University), by 10 a.m. on the date of the Discussion to receive joining instructions. Alternatively contributors may email remarks to contact@proctors.cam.ac.uk, copying ReporterEditor@admin.cam.ac.uk, by no later than 10 a.m. on the day of the Discussion, for reading out by the Proctors,¹ or ask someone else who is attending to read the remarks on their behalf.

In accordance with Grace 3 of 12 January 2022, the Chair of the Board of Scrutiny or any ten members of the Regent House² may request that the Council arrange for one or more of the items listed for discussion to be discussed in person (usually in the Senate-House). Requests should be made to the Registry, on paper or by email to UniversityDraftsman@admin.cam.ac.uk from addresses within the cam.ac.uk domain, by no later than 9 a.m. on the day of the Discussion. Any changes to the Discussion schedule will be confirmed in the *Reporter* at the earliest opportunity.

General information on Discussions is provided on the University 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.

² <https://www.scrutiny.cam.ac.uk/> and https://www.admin.cam.ac.uk/reporter/regent_house_roll/.

VACANCIES, APPOINTMENTS, ETC.

Electors to the Professorship of Education (1938)

The Council has appointed members of the *ad hoc* Board of Electors to the Professorship of Education (1938) as follows:

Professor Sonita Alleyne, *JE*, in the Chair, as the Vice-Chancellor's deputy

(a) on the nomination of the Council

Professor Kwame Akyeampong, *Open University*

Professor Nicola Ingram, *Manchester Metropolitan University*

(b) on the nomination of the General Board

Professor Tim Harper, *M*

Professor Ricardo Sabates, *HH*

Professor Steve Strand, *University of Oxford*

(c) on the nomination of the Faculty Board of Education

Professor Michelle Ellefson, *CAI*

Professor Nidhi Singal, *HH*

Professor Elaine Unterhalter, *University College London*

Electors to the Professorship of Education (2002)

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

Baroness Sally Morgan, *F*, in the Chair, as the Vice-Chancellor's deputy

(a) *on the nomination of the Council*

Professor Anoop Nayak, *Newcastle University*

Professor Louis Archer, *University College London*

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

Professor Jo Dillabough

Professor Tim Harper, *M*

Professor Michalinos Zembylas, *Open University of Cyprus*

(c) *on the nomination of the Faculty Board of Education*

Professor Karen Coats, *HO*

Professor Martin Mills, *University College London*

Professor Paul Ramchandani, *W*

Electors to the Professorship of Education (2008)

The Council has appointed members of the *ad hoc* Board of Electors to the Professorship of Education (2008) as follows:

Dr Jessica Gardner, *SE*, in the Chair, as the Vice-Chancellor's deputy

(a) *on the nomination of the Council*

Professor Gert Biesta, *University of Edinburgh*

Professor Qing Gu, *University College London*

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

Dr Shawn Bullock, *EM*

Professor Merrilyn Goos, *University of the Sunshine Coast*

Professor Tim Harper, *M*

(c) *on the nomination of the Faculty Board of Education*

Professor Linda Fisher, *HO*

Professor Howard Stevenson, *University of Nottingham*

Professor Andreas Stylianides, *HH*

Election

The following election has been made:

Professor LEO ZAIBERT, J.D., *Universidad Santa María, Caracas*, Ph.D., *State University of New York*, William D. Williams Professor of Philosophy, Law and Humanities, Union College, NY, elected Andreas von Hirsch Professor of Penal Theory and Ethics with effect from 1 September 2022.

Vacancies in the University

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

Professorship of Education (1938) in the Faculty of Education: tenure: from 1 January 2023 or as soon as possible thereafter; informal enquiries: Professor Nidhi Singal, Convenor of the Board of Electors (email: sn241@cam.ac.uk, tel: +44 (0)1223 767 608); closing date: 29 August 2022; further details: <https://www.jobs.cam.ac.uk/job/35702/>; quote reference: JR31980

Professorship of Education (2002) in the Faculty of Education: tenure: from 1 January 2023 or as soon as possible thereafter; informal enquiries: Professor Paul Ramchandani, Convenor of the Board of Electors (pr441@cam.ac.uk) or Professor Jo-Anne Dillabough (jd271@cam.ac.uk) or Professor Karen Coats (ksc38@cam.ac.uk); closing date: 16 August 2022; further details: <https://www.jobs.cam.ac.uk/job/35587/>; quote reference: JR31880

The University actively supports equality, diversity and inclusion and encourages applications from all sections of society.

The University has a responsibility to ensure that all employees are eligible to live and work in the UK.

Student Discipline Officers

The General Board seeks expressions of interest for additional Student Discipline Officers. The role, which is an additional responsibility to a Regent House member's substantive role, is appointed by Grace. It enables an independent role-holder to assess whether it is necessary to commission an investigation into a student's misconduct under the Student Disciplinary Procedure (<https://www.studentcomplaints.admin.cam.ac.uk/student-discipline>), and, where relevant, to consider the subsequent investigation report, choosing to take no further action, impose a minor sanction or referring the case to the Discipline Committee. The role holder will also be responsible for considering whether a Registered Student's criminal conviction will require the University to take further action. Full training will be provided for the role, which will commence on 1 October 2022.

Further information about the role is available at <https://www.studentcomplaints.admin.cam.ac.uk/staff-support/role-description-student-discipline-officer>. Please contact the Head of the Office of Student Conduct, Complaints and Appeals (OSCCA), Sarah d'Ambrumenil (sed52@admin.cam.ac.uk) with any questions about the role or to submit an expression of interest. Expressions of interest are particularly welcomed from those who identify as Black, Asian or from a minority ethnicity.

NOTICES BY THE GENERAL BOARD

Changes to the approval process for new and significantly revised Triposes

24 June 2022

The General Board has agreed to make changes to the standard process for approving new and reformed Triposes, to bring it into alignment with the process for the approval of new and revised postgraduate taught courses. At present, new Triposes and significant changes to existing Triposes are presented for approval by Grace following publication of a Report. By publishing a Report, the Board gives an opportunity for those not previously aware of the proposals to comment on them at a Discussion, and to receive a formal response to those remarks. However, Reports of this kind rarely attract comments at Discussions, and using the full formal governance process considerably extends the approval timetable for Faculties and Departments developing courses.

The amended process will see new Triposes or substantial revisions to existing Triposes announced through a General Board Notice published in the *Reporter*, adopting the same process used to give notice of such changes to postgraduate taught courses.

The current presentation of new and reformed Triposes for formal approval is a matter of precedent; there is no requirement in Statute or Ordinance for approval by Grace, nor for publication of a Report. Existing procedures ensure wide consultation during the development of proposals, and the General Board, through its sub-committees, provides scrutiny of proposals to maintain academic standards and ensure high quality provision. This consultation and committee review reduces the need for a final formal review stage. Streamlining the process for major but straightforward revisions to Triposes will expedite approvals and ease administrative demands on those developing courses. The General Board and its sub-committees nevertheless recognise that it may still be appropriate in some cases to require publication of a Report for a new or considerably altered Tripos.

Members of the Regent House are reminded that comments on any material published in the *Reporter*, including any General Board Notices relating to new or revised courses, can be sent to ReporterEditor@admin.cam.ac.uk, so that they can be passed on to the relevant contact.

REPORTS

Joint Report of the Council and the General Board on the establishment of a University and Staff Joint Board

The COUNCIL and the GENERAL BOARD beg leave to report to the University as follows:

1. This Report proposes that a new University and Staff Joint Board be established, replacing the University and Assistants Joint Board. The Board would be the main forum for discussion of changes to certain terms and conditions of employment which are subject to collective bargaining between the University and recognised trade unions.

2. The Council has agreed to grant voluntary recognition to the following trade unions in respect of the staff categories outlined below:

Trade Union	University staff category or categories for which the Council has granted recognition
The University and College Union (UCU)	Academic, academic-related and research staff
Unite the Union (Unite)	Academic-related and research staff (in addition to Unite's existing voluntary recognition for assistant staff)
Unison	Academic-related staff (in addition to Unison's existing voluntary recognition for assistant staff)

Voluntary recognition has been granted based on the terms of recognition agreements agreed between the Council on behalf of the University and each of the trade unions noted above. Voluntary recognition will take effect after the signing of the recognition agreements by the relevant parties ('the effective date'). For the avoidance of doubt, these recognition arrangements do not apply to persons engaged in the service of Cambridge University Press and Assessment.

3. In order to give effect to the terms of the new recognition agreements, it is necessary to amend the terms of reference of the body responsible for considering changes to the terms and conditions of employment covered by those agreements. Given the wider range of staff categories covered, it is proposed that that new body should be named the University and Staff Joint Board. It will replace the University and Assistants Joint Board, which is the current consultation and negotiation forum with the trade unions recognised by the University.

4. The University and Staff Joint Board will include representatives from each of the trade unions. If this Report's recommendations are approved, a Notice will be published in the *Reporter* providing details of the membership of the new Board, once confirmed. Minor revisions will also be made to procedures to reflect changes to operational requirements, following the revised recognition agreements.

5. The Council and the General Board recommend that, from the effective date, the University and Staff Joint Board be established in the University, to be governed by the Ordinance set out in Annex A, the Ordinance for the University and Assistants Joint Board (*Statutes and Ordinances*, p. 126) be rescinded, and the reference to the University and Assistants Joint Board in Regulation 3 of the Ordinance for Assistant Staff (*Statutes and Ordinances*, p. 152) be updated to refer to the University and Staff Joint Board.

28 June 2022	STEPHEN J. TOOPE, <i>Vice-Chancellor</i>	ANTHONY FREELING	ANJUM NAHAR
	ZOE ADAMS	DAVID GREENAWAY	RICHARD PENTY
	MADELEINE ATKINS	HEATHER HANCOCK	FREDDIE POSER
	GAENOR BAGLEY	NICHOLAS HOLMES	PIPPA ROGERSON
	R. CHARLES	ANN KAMINSKI	ANDREW SANCHEZ
	ZAKARY COLEMAN	PHILIP KNOX	JASON SCOTT-WARREN
	ANTHONY DAVENPORT	MARK LEWISOHN	MIKE SEWELL
	SHARON FLOOD	MARIA MANUEL LISBOA	PIETER VAN HOUTEN
28 June 2022	STEPHEN TOOPE, <i>Vice-Chancellor</i>	JOHN DENNIS	NIGEL PEAKE
	ZAYNAB AHMED	TIM HARPER	ANNA PHILPOTT
	MADELEINE ATKINS	NICHOLAS HOLMES	RICHARD REX
	KRISTINE BLACK-HAWKINS	AMELIA JABRY	GRAHAM VIRGO
	ANN COPESTAKE	PATRICK MAXWELL	CHRIS YOUNG

ANNEX A

UNIVERSITY AND STAFF JOINT BOARD

1. The University and Staff Joint Board shall consist of members in the following classes:
 - (a) The Vice-Chancellor (or a duly appointed deputy) as Chair;
 - (b) (i) eight members of the Senate, four of whom at least shall be either Heads of institutions or other persons concerned with the administration of staff therein, appointed as follows:
 - (1) four persons, of whom one at least shall be a member of the Council, appointed by the Council;
 - (2) four persons appointed by the General Board;
 - (ii) the Registrary, the Director of the Finance Division, the Academic Secretary, and the Director of the Human Resources Division of the University Offices (or their deputies) who shall be members *ex officio*;
 - (iii) members of the Human Resources Division of the University Offices as nominated by the Director of the Human Resources Division.
 - (c) such number of representatives for each bargaining unit as agreed with those trade unions to which the Council has granted negotiating rights. This number may include respective regional representatives.
2. The Council shall from time to time announce in a Notice published in the *Reporter* the membership of the Board and in the case of the trade unions, which bargaining units they represent.
3. Members of the Board in class (b)(i) shall be appointed in the Michaelmas Term to serve for four years from 1 January following their appointment; provided that, if at any time among the members in sub-class (1) there has ceased for any reason to be at least one member who is also a member of the Council, the Council shall have power to replace, if necessary, one of the members in that sub-class so as to satisfy that requirement for the remainder of the tenure of the person so replaced. Members of the Board in class (c) shall serve for such length of time as may be decided by the organisation that they represent. Members of the Board in class (b)(iii) shall serve for such period as may be decided by the Director of the Human Resources Division.
4. The Council shall appoint a University officer to be Joint Secretary of the Board. The members of the Board in class (c) shall appoint one of their own number to be Joint Secretary of the Board. The Joint Secretaries of the Board shall also serve as Joint Secretaries to any Joint Negotiating Committee.
5. The method of appointment of members in class (c) shall be decided by the trade unions that they represent, provided these are accredited representatives in accordance with the relevant recognition agreement. The trade unions concerned shall inform both Joint Secretaries of the names of the representatives whom they have appointed before those representatives take their place on the Board.
6. The duties of the Board shall be:
 - (a) to keep under review such terms and conditions of employment as are set out in Regulation 7(a) of those staff of the University in the bargaining units for whom the trade unions have been recognised;
 - (b) to consider any matter under sub-paragraph (a) that is either referred to them by the Council or by the General Board, or which they are requested to consider by the members of the Board in class (b) or class (c);
 - (c) to make decisions, subject to the approval of the Council and/or the Regent House as appropriate, in connection with matters under sub-paragraphs (a) and (b) for submission to the Council,¹ such decisions to be made in accordance with Regulation 7(b);
 - (d) to form:
 - (i) Special Joint Negotiating Committees, where appropriate, to consider any specific matters relating to the duties of the Board as set out under sub-paragraphs (a) and (b), which may affect one or more bargaining units; and
 - (ii) Standing Joint Negotiating Committees for (1) assistant staff, (2) academic-related staff, and (3) academic and research staff combined, to consider any matters relating to the duties of the Board as set out under sub-paragraphs (a) and (b), that solely affect those bargaining units.

¹ The submissions would be made through the HR Committee to the Council.

7. (a) The terms and conditions of employment of the staff of the University, as referred to in Regulation 6, shall mean collective matters relating to: salaries and wages; allowances; hours of work, holidays, and compensation for overtime; payments during absence through sickness; training; recruitment; welfare; recognition of long service; and the Cambridge University Assistants Contributory Pension scheme (other than matters relating to the operation or management of that scheme). For the avoidance of doubt, matters decided in the course of national negotiations will not be the subject of local discussion except in so far as questions of local application, over which the University has discretion, may arise. The University and the trade unions support national bargaining and will not seek to use discussions at meetings of either the Board or any Joint Negotiating Committee to undermine it.

(b) Business shall be transacted by the Board, where there is present a majority of members of the Board in classes (a) and (b) combined and a majority of the members of the Board in respect of each trade union in class (c) representing each bargaining unit affected, unless those groups agree in advance that they are content to proceed in the absence of fewer members. Decisions of the Board under Regulation 6(c) shall not be valid unless agreed by a majority of those present in classes (a) and (b) combined and a majority of those present from each trade union in class (c) representing each bargaining unit affected. If the Board fails to reach agreement, any of those members may request that the dispute resolution procedure is initiated, in accordance with the terms of the relevant recognition agreement. Where the dispute resolution procedure has failed and no agreement has been reached, the Board shall submit the matter for consideration by the Council on the basis of a submission setting out all the areas of dispute from members of the Board in class (a) and (b) and members of the Board in class (c) representing each bargaining unit affected.

(c) Where disputes are raised under a valid recognition agreement and informal resolution has failed, the Board or its Joint Negotiating Committees may be convened to deal with such disputes in accordance with the procedure set out in the relevant recognition agreement.

Special and Standing Joint Negotiating Committees [Side-note for margins]

8. (a) Special and Standing Joint Negotiating Committees shall consist of:

- (i) (1) the Director of the Human Resources Division of the University Offices or a nominated deputy;
- (2) members appointed from among the members of the Board in classes (a) and (b) by the members of the Board in classes (a) and (b);
- (ii) up to four members of the Board in class (c) from each trade union representing the bargaining unit(s) affected, appointed by those trade unions;

provided that the number of members appointed from classes (a) and (b) of the Board shall not exceed the number of members appointed from class (c).

(b) Each Joint Negotiating Committee, whether Special or Standing, shall appoint one of its members to act as its Chair. The Joint Negotiating Committee may also agree to appoint the Chair by rotation.

9. Business may be transacted by a Joint Negotiating Committee, Special or Standing, where there is present a minimum of one member appointed from classes (a) and (b) and one member from each of the trade unions representing the bargaining units affected appointed from class (c), unless all members of that Joint Negotiating Committee agree in advance that they are content to proceed in the absence of fewer members.

10. The Chair shall adjourn or cancel any meeting of a Joint Negotiating Committee, whether Special or Standing, if its members in both classes (b) and (c) of the Board so request.

11. A Joint Negotiating Committee, whether Special or Standing, shall allow trade union representatives who are not members of that Joint Negotiating Committee to attend and take part (but not vote) in its meetings if this is requested by members of that Committee in class (c) of the Board, where those trade union representatives have relevant interests in or can provide expertise on the matters under discussion.

12. The Director of the Human Resources Division may grant persons the right to attend and take part (but not vote) in a Joint Negotiating Committee meeting, whether Special or Standing, where they have relevant interests in or can provide expertise on the matters under discussion.

13. The rules of procedure of each Joint Negotiating Committee, whether Special or Standing, shall be subject to agreements on procedure that may be negotiated from time to time between the members of that Joint Negotiating Committee.

14. (a) Decisions (or amendments of decisions) of a Joint Negotiating Committee, whether Special or Standing, shall not be valid unless agreed by a majority of those present from classes (a) and (b) and a majority of those present from each trade union in class (c) representing the bargaining unit affected. The Chair shall not have a casting vote. Decisions of a Joint Negotiating Committee, whether Special or Standing, are subject to the approval of the Council and/or the Regent House as appropriate.

(b) Those decisions shall be provided to the Board for submission to the Council. No amendment proposed by the Board shall be made unless it is agreed by the Joint Negotiating Committee in accordance with 14(a). For the avoidance of doubt, if the Board does not agree with a decision of a Joint Negotiating Committee, the Board may ask the Joint Negotiating Committee to reconsider it.

(c) If a Joint Negotiating Committee, whether Special or Standing, fails to reach agreement, the substance of the failure shall be reported to the Board for discussion. If there is still failure to reach agreement after discussion by the Board, any member of that Joint Negotiating Committee may request that the dispute resolution procedure is initiated, in accordance with the terms of the relevant recognition agreement. Where the dispute resolution procedure has failed and no agreement has been reached, the Board shall submit the matter for consideration by the Council, on the basis of a submission setting out all areas of dispute from members of the Board in classes (a) and (b) and members of the Board in class (c) representing each bargaining unit affected.

Report of the Council recommending allocations from the Chest for 2022–23

The COUNCIL begs leave to report to the University as follows:

1. The Council is required to make an annual Report to the Regent House recommending allocations from the Chest to Schools, institutions and centrally managed funds. While a minority of the total Academic University cost base, the Chest allocations and associated Chest expenditure cover a significant majority of the recurrent pay costs of the University's academic and professional services posts, and the balance of the Chest has been seen as a good indicator of the University's operational financial health over time.¹

2. The recommendations in this Allocations Report are informed by an assessment of the University's overall financial position and analysis of recent trends indicating the extent to which actual operating expenditure is often lower – and occurs later – than budgeted. The Report reflects a decision by the Planning and Resources Committee (PRC) to manage Chest allocations – in 2022–23 and the two subsequent financial years – within a framework that will provide mid-term stability for institutional planning purposes while underwriting the agreed Chest allocations to Schools and institutions for 2022–23 in full, but releasing only a proportion of that allocation at the beginning of the financial year, with the remainder held back until a need is demonstrated.

The University's overall financial position

3. The projected, overall operating cash flow position for the Academic University² – as reported to the Finance Committee in the University's management accounts (the 'Red Book') – remains consistent with a small surplus in the 6+6 forecast for 2021–22.

4. For 2022–23, however, an overall deficit, per the Ten Year Model, of £16.9m is projected, increasing to £23.0m in 2023–24. The University remains below its medium-term financial goal, to generate a sustainable operating cash flow surplus from cost savings and revenue growth to support, maintain and invest in activity across agreed strategic academic themes and initiatives. In summary:

- Staff and other operating expenditure is projected to grow more rapidly than core operating income, and projected income from the CUEF, donations and restricted grants is insufficient to close that gap.

- Energy costs and other inflation are projected to increase significantly.
- Pay discussions are yet to take place, but as a holding assumption for modelling purposes a pay award of 3.5% on 1 August 2022 is projected.
- The current run rate suggests that the University will not return to pre-Covid levels of expenditure in areas such as catering supplies and services; conferences, hospitality and entertaining; travel, transport and subsistence. In 2021–22, 40% recovery of expenditure is assumed; this is modelled at 60% for 2022–23. The same profile has been applied to the University's income from catering and residences.

5. While the scale of the deficit is modest when considered against overall turnover, the deterioration in performance is of concern. The University has ample cash reserves at this stage, but is yet to secure a roadmap to achieving a modest sustainable operating surplus, essential for long term sustainability and renewal.

6. There is no single solution to achieving a sustainable improvement in financial performance and a return to financial surplus.

- One solution must be the achievement of actual cost savings that have been implied in the development of transformation and recovery programmes including Reimagining Professional Services, Reshaping our Estate and the Finance Transformation Programme (which includes Strategic Procurement and Purchasing).
- Another will be the continued development of surplus improvement initiatives, for which several business cases have been approved this year and with several more in a well-developed state that will bring in net income over the next few years.
- Another must be a more structured prioritisation of activities at the level of Schools and non-School institutions, as well as management of cost growth arising from new University-wide policies and initiatives that are developed through the central bodies.

If these measures are not supported and realised, the University will have to consider more direct expenditure controls.

¹ Chest income comprises unrestricted general income to the University principally from Research England and the Office for Students, student fees and endowment income, and a share of the 'overhead' element from research grant income, which is brought into the Chest to offset costs incurred in support of research. Non-Chest income consists principally of research grants, trust funds and other restricted funds, specific donations and trading activity carried out by departments and institutions. It is, for the most part, received and managed directly by relevant local institutions.

² The teaching and research activities of the University and its subsidiary companies that undertake activities which, for legal or commercial reasons, are more appropriately carried out by limited companies.

The University's current budgeting process

7. The University currently forecasts using two different approaches; a bottom-up, Chest-focused planning process in which Schools and institutions project expenditure to support academic and other strategic plans, and a top-down, overall cash flow model built from most recent actual

results (from the 'Red Book' management accounts) and used by the Finance Committee as a tool for scenario modelling and stress testing (the Ten Year Financial Model, or TYM). The principle differences between the two approaches may be summarised as follows:

Top-down, Ten Year Model	Bottom-up, by institution
Builds in known inflationary impact for external factors such as utilities inflation	
Inflation rates agreed between both models for pay and non-pay	
Agnostic to funding source	Focuses on Chest expenditure , heavily linked to available funding
Uses run rates to assess when spend is likely to occur	Focuses on ensuring funding is available to support academic strategies, less focused on timing of spend, this tends to phase expenditure projections earlier than they occur
Reviews actual spend by type (e.g. staff costs, travel costs, lab costs), extrapolates forward on run-rate basis	Reviews actual spend by Source of Funds (Chest, Research, Trading, Trust Funds etc.), extrapolates forward to funding available and run-rate basis
Looks at past actuals and makes assumptions on forward extrapolation	Looks at past actuals but adds on known institutional forward activity plans

8. The external environment makes accurate expenditure forecasting – using either approach – difficult. Neither 2019–20 nor 2020–21 are, moreover, representative years for income and expenditure. Both have been distorted by Covid-related financial effects, including some windfall income and lower non-pay costs, as activity was impacted by successive lockdowns.

9. It is nonetheless possible to discern some clear trends by comparing overall budgets with actual expenditure:

- The general trend shows increasing deficits, under both bottom-up and top-down approaches to forecasting.
- The institutional, bottom-up build of the Chest budget is over cautious and makes assumptions about new expenditure occurring early; actual new expenditure tends to be delayed, resulting in actual expenditure being lower than budget.
- The 6+6 forecast for 2021–22 and the proposed budget for 2022–23 are both more favourable in the TYM compared with the bottom-up analysis. This reflects the method of forecasting in the TYM, which 'looks back' using patterns of actual expenditure and 'run rates' to inform assumptions about future expenditure.
- The rate of growth anticipated in Chest expenditure in 2022–23 seems ambitious when compared with actuals. This reflects the method of forecasting in the bottom-up driven approach, which both looks back and forward incorporating run-rates, but also builds in assumptions about anticipated changes in new expenditure that will occur in 2022–23. The scale of growth anticipated in 2022–23 reflects a continuing focus in Schools and institutions on securing sufficient resource to support planned activity, notwithstanding the likely phasing of expenditure.

10. Income for budget 2022–23 does not yet include updated information on the University's funding from Research England and the Office for Students (OfS), pending receipt of grant letters for 2022–23, although a preliminary view has been taken of the risk to mainstream QR funding from Research England.³

11. In light of the trends described in paragraphs 8 and 9 above, and pending confirmation of the University's funding settlement from Research England and the OfS, the PRC has considered three scenarios for a University overall (i.e. Chest and non-Chest) budget for 2022–23:

- **The 'bottom up' budget** (overall deficit of £65.0m) assumes that expenditure occurs per the bottom-up estimates prepared by Schools and institutions, and the University's overall funding allocation from Research England is reduced, taking account of risks to mainstream QR funding and the cessation of non-recurrent funding provided in 2021–22.
- **A 'most likely' or middle case budget** (overall deficit of £32.9m) assumes that some elements of Chest expenditure are delayed; that the PRC's allocations framework (described fully in paragraph 17 below) aligns to the middle ground expenditure budget; and takes into account a middle-case position of risks to mainstream QR.
- **The 'Ten Year Model case'** (overall deficit of £16.9m) uses the same assumptions as the middle case, and also assumes that some elements of non-Chest expenditure are also delayed.

12. The PRC has agreed that the middle case budget – which recognises and seeks to make a reasonable provision for the trend of delayed expenditure experienced in prior years – should be adopted, and this is reflected in the detailed schedule included as Annex 1 to this Report.

Chest income and proposed expenditure budgets for 2022–23

13. In the PRC's 'most likely case,' the principal change to budgeted Chest income in 2022–23 is an increase in tuition fee income of £21.5m (Chest tuition fee income only, compared to the 2021–22 6+6 Chest tuition fee income forecast), as European students continue to transfer to International fee rates. Several further business cases have been approved by the PRC, via the Surplus Improvement Fund, which will enable the Schools' plans for academically

³ It is, however, assumed that non-recurrent funding from Research England, provided as part of measures to mitigate short-term financial pressure across the higher education sector, will cease.

prioritised and financially sustainable growth among full-time postgraduate students. These are expected to contribute approximately £4m of net fee income to the Chest income budget for 2022–23. Further business cases will be considered by the PRC during 2022–23. The University’s recurrent allocation of funding from Research England and the OfS is assumed to be reduced by £4m, pending the publication of grant letters for 2022–23.

14. However, budget Chest expenditure continues to increase more rapidly than income. Proposed ‘bottom-up’ operational Chest expenditure in 2022–23, *before any central adjustments for timing delays*, is budgeted as £614.7m; an increase of £49.5m relative to the 6+6 forecast for 2021–22.⁴

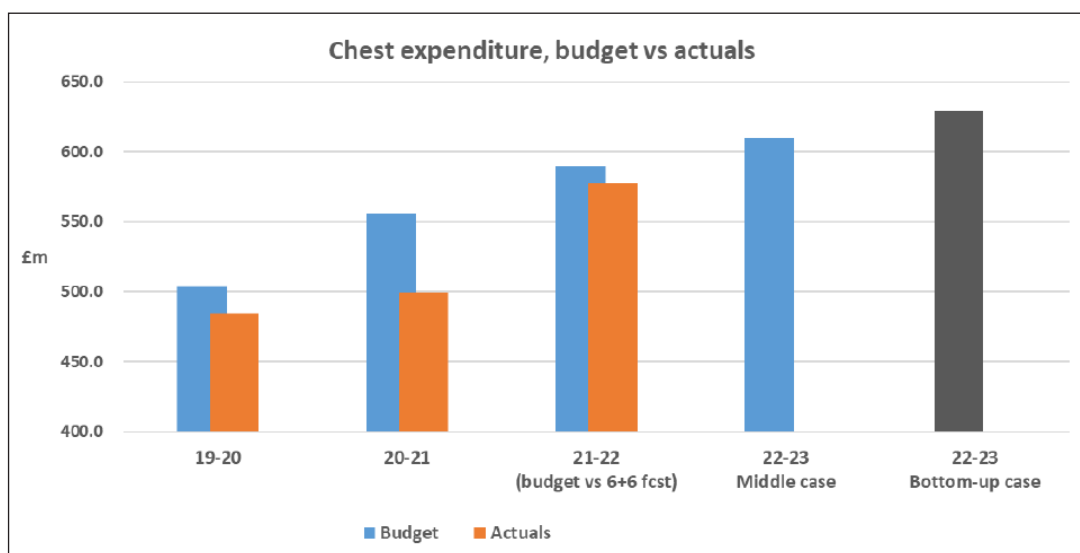
- Increased expenditure in Schools relates principally to the filling of academic posts that were temporarily held vacant during the University’s recruitment pause at the height of the Covid pandemic.
 - Increased expenditure in several non-School institutions is driven by expenditure on services and activities that embed and build on innovations and new services introduced in response to the pandemic.⁵
 - Excluding fee transfers from the University to the Colleges and University Partner Institutions, total forecast expenditure from centrally administered funds in 2022–23 is £15.6m higher than the latest expenditure forecast for 2021–22.⁶
- (i) This includes expenditure of a further £2.3m on maintenance of the University estate, as recommended by the Buildings Committee and accepted by PRC following a comprehensive survey of the condition of the operational estate;⁷ a £3.6m increase in forecast expenditure on utilities, and a £1.7m increase in forecast expenditure on insurance.

(ii) The Resource Management Committee (RMC) has also recommended increased provision for student bursaries (an additional £0.6m), and for academic career pathways and the implementation of the professorial pay review (a total of £4m).

(iii) Provision has once again been made for a ‘Priorities’ fund of £7.0m for exceptional, non-recurrent in-year expenditure. Subject to RMC approval, this is likely to be the source of funds to take forward the University’s flagship mission on artificial intelligence, AI@Cam.⁸

- Increased expenditure in the UAS is driven by a requirement to reinforce core services and mitigate major risks in Education Services and the HR Division, and includes expenditure on posts for which authority was given as part of the budget for 2021–22 but recruitment has taken longer than planned. The UAS is required to respond to recommendations from the central bodies; material examples include implementation of the Council’s strategic review of student mental health provision, and changes arising from the Audit Committee’s review of the research contracts service.
- In the UIS, expenditure on IT licences and subscriptions is budgeted to increase by £2.6m compared to the 6+6 forecast for 2021–22, reflecting both volume and price rises. There are also incremental costs associated with the roll-out of lecture capture in University education space, and transitional arrangements for ‘cloud’ hosting of University assessments pending completion of an Assessment Infrastructure project.

15. Chest income continues to be over-allocated and – as with the overall projected deficit summarised in paragraph 4 – is a source of concern.



⁴ ‘Operational expenditure’ excludes Recovery and Transformation projects funded from the Investment Fund. It includes expenditure on SIF projects for which additional resource – to meet agreed, incremental costs and the School or institution’s share of the surplus actually achieved – has been approved by the PRC.

⁵ Examples include enhanced provision of electronic resources in the University Library, and the Fitzwilliam Museum’s implementation of a new Customer Relationship Management (CRM) system to control visitor numbers while managing Covid restrictions.

⁶ These fee transfers have previously been reported to committees and to the Regent House alongside other administered funds in the ‘teaching and research’ category. They are, however, a mechanism to reflect the net fee income collected to the Chest following the agreed distribution to Colleges and UPs. The overall value (~£84m in 2021–22) is sufficient to justify a separate categorisation that permits a more rational analysis of the remaining ‘teaching and research’ funds.

⁷ A substantial year-on-year increase to the maintenance budget was made as part of the overall University budget for 2021–22. A further increase has been supported for 2022–23.

⁸ <https://www.cam.ac.uk/research/aicam>. Exceptional expenditure in response to the Covid-19 pandemic will continue to be met from the ‘Priorities’ budget. As at 30 April 2022, commitments against the 2022–23 budget of £7m totalled approximately £5.8m.

Chest allocations for 2022–23

16. The trend of lower than budgeted expenditure described in paragraph 9 reinforces a perception that proposed expenditure budgets are prepared on an over-cautious basis. Chest allocations are informed by proposed budget expenditure, therefore there is a risk that allocations are higher than is necessary. In turn, this risks an overstated Chest allocations deficit for 2022–23 (defined as Chest income less Chest allocations), and unspent allocations accumulating locally as Chest-sourced reserves.

17. To address these risks and promote collective budgetary control, the PRC has approved a framework for Chest allocations – commencing in 2022–23 and intended to apply for at least a further two financial years – that will operate as follows:

- Proposed Chest allocations to Schools and institutions will be determined by agreeing a baseline and applying an inflation rate (of 4% in 2022–23), aligned to the assumptions for pay and non-pay inflation that drive the Ten Year Financial Model.
- In 2022–23, the baseline is the 2021–22 allocation, with a reversal of one-off arrangements agreed as part of the previous Planning Round.⁹
- The majority but not all of the Chest allocation will be released at the beginning of the 2022–23 financial year. For Schools and a majority of non-School institutions this will be 95% of Chest allocation (i.e. a ‘holdback’ rate of 5%). For the UAS, UIS and centrally administered funds this will be 90% of Chest allocation (i.e. a ‘holdback’ rate of 10%).
- This ‘holdback’ mechanism will enable greater collective visibility of and management of costs. It is not a savings mechanism, but will lead to greater awareness of and focus on cost that may result in a level of indirect cost savings or cost avoidance.
- Each School and institution’s Chest allocation will be fully underwritten; 100% of the Chest allocation will be available if a need is demonstrated. The 6+6 and 9+3 review points in 2022–23 will provide opportunities for the RMC to assess whether actual expenditure is likely to demonstrate the need for the full allocation to be released at year-end.

18. An option to reduce Chest allocations – either collectively or individually – has been considered but is not recommended. Individual allocation cuts would have adverse impacts, recognising that the Chest is predominantly funding staff costs. A collective ‘negative overlay,’ held centrally by the PRC and in addition to the holdback mechanism already agreed, would likely result in perverse behaviours, as Schools and institutions rush to spend in the short term, to avoid the risk of funds being unavailable later in the year.

19. The framework will inform Chest allocations for 2023–24 and 2024–25. By agreeing the framework now and providing upfront clarity of allocations for the subsequent year, Schools and institutions will be enabled – and expected – to plan to a known quantum of Chest

resource.¹⁰ It will support the management of Chest allocations during the transition to a new approach to planning and budgeting as part of the Enhanced Financial Transparency (EFT) project, enabling finance staff in departments, School and central teams to focus on EFT and ensure its future success, developing associated tools, policies and processes and embedding new planning mechanisms. A fuller report on EFT is given in Annex 3.

20. The framework has a particular impact on planned activity in the UIS and the UAS, where the Chest allocation requested was materially larger than the allocation available through the approved framework.¹¹ Those institutions represent an unusual combination of University-wide costs that are managed centrally, including a growing volume of programmes and initiatives mandated by the central bodies and largely funded from the PRC’s Investment Fund; other central functions associated with the University’s regulatory responsibilities and its governance; and professional services activity that supports Schools and institutions.

21. The RMC was asked to consider the risks of not funding the UAS and UIS at the requested level, and whether those risks should be accepted or mitigated, in full or in part. The RMC considered the risks of not funding the UAS at the requested level to be unacceptable, and agreed to make provision to fully fund the proposed expenditure in 2022–23. The RMC discussed the challenges associated with recruitment and therefore expenditure in the UIS, and agreed that it was appropriate to make a reduced provision to fund the proposed expenditure likely to be incurred in 2022–23.

22. In light of this assessment by the RMC, the PRC has agreed to underwrite Chest allocations totalling £622.0m, with an initial allocation to Schools and institutions of £574.7m.

23. Assuming the ‘most likely case’ for Chest expenditure – as summarised in paragraph 11 above – the Chest *expenditure* deficit would be £42.7m.

24. Assuming the ‘most likely case’ for Chest income, and with ‘bottom-up’ plans making some allowance for Chest expenditure being met in 2022–23 from other sources of funds (e.g. reserves), the Chest *allocations* deficit could be as low as £7.8m if the underwrite is not called upon, but could be as high as £55.2m if the full underwrite is required.

25. Based on an assessment of elements of new Chest expenditure unlikely to be fully required in 2022–23 (i.e. likely to be delayed in practice), a reasonable current expectation of the extent of underwrite that will be required would equate to a Chest *allocations* deficit of around £35m.

Summary and conclusion

26. Both the budget Chest operating deficit and the projected overall budget deficit in 2022–23 are a source of concern and require the University to continue to develop activities which are both strategically important and able to return a net financial gain, and to deliver the actual cost savings that have been implied in the development of transformation and recovery programmes.

⁹ All Schools’ and some NSIs’ 2021–22 allocations were reduced in recognition of their ability to draw on other funding sources, including reserves in 2021–22 to support overall costs. The UAS 2021–22 allocation was reduced in recognition of its agreement to achieve non-recurrent savings.

¹⁰ The intention is to advise Schools and institutions of Chest allocations for 2023–24 in October 2022, with the level of ‘holdback’ for 2023–24 to be discussed and agreed by PRC during Lent and Easter Terms 2023.

¹¹ The PRC framework has also made provision to underwrite above requested allocations in some institutions.

27. The Chest *allocations* framework agreed by the PRC does not reduce the budget Chest *expenditure* deficit in 2022–23 but does open up an alternative scenario based on the operation of the ‘holdback’ mechanism and the expectation – informed by lower than budget *expenditure* in previous years – that proposed *expenditure* budgets are overly cautious. It facilitates greater central control of

Chest income during the year rather than releasing it all at the outset, and may indirectly improve the year-end position without introducing unnecessary risk to the University’s core activities. The Council is satisfied that this framework is an acceptable basis on which to manage Chest *allocations* during the transition to EFT and pending the replacement of the University Finance System.

RECOMMENDATIONS

28. The Council recommends:

I. That allocations from the Chest for the year 2022–23 be as follows:

- (a) to the Council for all purposes other than the University Education Fund: £190.3m.
- (b) to the General Board for the University Education Fund: £431.7m.

II. That any supplementary grants from the Office for Students and UK Research and Innovation (through Research England), which may be received for special purposes during 2022–23, be allocated by the Council, wholly or in part, either to the General Board for the University Education Fund or to any other purpose consistent with any specification made by the OfS or UKRI, and that the amounts contained in Recommendation I above be adjusted accordingly.

28 June 2022

STEPHEN J. TOOPE, *Vice-Chancellor*
 ZOE ADAMS
 MADELEINE ATKINS
 GAENOR BAGLEY
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ANNEXES[*]

Annex 1: Chest and non-Chest Performance reconciled to Academic University cash flow [‘Red book’ management accounts] (p. 583).

Annex 2: Chest expenditure budget, expenditure actuals and allocations (p. 585).

Annex 3: Enhanced Financial Transparency (EFT) status report (p. 586).

[* A3-sized copies of Annexes 1 and 2 to the Budget Report (pp. 583–585) are available on the *Reporter* website at: <https://www.admin.cam.ac.uk/reporter/2021-22/weekly/6664/BudgetReport2022-A3Annexes1and2.pdf>.]

**Budget - Annex 1, page 1
Chest and Non-Chest performance,
reconciled to Academic University Cash Surplus / (Deficit)**

	2020-21 Budget*	2020-21 Actuals	2021-22 Budget	2021-22** 6+6 Forecast	2022-23** Proposed Budget - middle case	
£m	Total	Total	Total	Chest Income & Expenditure	Non-Chest	Total
Income						
Funding body grants	152.7	167.8	168.2	168.4	148.4	195.9
Tuition fees and education contracts	334.6	365.1	365.1	292.2	313.7	493.8
Non-investment grants and contracts	103.2	100.7	106.1	47.5	49.6	84.9
CUEF	103.2	100.7	106.1	23.8	24.0	84.9
Other operating income (includes donations and endowments)	174.6	188.2	161.7	21.7	25.9	126.4
Total income	1,294.6	1,305.7	1,331.8	548.8	566.9	1,349.8
Income Incubation Model as allocation of increased income	(2.5)	(2.5)	0.0	548.8	566.9	1,349.8
Total income after Income Incubation Model (2020-21 only)	1,292.1	1,303.2	1,331.8			
Expenditure						
Schools						
School of Arts and Humanities	44.9	45.3	44.9	25.5	26.5	46.9
School of the Humanities and Social Sciences	79.4	79.2	79.4	43.1	43.9	41.3
School of Physical Sciences	148.7	148.7	148.7	78.9	78.9	87.2
School of Theoretical Sciences	150.2	150.2	150.2	78.9	78.9	87.2
School of Biological Sciences	181.2	181.2	181.2	33.2	36.3	141.8
School of Clinical Medicine	308.6	288.1	288.1	41.7	41.7	177.9
Total Schools	901.3	928.4	942.2	216.1	227.2	751.8
Academic Institutions and Services						
University Library and Affiliates	26.2	26.2	22.2	16.9	18.1	27.5
Fitzwilliam Museum	9.4	9.4	10.6	4.2	4.2	4.2
University Press	1.7	1.7	1.7	0.8	0.8	0.8
Kettle's Yard	2.0	2.0	2.0	0.5	0.5	2.0
Development and Alumni Relations	9.2	9.7	10.7	0.5	0.5	2.0
Cambridge in America	3.9	3.9	3.9	-	-	0.1
Institute of Continuing Education	10.9	10.9	10.5	3.8	3.9	3.9
University Information Services	43.1	42.9	42.9	10.1	10.5	14.3
HRH Prince Alwaleed Bin Talal Centre of Islamic Studies	0.6	0.6	0.6	0.6	0.6	0.6
Centre for Music Performance	0.0	0.0	0.0	-	-	-
Total Academic Institutions and Services	109.0	106.0	104.4	61.9	37.9	99.8
Staff and Student Services						
Careers Service	2.8	1.5	1.7	1.5	1.6	1.7
ADC Theatre	0.0	0.4	0.6	0.5	0.6	0.6
Total Staff and Student Services	2.8	1.9	2.3	1.5	1.7	2.3
Total Unified Administrative Service	64.6	96.0	89.9	52.9	64.1	109.4
Administered Funds						
Teaching and research	130.4	108.3	137.8	136.9	142.6	142.6
Contingency	5.0	0.1	5.8	1.8	0.9	0.9
Human resources	3.3	2.9	2.9	2.9	7.0	7.0
Operational	5.2	6.0	6.0	6.2	8.0	8.0
General	4.8	2.4	3.6	3.1	4.0	4.0
Estate related	67.5	77.9	80.9	80.9	84.9	84.9
Total Administered Funds	216.2	169.0	234.0	231.8	247.4	247.4
Chest expenditure not picked up elsewhere	0.6	13.3	(2.1)	1.0	1.0	1.0
Subtotal Expenditure	1,294.5	1,314.6	1,370.6	565.2	614.7	1,467.2
Subtotal Operating Surplus / (Deficit)	(2.4)	(11.5)	(38.8)	(16.3)	(47.9)	(117.4)
Investment Funding / Projects						
Approved SIF expenditure	0.0	-	3.7	3.7	6.3	6.3
Covid Contingencies (inc. approved Recovery Plan operating costs expenditure)	21.1	2.5	1.3	1.3	1.1	1.1
Block	1.0	-	7.0	-	7.0	7.0
Reserves	0.0	3.4	12.0	12.0	14.4	14.4
Total Investment Funding / Projects	27.1	3.4	12.0	12.0	14.4	14.4
Provision to recognise timing delay in budgeted expenditure					(19.6)	(19.6)
Total Expenditure	1,321.6	1,318.0	1,382.6	577.2	609.5	1,462.0
Operating Surplus / (Deficit)	(29.8)	(14.9)	(50.8)	(28.3)	(42.7)	(112.2)
Reconciling items to Ten Year Model Core Academic University Surplus (Annex 1, page 2)	16.5	44.4	54.3	(37.7)	(69.6)	79.3
Core Academic University Cash Surplus / (Deficit)	(13.0)	29.6	3.5	13.6	(92.9)	(32.9)

* The 2020-21 budget was produced twice, the second iteration did not split the non-Chest expenditure budget by institutions, hence expenditure figures for 2020-21 budget above are shown at grouped level.

Budget - Annex 1, page 2
Total Chest and non-Chest performance
reconciled to Academic University Cash Surplus / (Deficit)
£m

	2020-21 Budget	2020-21 Actuals	2021-22 Budget	2021-22 6+6 Forecast	2022-23 Proposed Budget
Total Operating Surplus / (Deficit)	(29.5)	(14.9)	(50.8)	(66.0)	(112.2)
Reconciling items to Ten Year Model Core Academic University Surplus					
<i>Income adjustments: (reduced income)/increased income</i>					
Removal of donations from subsidiaries		(2.2)		(2.8)	(4.7)
Removal of central unrestricted CUJEF distributions and other investment income		(24.6)		(27.1)	(31.3)
Removal of Bond Repayment Portfolio operating income (includes Property Group)**		(15.7)		-	-
Removal of Bond Repayment Portfolio investment income (includes Property Group)**		(8.2)		-	-
Removal of restricted donations not used within year***		(37.2)		(8.3)	(11.8)
Income adjustment for Income Incentivisation model (2020-21 only)		2.5		-	-
<i>Expenditure adjustments: (increased expenditure) / reduced expenditure</i>					
Additional expenditure from transformation projects not included in operational budget		(4.2)		(6.6)	(8.5)
Removal of Bond Repayment Portfolio expenditure (includes Property Group)**		1.2		-	-
Removal of research building expenditure that will be capitalised		63.4		11.7	10.2
Removal of equipment expenditure that will be capitalised		31.6		29.4	29.4
Consolidation of internal trading expense		58.2		60.9	60.9
Other non-cash items		(20.6)		-	-
Adjustment for delayed spend on institutional forecasts - 6+6 forecast and budget years only		-		22.5	35.2
Summarised adjustments - budget columns	16.5		54.3		
Core Academic University Cash Surplus / (Deficit)	(13.0)	29.6	3.5	13.6	(32.9)

** The 2020-21 6+6 forecast and 2022-23 budget have Property Group transactions stripped out, the effect is a £4m increase to Chest deficit for each year.

*** The definition of which restricted donations to exclude from Core Academic University cash surplus / (deficit) has changed from the Ten Year Model presentations used in 2020-21. Under the new definition, an extra £19m of restricted donations are excluded from the Core Academic University cash surplus / (deficit) in 2020-21.

Previous statement of Core Academic University cash surplus / (deficit)

49.5

**Budget - Annex 2
Chest expenditure budget, expenditure actuals, allocations**

Em	Actuals: Chest income and Chest Expenditure (Total spend: Operational plus Investment/Project)		"Bridge" (Actuals to Forecast Expenditure)*	Budget Report: Chest Income and Chest Expenditure (BAU Operational spend)			Allocation after holdback (this will be the initial allocation)	Total underwritten allocation
	2019-20	2020-21		2020-21 Budget Report	2021-22 6+6 Forecast	2022-23 Proposed expenditure "middle case"		
Total Chest income	512.7	529.0		516.7	548.8	566.9	566.9	
Schools								
School of Arts and Humanities	26.1	26.7	(1.4)	26.3	25.5	26.5	26.8	
School of the Humanities and Social Sciences	41.8	42.6	0.5	43.0	43.1	43.5	45.8	
School of the Physical Sciences	45.2	48.1	(2.8)	45.2	47.2	48.9	49.7	
School of Technology	35.7	35.2	(1.3)	33.9	33.2	36.3	37.0	
School of the Biological Sciences	41.6	40.2	(0.7)	39.5	41.7	41.7	43.9	
School of Clinical Medicine	26.6	25.3	(0.9)	24.4	25.5	27.9	27.4	
Total Schools	217.0	218.1	(6.9)	211.3	216.1	227.2	230.7	
Academic Institutions and Services								
University Library and Affiliates	16.6	17.8	(1.3)	16.5	16.9	18.1	18.1	
Flizwilliam Museum	4.0	4.0	(0.1)	3.9	4.2	5.4	4.8	
Hamilton Kerr Institute	0.1	0.1	(0.0)	0.1	0.1	0.2	0.2	
Kettle's Yard	0.5	0.6	(0.1)	0.5	0.5	0.5	0.5	
Development and Alumni Relations	9.9	9.1	1.2	10.3	9.7	11.2	11.1	
Cambridge in America	3.9	3.9	(0.0)	3.9	3.8	3.9	4.0	
Institute of Continuing Education	0.7	0.5	(0.2)	0.3	0.3	0.4	0.4	
University Information Services	22.6	24.2	(0.7)	23.5	26.3	33.5	30.9	
HRH Prince Awaaleed Bin Talal Centre of Islamic Studies	0.0	(0.0)	0.0	-	-	-	-	
Centre for Music Performance	-	-	-	-	-	0.1	0.1	
Total Academic Institutions and Services	58.4	60.3	(1.2)	59.1	61.9	73.3	70.0	
Staff and Student Services								
Careers Service	1.5	1.4	0.1	1.5	1.5	1.6	1.6	
ADC Theatre	0.0	0.0	(0.0)	-	0.0	0.0	0.0	
Total Staff and Student Services	1.5	1.4	0.1	1.5	1.5	1.7	1.6	
Total Unified Administrative Service	52.0	51.2	(1.0)	50.2	52.9	64.1	63.0	
Administered Funds								
Teaching and research	104.5	108.3	22.1	130.4	136.9	142.6		
Contingency	(2.1)	0.1	4.9	5.0	1.8	0.9		
Human resources	3.3	0.2	3.2	3.3	2.9	7.0		
Operational	4.5	5.2	(0.0)	5.2	6.2	8.0		
General	5.1	2.4	2.4	4.8	3.1	4.0		
Estate related	44.8	52.8	14.7	67.5	80.9	84.9		
Total Administered Funds	160.1	169.0	47.2	216.2	231.8	247.4	242.4	
Chest expenditure not picked up elsewhere	(4.5)	(3.9)	4.5	0.6	1.0	1.0	-	
Subtotal Expenditure	484.4	496.1	42.7	538.9	565.2	614.7	607.6	
Investment Funding / Projects								
Approved SIR expenditure	-	-	-	-	3.7	6.3	6.3	
Transformation Programmes 2022-23 (in non-Chest) **	-	-	8.6	11.1	1.3	1.1	-	
Covid Contingencies (inc. Approved recovery plan operating costs expenditure)	-	2.5	1.0	1.0	0.0	0.0	1.1	
PRC Priorities	-	0.9	4.1	5.0	7.0	7.0	7.0	
Total Investment Funding / Projects	-	3.4	13.7	17.1	12.0	14.4	14.4	
Provision to recognise timing delay in budgeted expenditure						(19.6)		
Total Expenditure	484.4	499.5	56.5	556.0	577.2	609.5	622.0	
Chest Surplus / (Deficit)	28.3	29.5		(39.3)	(28.3)	(42.7)	(55.2)	

* Bridge includes: the movement of in-year spend between institutions (principally Admin Fund budget expenditure and allocations moving to Schools and NSB); Chest allocations moving into reserves for Schools and Institutions, including QR not yet spent; for Administered Funds includes the use of brought forward reserves, additional sources of income, and other adjustments.

** Transformation programmes spend, supported by the investment fund, are shown on Annex 1 within non-Chest "below the line", so are excluded from Annex 2.

ANNEX 3

Enhanced Financial Transparency status report

1. As reported in the 2021–22 Allocations Report, the University is developing a new approach to planning and budgeting as part of the Enhanced Financial Transparency (EFT) project, within the Finance Transformation Programme. EFT will enable a significant improvement in planning and budgeting by providing effective financial and business planning tools, supported by mutually agreed principles and policies. Through EFT, income will be allocated where earned, costs aligned to those income streams where incurred, and central costs attributed according to a fair and equitable set of drivers. Institutions will operate within an agreed budgetary envelope, or ‘contributions’ to the University’s financial result.

2. Each institution will use EFT capability to develop multi-year business plans that reflect agreed academic priorities, are manageable within a sustainable financial envelope and deliver a pre-agreed financial contribution to the overall Academic University.

3. Phase one of EFT has resulted in a prototype which is a full income and expenditure model with income and costs split across teaching, research and other activity, by School, institution, and department. The prototype – which has been shared with Schools and institutions – includes actual financial data and reconciles to the ‘Red Book’ management accounts. Through this prototype each institution can see all income that has been earned from the institution’s activities, and the costs that have been incurred, aligned against those income streams.

4. The prototype requires further development, but will be used to inform business planning for 2023–24 and enable an improved understanding of the financial impact of University activities that will contribute to improved decision-making. The academic strategies and financial information used for the Chest-focused planning process will be incorporated into the EFT-informed business plans and budget, which will look at all income and all expenditure.

5. Alongside the building blocks of EFT, it is recognised that there are significant strategic and policy issues that will need to be considered if EFT is to achieve the behavioural alignment and incentivisation it seeks to achieve. These include, for instance, the setting of appropriate contribution targets and the consequences of over and under performance to those targets over time, including the impacts on local unrestricted reserves.

6. These issues and key aspects of cost and income attribution policy will be developed during the next phase of EFT, with extensive consultation across the Schools and institutions. The project envisages a period of parallel running between old and new approaches to ensure there is sufficient time to allow full engagement and build collective confidence in the approach and mitigate against any unintended consequences.

7. As EFT starts to be used in planning and budgeting, the current Chest-focused planning process will diminish in significance as the focus moves from an annual review of Chest and non-Chest plans and Chest allocations, to a more strategic ongoing discussion about the evolution of institutions’ Business Plans. Nonetheless, until there is a replacement of the University’s Finance System and rework of the Chart of Accounts (the building blocks within the Finance System), Chest allocations will continue to be a necessary part of the financial budgeting mechanism. As a result, there will be a period of running two sets of financial planning information, both derived from the same academic strategies and financial information.

8. The framework described in paragraph 17 of this Allocations Report (p. 581) will manage Chest allocations during the transition to EFT. It will provide greater stability for Schools and institutions by providing upfront clarity about Chest allocations and contribute to institution-led prioritisation of activities as part of managing to a known quantum of resource. It will also enable finance staff to focus on EFT and ensure its future success, developing associated tools, policies and processes and embedding new planning mechanisms.

Report of the General Board on the establishment of a Professorship

The GENERAL BOARD begs leave to report to the University as follows:

1. The General Board recommends the establishment of a Professorship of System Genomics and Population Health as set out in paragraph 2 below. The funding arrangements for the Professorship were approved by the Resource Management Committee at the meeting held on 15 June 2022.

2. The Board is recommending a proposal from the Council of the School of Clinical Medicine to establish a Professorship of System Genomics and Population Health for a single tenure from 1 September 2022, assigned to the Department of Public Health and Primary Care. The Department has confirmed that the new Professorship can be funded from existing resources available, which include a mixture of Chest resource and external grant funding. Health data science is a key element of the strategy of the Clinical School and the Department. Within that field, systems genomics is an increasingly important domain of international relevance involving molecular characterisation

and innovative integrative analyses of population and patient cohorts.

This appointment is critical to the maintenance of the long-term academic stability of the Department because, for such a large department conducting world-leading research and educational programmes at the current scale and scope, there are currently relatively few Professorships held. The new Professor will therefore be an important addition to the senior academic leadership of the Department and will be expected to have significant income-generating potential, building on the Department's established track-record, both in relation to research and teaching, from traditional funders (such as NIHR, MRC, and the Wellcome Trust) as well as research institutions (including the Baker Institute in Australia, and Human Technopole in Italy), corporate funders and international foundations, which have made commitments to provide funding in this area.

3. The General Board recommends that a Professorship of System Genomics and Population Health be established for a single tenure from 1 September 2022, placed in the Schedule to Special Ordinance C (vii) 1, and assigned to the Department of Public Health and Primary Care.

28 June 2022

STEPHEN TOOPE, *Vice-Chancellor*
ZAYNAB AHMED
MADELEINE ATKINS
KRISTINE BLACK-HAWKINS
ANN COPESTAKE

JOHN DENNIS
TIM HARPER
NICHOLAS HOLMES
AMELIA JABRY
PATRICK MAXWELL

NIGEL PEAKE
ANNA PHILPOTT
RICHARD REX
GRAHAM VIRGO
CHRIS YOUNG

ACTA

Congregation of the Regent House on 22 June 2022: Honorary Degrees

A Congregation of the Regent House was held at 2.45 p.m., at which the Chancellor was present. Before the Congregation processions formed and then entered the Senate-House by the East Door. The train of the Chancellor's robe was carried by Mr Craig Mackenzie, of Corpus Christi College.

Music was performed by the Cambridge University Brass Ensemble, by Mr Kevin Loh, of Girton College, and by members of the choirs of Clare College and of Selwyn College. The programme of music was arranged by Ms Sarah MacDonald, of Selwyn College, University Organist, and the choirs were conducted by Mr Graham Ross, of Clare College, and Ms Sarah MacDonald, of Selwyn College.

Eight titular degrees conferred in absence on 22 May 2021 due to the Covid-19 pandemic* were celebrated and two further degrees were conferred:

Doctor of Science (honoris causa):

***EDITH HEARD**, B.A., F.R.S.,

Honorary Fellow of Emmanuel College, Professor of Epigenetics and Cellular Memory, Collège de France, and Director General of the European Molecular Biology Laboratory, epigeneticist and developmental biologist

***ROGER PENROSE**, Kt, O.M., PH.D., F.R.S., HON. F.INST.P.

Honorary Fellow of St John's College, Rouse Ball Professor of Mathematics Emeritus, University of Oxford, Nobel Laureate, mathematical physicist and philosopher of science

***ELIZABETH ROBERTSON**, PH.D., F.R.S., F.MED.SCI.,

Honorary Fellow of Darwin College, Professor of Developmental Biology and Wellcome Trust Principal Research Fellow, University of Oxford, developmental biologist

***JOHN WALKER**, Kt, F.R.S., F.MED.SCI.,

Emeritus Fellow of Sidney Sussex College, Honorary Professor of Molecular Bioenergetics Emeritus and Emeritus Director of the MRC Mitochondrial Biology Unit, School of Clinical Medicine, Nobel Laureate, biochemist and molecular biologist

Doctor of Letters (honoris causa):

KWAME ANTHONY APPIAH, M.A., PH.D., F.R.S.L.,

Honorary Fellow of Clare College, Leslie Stephen Lecturer, Professor of Philosophy and Law, New York University, Laurance S. Rockefeller University Professor of Philosophy Emeritus, Princeton University, political philosopher, novelist and cultural theorist

***HENRY LOUIS GATES JR**, M.A., PH.D., F.B.A.,

Honorary Fellow of Clare College, Alphonse Fletcher University Professor and Director of the Hutchins Center for African and African American Research, Harvard University, filmmaker, literary scholar and institution builder

***SIMON SCHAMA**, Kt, C.B.E., M.A., F.R.S.L., F.B.A.,

Honorary Fellow of Christ's College and sometime Leslie Stephen Lecturer, University Professor of Art History and History, Columbia University, historian and art historian

***ALI SMITH**, CBE, FRSL,

Honorary Fellow of Newnham College, of Clare Hall, and of Lucy Cavendish College, Senior Fellow-Commoner in the Creative Arts, Trinity College, writer, playwright, journalist and academic

WOLE SOYINKA, HON. F.R.S.L.,

Honorary Fellow of Churchill College, Professor of Dramatic Literature Emeritus, Obafemi Awolowo University, Nobel Laureate, playwright, poet, novelist and political activist

Doctor of Music (honoris causa):

***JUDITH WEIR**, C.B.E., M.A., HON. F.R.S.E.,

Honorary Fellow of King's College and of Trinity College, sometime Visiting Fellow-Commoner in the Creative Arts, Trinity College, Master of the Queen's Music and President of the Royal Society of Musicians, composer

The Orator made the following speeches when presenting the Honorands to the Chancellor:

SCIRE licet non esse in rebus res ita mixtis
uerum semina multimodis immixta latere
multarum rerum in rebus communia debent.

haud scio an Lucretius doctrinam Anaxagoream ὁμοιομερείας ita respuens ea semina rerum in mente habeat quas hodie particulas nuncupamus genetrices, quibus in moleculis descriptionem ipsius uitae tamquam archimagiri cuiusdam compositiones in litteris mandatas reconditam contineri docuerunt ii qui molecularum forma initio adumbrata seriem litterarum tandem perlegerunt. haec tamen res superest occultissima, cum eadem in se quaeque habeat cellulla corpuscula et mandata genetiua, acido nucleario nullo modo demutato, qui fiat ut non moles una pari natura exoriatur sed parte alia in aliam uiam deducta iam cutem iam oculum iam folium et totam quam in animantium diuersis membris miremur natura fecundissima producat uariationem. quam ad rem intellegendam incubuit haec mulier: nempe cellulae femineae inesse duo corpora quae χιαστά dicantur e quibus alterum uim suam exprimat, alterum iners et segnitia celatum totum se desidia dedisse uideatur. nonnumquam enim fieri ut molecula quadam catenae nucleariae adiuncta nodulus genetiuis μεθυπλήξ iam redditus quasi conuiua ebrius uino oneratus sopore tandem uincatur. neque hoc crescenti fetui semel accidere sed χρωματόσωμα prius sopitum excitari et expectatum rursus somno superari.

qui uitam protegere uelit, ei uitae fundamenta cognoscenda esse dicit. ad hoc magnum mysterium enodandum elaboratorii cui praefecta est operam dirigit. ‘quorsum enim nati sumus,’ inquit, ‘nisi ad omnium animantium condicionem meliorem faciendam?’

dignissime domine, Domine Cancellarie, et tota academia, praesento uobis egregiam hanc mulierem biologiae molecularis necnon embryonicae peritissimam, baccalauream in artibus, Regiae Societatis sodalem, Collegi Emmanuelis honoris causa sociam adscitam, Collegi Francogallorum doctrinae epigeneticae et memoriae cellularis professorem, Officinae Europaeae moleculas uitales indagantium reatricem,

EDITH HEARD,

cui gratulemur titulum gradus Doctoris in Scientiis honoris causa acceptum.

ANAXAGORAS of Clazomenae believed that all things are composed of infinitesimally small fragments of themselves mixed together, a doctrine refuted by Lucretius: ‘You may be sure,’ he says, ‘that things are not made up like this, but that seeds common to many things lie comingled and hidden inside them.’¹ When he talks about seeds, perhaps Lucretius has in mind those tiny molecules which we call DNA, and which contain within themselves the very description of life, hidden away like the recipes of some master chef which have been written down in an alphabet of four letters. This we know thanks to the work of those scientists who first sketched their shape, and now finally have read the sequence of the letters themselves. One puzzle remained, however—how does it come about that each cell of an organism contains the same genetic material, the same recipe, as it were, and yet, with no change to the DNA, there arises not a homogeneous mass of tissue, but different parts develop in different ways, so that artful nature produces now skin, now an eye, now a leaf—in fact all the wondrous diversity which we see in the cells of living things. This was the enigma our honorand set to solve. Now, as you may know, there are in every female cell two structures called X chromosomes, of which one is expressed but the other is suppressed, silent and utterly inactive. For it happens that when a certain molecule is adjoined to the genetic strand a gene may become inert, like a reveller at a banquet who is laden with wine and overcome with sleep. Nor does this happen only once as the organism develops, but a somnolent chromosome may be re-awakened only to be lulled to sleep again.

‘In order to protect life,’ she has said, ‘we must first understand it.’ And it is to the solution of this great mystery that her laboratory is dedicated, because, as she says, ‘If we don’t try to move things forward, what are we here for?’

Distinguished Chancellor, members of the University, I present to you

EDITH HEARD, B.A., F.R.S.,

Honorary Fellow of Emmanuel College,

Professor of Epigenetics and Cellular Memory, Collège de France, and

*Director General of the European Molecular Biology Laboratory,
epigeneticist and developmental biologist,*

that we may congratulate her on the title of the degree of Doctor of Science, honoris causa.

¹ Lucretius, *De Rerum Natura* 1.894–6.

N^{VNC} adduco uirum aenigmaton amantissimum qui res occultissimas et naturae et humani animi percontatur.

cuius uiuida uis calami cum surgit ad astra
diffugiunt omnes umbrae mentis tenebrosae
nec manet ambages animi sed pellitur error.
cuius ego ingressus uestigia dum rationes
persequor ac doceo dictis, quo possit inane 5
pondere compresso lacerari et terebrari,
gurgitem ut in rapidum deflexo tempori' cursu
nunc quae rima fiat caeco condatur in antro
effugiatque hominum uisus oculosque deorum.
principio stellis in magnis semina rerum 10
propterea quod sunt grauia angusteque coacta
confertim in spissam molem glomerare necessest.
exiguum quanto magis opprimitur glomeramen
crescit eo grauitas, augetur et ingeminatur.
ut linum imposito grauioris pondere saxi 15
tenditur et tandem nimia ui dilaniatur,
non aliter tegumen districtum pondere caeli
denique non potis est patier nec ferre molestum.
fit noua tempestas, tonitru concussa uidentur
omnia saepe graui tremere et diuulsa repente 20
maxima disiluisse capacis moenia mundi.
haud secus ac Scyllae comes implacata Charybdis
ter bibit atque imo barathri ter gurgite uastos
sorbet in abruptum fluctus, sic orta uorago
omnia in ingluuiem tractat ui non fugienda: 25
quippe etiam exhaurit tenuissima semina lucis
omnis quae cursu praeuertuntur uolucris res
et nox obruit ingenti caligine caelum
ut si censurae magno permota timore
natura informis fusco se texit amictu. 30
[sic animi natura nequit sine corpore oriri
sola neque a neruis et sanguine longius esse.]¹

dignissime domine, Domine Cancellarie, et tota academia, praesento uobis egregium hunc uirum, equitem auratum palmis Nobelianis coronatum, ordini insigniter meritorum adscriptum, doctorem in philosophia, Regiae Societatis sodalem, Instituto Scientiae Physicae honoris causa sodalem adscriptum, Collegi Sancti Iohannis Euangelistae honoris causa socium adscitum, disciplinae mathematicae apud Oxonienses sub nomine Rouse Ball professorem emeritum, mathematicum et scientiae philosophum,

ROGER PENROSE,

cui gratulemur titulum gradus Doctoris in Scientiis honoris causa acceptum.

¹ hoc fragmentum ut uidetur Lucretianum in Bibliothecae caefario in placentarum inuolucrum uersum inuentum est. cuius uu. 31–32 quia cum praecedentium uersuum sensu uix congruant delerunt alii, neque ego hic anglice reddidi; mihi tamen ad libellum quendam referre uidentur cuius auctorem et titulum adumbrant uu. 1–2; propterea hos uersus retinendos iudico, et uu. 4–30, quippe qui a quaestione de animi natura ineptissime digrediantur, pro insticiis habeo et deleantur censeo.

OUR next honorand is a lover of puzzles who has probed the greatest mysteries of the universe and of the human mind.

*When of his quill the lively force takes flight,
The shadows of the mind are put to rout
And error from the soul is driven out.
In his great tracks now I too dare to tread
To teach, though feebly, truths that he hath taught:
How space itself is weighted down and torn
While time into a gaping maw is bent,
The rend in blackest antar then concealed
To flee the sight of gods and eyes of men.
Know first, the seeds of things in mighty stars,
Since tightly packed and scarce devoid of heft,
Are oft into a massy globe compressed,
And with the stuff more closely ever crammed
So is the force of gravity increased.
Just as a heavy rock will stretch a clout
Until at last with force it rips apart,
The fabric too of space is strained by mass
And takes no more: a mighty storm ensues.
Then quakes the world by dreadful thunder struck
And all the Welkin's walls are torn apart.
Just as Charybdis, Scylla's tireless mate,
Three times the salty main sucks down each day,
So too the gyre in highest heav'n unleashed
Sucks all into its greedy jaws apace,
Nor aught escapes, not even seeds of light
(Which on swift feet all other things outrace)
And all the sky is overcome by night.
Thus ruined Nature, shy of censure's call,
Becloaks herself in fell Gehenna's pall.*

Distinguished Chancellor, members of the University, I present to you

ROGER PENROSE, Kt, O.M., PH.D., F.R.S., HON. F.INST.P.,

Nobel Laureate,

Honorary Fellow of St John's College,

*Emeritus Rouse Ball Professor of Mathematics in the University of Oxford,
mathematical physicist and philosopher of science,*

that we may congratulate him on the title of the degree of Doctor of Science, honoris causa.

TIGRIDIS Hyrcanae quae siluas insidet altas
dextram quis deus est in formam dirigere ausus?

ita roganti poetae respondit haec quam nunc adduco mulierem: sed ἄμαξα τὸν βοῦν ἔλκει (uel κολοκύντη potius τὸν μῦν). primum enim docendum est in partu incohato inesse cellulam quandam mirabilem, stirpem ipsam uitae, neque ad hanc rem neque ad illam aptius conformatam sed profunda fecunditate praeditam quae continuo diffindendo et diffingendo

omnia transformet sese in miracula rerum:
osque lacertososque toros albasque medullas.

quas cellulas e murino partu sublatas et in patellam uitream insertas hospes haec nostra colit et augescere cogit. postea, id quod magis est mirandum, uirus quoddam, ut dicitur, cui est potestas cellulae occupatae catenas nuclearias rescribendi, tamquam scalpellum ideo adhibet ut particulam genetricem aliam e nucleo excutiat, aliam alienam iniciat, et quolibet modo caudicem uitae emendat. cyttario nunc refecto et in proprium partum reserto, ecce, tandem adolescit mus cui corpus ac forma ad eas quae factae sunt mutationes referuntur. si igitur cognoscere uis quid corpori efficiat nescioquae particula genetiua, ea e nucleo excussa qualis sit natus mus obserua: ἐκ τοῦ δένδρου τὸ καρπὸν γνωτέον. sic gradatim percontata inuenit qui nodulus crescente fetu naturam ita dirigat ut hic caput illic cauda exoriatur. haec saltem, magistri, mihi uideor intellegere: quod si alia ab ea mirabilia excogitata persequi coner, uereor ne mihi inauditis nominibus perplexo nec pedem nec caput res habere uideatur.

dignissime domine, Domine Cancellarie, et tota academia, praesento uobis egregiam hanc mulierem, doctorem in philosophia, Regiae Societatis sodalem, Scientiarum Medicinarum Academiae sodalem, Collegio Darwiniano honoris causa sociam adscriptam, biologiae embryonicae apud Oxonienses professorem,

ELIZABETH ROBERTSON,

cui gratulemur titulum gradus Doctoris in Scientiis honoris causa acceptum

TYGER Tyger burning bright,
*In the forests of the night:
 What immortal hand or eye,
 Dare frame thy fearful symmetry?*¹

So wondered William Blake. Our next honorand provides the answer—but I am putting the cart before the horse (or should I say the pumpkin before the mouse?). First of all let me remind you that there exists in the embryo a certain type of cell—the very font of life—which lacks any specialisation but which is imbued with a miraculous fecundity, and which by repeated division and modification can turn itself into any kind of tissue, blood, or bone, or anything else. These cells our honorand extracted from the embryo of a mouse and persuaded them to grow and multiply in a petri dish. Next—and this is more amazing still—she took a special virus with the power of rewriting the DNA of any cell it infected, and used it like a scalpel to chop out a gene here or insert a new one there, and so change the genetic code in any way she liked. With the cell now returned to the embryo, behold! a mouse is born and grows up whose body conforms to the changes which she introduced. Now if you want to know what a particular gene contributes to the phenotype you can just knock it out of the nucleus and see what kind of mouse develops. From the tree you shall know the fruit, as the old saying goes. Thus by gradual investigation she has discovered the gene which so directs the developing embryo that the head grows at one end and the tail at the other.

This much your Orator pretends to understand; but if I were to try to explain the other wonders that she has discovered, I fear that I would soon become lost in the strange terminology and get everything back to front.

Distinguished Chancellor, members of the University, I present to you

ELIZABETH ROBERTSON, PH.D., F.R.S., F.MED.SCI.,

*Honorary Fellow of Darwin College,
 Professor of Developmental Biology and
 Wellcome Trust Principal Research Fellow, University of Oxford,
 developmental biologist,*

that we may congratulate her on the title of the degree of Doctor of Science, honoris causa.

¹ Blake, *Songs of Experience*.

HOC primum mihi docendum uidetur, magistri (si Oratori licet talium rerum doctrinam simulare), in omnibus fere cuiuslibet animantis cellulis perparuula inesse corpuscula μιτοχόνδρια nuncupata quae eas quas contineat alimentum uires subtili quodam incendio solutas in acidum adenosinum triphosphoricum (sesquipedale enim hoc nomen moleculae imponitur) ideo per catalysin decoquant ut per totum corpus illuc quocumque sit opus facile transferantur. hoc quo modo fieret concipere cupiebat hic uir. enzymion solidum refert ut radii Roentgenii immittantur. initio irrident nonnulli: ‘ὦδὸν’ inquit ‘τίλλεις.’ moleculae quam tractat amplitudo, contortio, nescioquid aliud impedimentum obicitur. frustra scilicet eum laborare et quam adhuc sibi comparauerit famam totam in dubium deuocare. ille tamen nil deterritus duodecim annos desudat dum enzymii forma et species reperiatur: et nunc quam mirabilis ante oculos cadit imago! ecce, super anulum in corpusculi muro reconditum exurgit pompholyx! sed quo officio fungitur? ‘pompholyx necesse est’, inquit, ‘turbinis more uersetur!’ quo uertice moleculam diphosphoricam introrsum tractam ionte tertio magna uī adiuncto tandem reddi triphosphoricam. iterum irrisui habetur: ‘gerras!’ conclamant uiri sapientiores. ‘caudicem!’ ut enzymion ita turbine moueatur fieri non posse. attamen mouetur, nec tenui nec pigro impetu, sed pusillae haec machinationes singulis diebus acidi adenosini bina talenta profundunt. hinc scintilla uitae, hinc uirium fons per quas omnes animi ac corporis motus efficiuntur.

dignissime domine, Domine Cancellarie, et tota academia, praesento uobis egregium hunc uirum molecularum uitalium doctrinae peritissimum, equitem auratum palmis Nobelianis coronatum, Regiae Societatis Sodalem, Scientiarum Medicinarum Academiae sodalem, Collegi Dominae Francescae Sidney Sussex socium emeritum, uirium uitalium scientiae honoris causa professorem adscitum, sodalici ad μιτοχόνδρια inuestiganda a Concilio Rei Medicinae instituti rectorem emeritum,

JOHN WALKER,

cui gratulemur titulum gradus Doctoris in Scientiis honoris causa acceptum.

FIRST of all let me remind you (if an Orator can pretend to know about such things) that in almost every cell of every living thing there are tiny structures called mitochondria. By means of an enzyme they condense the energy contained in food, which has been released by a subtle process, into a molecule called adenosine triphosphate (please forgive the long and unusual name) so that it may easily be conveyed to wherever in the body it is needed. Our next honorand wanted to know how this happened. He crystallised the enzyme in order to probe it with X-rays. Many people laughed. ‘You’re wasting your time,’ they said. The molecule was just too big and too complex. Countless reasons were adduced why it would not work. Not only was it pointless, he was risking what reputation he had already gained. Undaunted, he laboured for twelve years until the form and structure of the enzyme was revealed. And what a picture fell before our eyes! Above a ring in the structure’s wall there rose a balloon. But what purpose did it serve? ‘The balloon’, he reasoned, ‘must spin!’ And by that spinning motion a molecule of adenosine diphosphate must be drawn in, and when a third phosphate group was adjoined with great force, spat out again as adenosine triphosphate. Again he was ridiculed. ‘What nonsense!’ those cleverer men exclaimed. ‘It’s clear he knows nothing. It’s quite impossible for a molecule to move like that!’ And yet, it moves. Nor is its motion slow or sluggish, but those tiny machines produce sixty-five kilograms of adenosine triphosphate every day. This is the spark of life. This is the source which powers all the processes of mind and body.

Distinguished Chancellor, members of the University, I present to you

JOHN WALKER, Kt, F.R.S., F.MED.SCI.,

Emeritus Fellow of Sidney Sussex College,

Emeritus Honorary Professor of Molecular Bioenergetics and

Emeritus Director of the MRC Mitochondrial Biology Unit, the School of Clinical Medicine,

Nobel Laureate, biochemist and molecular biologist,

that we may congratulate him on the title of the degree of Doctor of Science, honoris causa.

ἘΝ ΤΗ οἰκίᾳ τοῦ πατρὸς μου—ita enim ait euangelista dominum dixisse—μοναὶ πολλαὶ εἰσιν. non aliter uni homini multas inesse personas quarum aliam alio tempore induat docet hospes hic noster, quaeque immixtae modo inter se conueniant, modo interpellant, interdum etiam repugnent. quas neque firmas neque constantes esse sed nobis cum alio homine congressis nascere occidere fluere labi nec diutius esse uno et eodem statu. id quod in aliis rebus et in iis quae ad stirpem et genera pertineant conuenire. quibus rebus quamuis in nihilo nisi in usu contineantur neque ullam in natura habeant essentiam, nos tamen tamquam si habeant ita uti solere ut sint nonnulli qui gentem propriam superbe extollant aliasque turpiter despiciant. tandem igitur fit ut cum de iis rebus disputatur quibus nos ipsos agnoscimus aliisque hominibus qui et quales simus praebemus, tam commentis opinionum quam uera necessitudine nos coniunctos esse confiteri cogamur.

sapientes septem recognouerunt Graeci: hic uir inter grauissimos nostrae memoriae philosophos decem in quibus summa est auctoritas et amplitudo numeratur. ego tamen, quippe qui nullam talium rerum peritiam, nullam umquam facultatem simulauerim, si in praeceptis tam subtilibus tradendis uia et ratione progredi conar, uereor ne aut argutos inter strepere anser olores uidear, aut ut ii qui cum Socrate disputare solebant quam celerrime ad incitas redigar: πίθηκος γὰρ ὁ πίθηκος κᾶν πορφυρᾷ ἔχη σύμβολα.

dignissime domine, Domine Cancellarie, et tota academia, praesento uobis egregium hunc uirum, magistrum in artibus, doctorem in philosophia, Regiae Societatis Litterarum sodalem, Collegio de Clare honoris causa socium adscriptum, lectorem apud nos Stephenianum, in Vniuersitate Noui Eboraci philosophiae et iuris professorem, philosophiae professorem Rockerfellerianum apud Princetonenses emeritum, rei publicae philosophum et fabularum creatorem rerum humanarum peritissimum,

KWAME ANTHONY APPIAH,

ut honoris causa habeat titulum gradus Doctoris in Litteris.

‘*IN MY Father’s House, says the gospel, ‘there are many mansions.’¹ So too, our honorand has shown, within a single person there are many intersecting identities which overlap, reinforce and often contradict one another. Nor are they fixed and constant, but when we meet with different people different identities come to the fore or are suppressed, they ebb and flow and are in continual flux. This is true especially when it comes to questions of race and nationality; for although such things exist only by convention and have no existence in nature, we are used to treating them as if they do—and this is the source of prejudice and discrimination. Thus it comes to pass that when we reflect on how we construct our identities and how we present ourselves to other people, we are forced at last to acknowledge not only the ties but also The Lies That Bind.*

The ancient Greeks recognised Seven Sages. This man has been hailed as un des dix philosophes qui influencent le monde. Your Orator, however, claims no skill in such things, and were I to try to follow in the path of explaining such subtle concepts, I fear I would seem a goose honking before eloquent swans, or, like those poor souls questioned by Socrates, I would soon end up contradicting myself: Kontromfi kyea sēdee akyeamfoō kyea, nanso ne to kōō.²

Distinguished Chancellor, members of the University, I present to you

KWAME ANTHONY APPIAH, M.A., PH.D., F.R.S.L.,

Honorary Fellow of Clare College,

Leslie Stephen Lecturer,

Professor of Philosophy and Law, New York University,

Laurance S. Rockefeller University Professor of Philosophy Emeritus, Princeton,

political philosopher, novelist and cultural theorist,

that he may receive the title of the degree of Doctor of Letters, honoris causa.

¹ John 14.2.

² An Akan proverb, ‘a baboon, though he speaks like an orator, is still a baboon’ (Appiah and Appiah, *New England Review* 21.1 (2000) p. 124). The Oration adapts a similar ancient Greek proverb preserved by Lucian, *The Ignorant Book-Collector* 4.12 (‘an ape is an ape, even if he wears scarlet facings’).

ΠΙΘΗΚΟΣ πρὸς Λέοντα ἐλθὼν εἶπε· Σὺ μὲν φῆς παντὶ τρόπῳ εἶναι βασιλεύς. ὁ δὲ Ἐλέφας ἄπιστεῖ. τούτου γὰρ ἤκουσα· ‘Τὶ γὰρ Λέοντί ἐστιν ἡ δύναμις; ὅτι ζῦει τοῖς ὄνοι καὶ δάκνει τοῖς ὀδοῦσι; τοῦτο καὶ γυνὴ τῷ ἀνδρὶ μαχομένη ποιεῖ. ἐγὼ δὲ λίαν ὑπάρχω ἐκείνου ἰσχυρότερος.’ καὶ δὴ τὴν μητέρα σου λοιδορεῖ αἰσχροῶς πάνυ. ὁ δὲ πειθόμενος καὶ κακῶς φέρων προσέβαλε τῷ Ἐλέφαντι οὐδὲν ἀδικήσαντι, καὶ μάχῃ ἡσώμενος κατετραυματίσθη. ἀποδεδειγμένης δὲ τῆς ἀπάτης ἐπανελθὼν καὶ τὸν πίθηκον λαβὼν πληγὰς αὐτῷ ἀντέδωκε. ἐπιμύθιον· ὁ μῦθος δηλοῖ ὅτι συμφέρει τῷ θέλοντι ἄποθεν παραλογίζεσθαι.

cuius simiae simulationis studiosae tot fabulis carminibusque celebratae hic uir radices et originem perscrutatus abs te, Legba Pater, Afrorum magnum numen, abs te sua cum gente ui domu erepta et in terris ignotis longae et turpissimae seruitutis immitti iugo oppressa ortus et progeniem protulit. ex eodem fonte peregrinis immixtis sermonibus fluxisse fucatum illum modum dicendi, uberrimam illam rationem litterarum quae uocabulorum sententiis reduplicatis et iam uocis quadam moderatione, iam oculorum uel corporis gestu amplificatis ab uulgari et communi sensu abhorreat ut tandem quod pronuntiet orator plus significet quam quae in uerbis insit uis.

dignissime domine, Domine Cancellarie, et tota academia, praesento uobis egregium hunc uirum, magistrum in artibus, doctorem in philosophia, Academiae Britannicae sodalem, Collegi de Clare honoris causa socium adscitum, Vniuersitatis professorem et sodalici ad res Afras et Afroamericanas inuestigandas apud Haruardianos instituti rectorem, uirum litterarum et artium culturae peritissimum, commentariorum et taeniarum cinematographicarum auctorem,

HENRY LOUIS GATES Jr,

cui gratulemur titulum gradus Doctoris in Litteris honoris causa acceptum

THE *Monkey and the Lion*
 Got to talking one day.
 Monkey looked down and said, *Lion,*
I hear you's a king in every way.
But I know somebody
Who do not think that is true—
He told me he could whip
The living daylights out of you.

Perhaps you know the story: 'I've heard the Elephant mocking you,' says the Monkey. 'He says you just scratch with your claws and bite with your teeth like a woman fighting her husband. He's much stronger than you, he says. And what's more he disrespects your mother.' The Lion believes the Monkey and in his anger goes to pick a fight with the Elephant, who has in fact said nothing of the sort. The Lion is badly trampled, and when the deception is at last revealed, he goes back and gives the Monkey a terrific beating. At this point Aesop would adduce a moral: 'If you're going to stir up trouble, do it from a safe distance.'

The cheating Monkey is the protagonist of a whole cycle of folk tales and songs like this. Our honorand has traced his origins and lineage back to Papa Legba, that great god of the Yoruba, abducted along with his people and brought to distant lands to suffer the cruel yoke of long and shameful slavery. From that same source, mixed in with foreign stories and idioms, comes that elaborate tradition of speaking, that whole rich vein of literature, where words have multiple meanings, modified now by tone of voice, now by subtle gesture of the face or body, and which shies away from the commonplace and the literal so that what is said at last signifies more than the sum of its parts.

Distinguished Chancellor, members of the University, I present to you

HENRY LOUIS GATES Jr, M.A., PH.D., F.B.A.,

Honorary Fellow of Clare College,

Alphonse Fletcher University Professor and Director of the Hutchins Center for African and African American Research, Harvard University,
literary scholar, cultural critic, journalist and filmmaker,

that we may congratulate him on the title of the degree of Doctor of Letters, honoris causa.

EX ALIIS negotiis quae ingenio exercerentur scripsit Sallustius in primis magno usui esse memoriam rerum gestarum. excesserunt alii et maioris momenti id studium esse affirmauerunt quam quod iis in illo uersatis relinqueretur. nunc adest doctissimus Musarum discipulus quam quem nullum audeo dicere nostrorum temporum scriptorem uel diligentius uel admirabilius temperantem Mnemosynes filiam ad uulgum colendam promouisse. cuius cum libros euoluitis, siue de ciuibus patriae amantibus et ad res nouas consurgentibus siue de Iudaeorum uel Britannorum historia disseritur, si iterum artis ipsius potestatem et omnem humanam uitam et cultum celebrat, siue de caseo siue de superstitione disputatur, si denique malum punicum—mirabilem fructum!—laudibus ornat, orationem inuenitis diuite quadam sententiarum uerborumque copia aurei fluminis instar exuberantem quae ripis oratoris facundiae angustissimis uix cohibeatur.

apud nos Americanorum, apud illos nostri se praebet interpretem. utrisque extendit lumen ad stultitiam, ad licentiam sed nonnumquam ad uirtutem illustrandam. uel forsitan uaticinatorem melius eum iudicar, quippe qui de futura re Americana prospexerit, qui luteolum illum regulum a populo repulsum dolis atque ambitu sibi abrogatum esse officium dictitatum praeuiderit. eorum qui sub nomine populi ius, ciuitatem, ipsam denique libertatem oppugnent et funditus labefactent spem dominationis in rerum memoria in seruitutem peruersa quasi cardine quodam monet uersari. nunc igitur parmam esse capiundam. nunc nobis ut olim Lepido agendum et obuiam eundum.

dignissime domine, Domine Cancellarie, et tota academia, praesento uobis egregium hunc uirum, equitem auratum, excellentissimi ordinis Imperi Britannici commendatorem, magistrum in artibus, Regiae Societatis Litterarum necnon Academiae Britannicae sodalem, Collegi Christi honoris causa socium adscitum, lectorem apud nos quondam Stephenianum, rerum et artium historiae apud Columbianos professorem, comitem Clionis carissimum,

SIMON SCHAMA,

cui gratulemur titulum gradus Doctoris in Litteris honoris causa acceptum.

‘**O**F all intellectual pursuits,’ wrote Sallust, ‘history is the most useful.’ Others have gone further and proclaimed it too important to be left to historians. There stands before us a most learned disciple of the Muses who has, I dare aver, done more to bring the cultivation of Memory’s sober daughter to the public than any other writer of our age. When you open one of his books—whether the topic is the French Revolution or The Story of the Jews or A history of Britain; if he talks about the Power of Art, or about whole Civilisations; if he discusses cheese, or superstition, or a recipe for lamb with pomegranate, you will discover an Embarrassment of Riches couched in prose which surges along like a golden river. Wordy in the best possible way.

He is an interpreter of America to Britain and of Britain to America. For each he shines a light on our foolishness, our foibles, and, sometimes, our virtues. Or perhaps I should rather call him a prophet, who was looked forward to The American Future. Did he not also predict that Donald Trump would claim that the presidency was stolen from him by fraud and electoral malpractice? For the fundamentals of liberal democracy, he warns, are under threat in the name of the Will of the People, and history has become the fulcrum on which the power of demagogues turns. ‘Time to strap on the buckler and the shield,’ is his cry. ‘Out of the ivory tower then, my friends, and into battle.’

Distinguished Chancellor, members of the University, I present to you

SIMON SCHAMA, Kt, C.B.E., M.A., F.R.S.L., F.B.A.,

*Honorary Fellow of Christ’s College
and sometime Leslie Stephen Lecturer,*

*University Professor of Art History and History, Columbia University,
historian and art historian,*

that we may congratulate him on the title of the degree of Doctor of Letters, honoris causa.

‘**Q**UIDQVID fieri potest,’ inquit hospes haec nostra, ‘in libris potest fieri.’ modo impetu quodam animi efferrī lectorem, modo raptum se totum amisisse. si iam siti mortuus sit, iterum uitam beatissimam egisse uideri. omnium enim rerum naturam atque uniuersitatem in libris contineri. quae omnia de huius mulieris operibus uera esse audeo affirmare. nam et innumerabilibus in fabellis, et cum de puellis infelici amore tamquam tempestate quadam deiectis enarrat, et in libello illo cuius partes in utrumlibet ordinem dispositae leguntur, de rebus mirandis narrationes credibiles prope quotidiano sermone explicatas idcirco contexit ut quidquid inusitati, quidquid boni in nostra hac inueniatur uita in medium prolatum quanti sit nos doceat. libris iam quattuor grauissimis inter se unius anni interuallo distantibus huius turbulentissimae aetatis historiae fit auctor. maximi enim monumenti esse dixit rerum historiam et causas cognoscere etiam si tandem Socratis more nobis confitendum sit: ἐν οἷδα ὄτι οὐδὲν οἷδα.

nec tamen inter bibliothecae comptos ebore et uitro parietes—uel potius in hortulo amoeno qui haud procul ab hoc senaculo iacet—se abdit, nec tot laureis coronata a uulgo se remouet: immo, maximam operam dat ut scriptores minores foueat, ut litteras colentibus, quorum nonnulli iam suis ipsius uerbis diligenter student, summa benignitate succurrat, ut in tantis ciuitatum tempestatibus et angustiis hominum profugis consulat et opem afferat. scriptori enim bellum negat praetereundum. in huius qua domum sibi condidit urbis uita, in hac nostra uniuersitate uersari amat, et in uicem merito amatur. nunc tandem longo post tempore nos ei debitam gratiam referimus et togam ad humanitatem non minus quam ad facultatem scribendi aptam ei induimus.

dignissime domine, Domine Cancellarie, et tota academia, praesento uobis egregiam hanc mulierem, excellentissimi ordinis Imperi Britannici commendatricem, Regiae Societatis Litterarum sodalem, Collegi Newnhamensis, Aulae de Clare, Collegi Luciae Cauendish honoris causa sociam adscitam, Collegio Sanctae et Indiuiduae Trinitatis ad artes creatrices fouendas comestoris iure sociam adscriptam, scriptorem et fabularum creatricem doctissimam,

ALI SMITH,

cui gratulemur titulum gradus Doctoris in Litteris honoris causa acceptum.

‘**B**OOKS,’ says our next honorand, ‘mean all possibilities. They mean moving out of yourself, losing yourself, dying of thirst and living to your full. They mean everything.’ All of which can truly be said of her own works. In countless short stories, in the tale of two women whose lives have been knocked off course because of love gone wrong, in a novel whose parts can be read in either order, she weaves surreal events into believable narratives. She shows us all that is strange, all that is good in life and teaches us its value. Now in four novels written a year apart from one another she has made herself the chronicler of these turbulent times. For as she says, ‘It is important to know the stories and histories of things, even if all we know is that we don’t know.’

She is no recluse in her library (or, rather, in her lovely garden, which lies not far from this Senate-House), nor despite her many awards does she hold herself aloof. On the contrary, she is tireless in her support of young writers; she is generous in her encouragement of students (many of whom now take her as their subject); and in this time of global humanitarian crisis she champions the cause of refugees—‘The novel,’ she has said, ‘can’t just leave the war out.’ She loves to involve herself in the life of this city where she has made her home, and in this university; and in turn she is deservedly loved. Now let us thank her, and at long last let us robe her in a gown befitting her humanity as well as her talent.

Distinguished Chancellor, members of the University, I present to you

ALI SMITH, C.B.E., F.R.S.L.,

*Honorary Fellow of Newnham College, of Clare Hall and of Lucy Cavendish College,
Senior Fellow Commoner in the Creative Arts of Trinity College,
writer, playwright, journalist and academic,*

that we may congratulate her on the title of the degree of Doctor of Letters, honoris causa.

CAPREA non nitido uelox in tergore pictum
nomen habet: uolucris noscitur ipsa fuga.

non aliter hunc uirum a rebus longo atque insigni in uitae cursu perfectis potius quam imposito quodam titulo uobis noscendum iudico. quo enim nomine eum ad uos adducam, magistri? si poetam, si fabularum scriptorem, si humanitatis sapientem defensorem libertatisque impaudum propugnatorem eum nominauerim, quamquam nemo, ut opinor, me mentiri audeat dicere, nihilominus uereor ne tantam eloquentiam, tantam fortitudinem sordidius honorare uidear. siue populo longa dominatione nuper leuato siluestris nympharum choros enarrat, siue annales laetissimae gentis euoluit, multa sipario, multa cothurno fortiora locutus, ad hominum potentium corruptelam moresque peruersos perclarum adhibet lumen. quorum hominum nonnumquam in se odium iram supplicium inducit. quod si rogatis quare in nugis, in fabulis scribendis docendisque, in disputatione aliisque rebus quibus delectetur tempus et otium non consumat, ‘maxime scilicet mallet,’ inquit, ‘in talibus rebus uersari; sed animi tranquillitate non minus gaudeo, qua nullo modo possum frui si alios iniuria qualibet uexatos uideo. ut igitur otio interdum utar malis intolerandis utrimque necesse habeo opponere. quod si nihil prosunt litterae, tum demum obuiam eundem et dandam maximam operam ut oppugnentur.’ qui eum comprimere uolunt de latrocinio accusant. pacem in bello intestino petentem quod cum hostibus coniuret ademptis libris et stilo in carcerem eum deiciunt et capitis damnatum in exsilium eiciunt. ille tamen numquam uult conticescere:

Gaetula nec domito retinacula suscipit ore
belua, nec domini iussa seuera facit.

dignissime domine, Domine Cancellarie, et tota academia, praesento uobis egregium hunc uirum palmis Nobelianis coronatum, Regiae Societati Litterarum honoris causa sodalem adscriptum, Collegi Churchilliani honoris causa socium adscitum, in Vniuersitate Obafemi Awolowo litterarum ludicarum professorem emeritum, fabularum, carminum, historiarum scriptorem et libertatis diligentissimum propugnatorem,

WOLE SOYINKA,
ut honoris causa habeat titulum gradus Doctoris in Litteris

‘THE duiker will not paint ‘duiker’ on his back to proclaim his duikeritude,’ our next honorand has said. ‘You will know him by his elegant leap.’ So too in introducing this man I will not try to impose a label on him, but allow the deeds of a long and distinguished career to speak for themselves. How, indeed, could I pin him down? If I called him a poet or a playwright, a wise defender of humanity or a fearless champion of liberty, there is no one who would dare to accuse me of falsehood; but I am afraid I would be paying mean tribute to his eloquent bravery. Whether he describes *The Dance of the Forests* to a nation celebrating its newly-won independence, or unrolls *Chronicles from the Land of the Happiest People on Earth*, his writing is full now of comic, now of tragic power, as he shines a fierce light on the corruption of powerful people. Often he has brought upon himself the anger, the hatred, the vengeance of those people. If you ask why he does not enjoy an easy retirement in poetry, in writing and producing plays, in conversation and in all the other pursuits which bring him pleasure, ‘I would rather be doing all those things,’ he replies. ‘But I also love my peace of mind, my tranquillity, and I cannot attain that if I have not attended to an issue which is manifesting itself in a dehumanising way in others. It is the only way I can attain that peace which I love so much, which I only sparsely enjoy. And when literature fails one, then you have to address it frontally, physically, by whatever means.’ Those who would silence him have accused him of armed robbery. When he sought peace during the civil war in Nigeria they said he was plotting with the enemy. They took his books and his pen and threw him into prison. They condemned him to death and drove him into exile. But his voice cannot be stifled. As he himself has written: ‘The elephant trails no tethering rope; that king is not yet crowned who will peg an elephant.’

Distinguished Chancellor, members of the University, I present to you

WOLE SOYINKA, HON. F.R.S.L.,

Honorary Fellow of Churchill College,

Professor of Dramatic Literature Emeritus, Obafemi Awolowo University,

Nobel laureate, playwright, poet, novelist and political activist,

that he may receive the title of the degree of Doctor of Letters, honoris causa.

NVMEROSISSIMAM nunc demum adduco mulierem, magistri, inter musicorum modorum scriptores nostrae memoriae illustrissimos haud immerito adscriptam. neque est nobis ignota, sed ad Camum nata Camenae ad Camum studebat. cuius etiam si uereor ne tutoris renuntiationem perlegere putetis, componendi doctorem mihi citandum esse iudico, qui se sollertiam non minus quam subtilitatem eius in adulescentia statim cognitam miratum esse dixit. iam si maritum e conspectu ablatum nobis monstrat, si de surreptis tuis, Xanthe, gemmis enarrat, si denique fabulam melicam modis Sinensibus in nocturnam scaenam producit, tanta elegantia popularia miscens mirandis instruit sonos ut non aliter quam cum cantor ille mendicus meliflue canere coepit, caelum ipsum atque tota terra resonare uideatur, et tandem nos audientes Scipionis more demirari cogamur quis sit qui compleat aures tantus et tam dulcis sonitus.

sed quia sublimium harum rerum omnino imperitus sum, ne me asini illius consimilem esse credatis qui λύρας ἀκούει κινῶν τὰ ὄτα,¹ ad cotidiana accedam. quamquam parentibus non innumeris est nata (fidicina enim mater, pater choros classico agitare solebat) nulla umquam arte uictum quaerendum habuisset—quippe Maeonides nullas ipse reliquit opes!²—nisi stimulos admouissent magistri. quid mirum igitur si musicae disciplinam puerilem maximi facit? ‘haec enim magna’ inquit ‘quaestio, quo pacto non modo eos qui Musis iam faueant sed omnes ad musicam colendam a pueritia hortari possimus.’ et ‘qui hanc rem in ludis docent maxime sunt fouendi, in quibus non tantum ea quam uitae uiam nos ingressae sumus sed ars ipsa tota uersatur.’

dignissime domine, Domine Cancellarie, et tota academia, praesento uobis egregiam hanc mulierem, excellentissimi ordinis Imperi Britannici commendatricem, magistram in artibus, Regiae Societati Edimburgensi honoris causa sociam adscriptam, Collegi Regali necnon Collegi Sanctae et Indiuiduae Trinitatis honoris causa sociam adscitam, eidem collegio quondam ad artes creatrices fouendas comestoris iure sociam adscriptam, Regiae Maiestatis musicae magistram, Regiae Societati Musicorum praefectam, musicorum modorum creatricem,

JUDITH WEIR,

cui gratulemur titulum gradus Doctoris in Musica honoris causa acceptum.

¹ Lucian, *Harmonides* 1.32.

² Ovid, *Tristia* 4.10.22.

OUR final honorand is a musician who is rightly counted amongst the most important composers of our time. She is especially well-known to us: in Cambridge she was born, and in Cambridge she studied music. Even though I fear you will think that I am reading out one of her supervision reports, I cannot help but quote her teacher of composition: I recall her as an undergraduate, he says; I was immediately struck by her sensibility and by her skill. Now, whether she reveals to us *The Vanishing Bridegroom*, or tells the story of the stolen jewels of Blond Eckbert, or treats us to *A Night at the Chinese Opera*, she mixes the miraculous with the commonplace so elegantly that just as when the mendicant singer of her *Natural History* begins to sing the *Hymns of Shang*, the sound fills sky and earth, and we who listen are at last compelled to ask, like Scipio in his dream, what is the great and marvellous song which delights our senses.

But about such sublime matters your Orator is ignorant, and so lest you think me like the ass who listens to the tune and wiggles his ears, I shall move on to more mundane things. Although she was born into a musical family (her mother played the viola, her father the trumpet in a dance band), she would never have thought that a career as an artist was possible (even Homer, after all, made no money from his poems) had she not been inspired by her teachers. It is no wonder, then, that she so greatly values the teaching of music in schools. The big question, she says, is how to encourage all students, not just those who are already enthusiastic about music: 'We need to cherish and support our music teachers. We rely on them for the future of our profession, and of music itself.'

Distinguished Chancellor, members of the University, I present to you

JUDITH WEIR, C.B.E., M.A., HON. F.R.S.E.,

*Honorary Fellow of King's College and of Trinity College,
sometime Visiting Fellow-Commoner in the Creative Arts of Trinity College,
Master of the Queen's Music and President of the Royal Society of Musicians,
composer,*

that we may congratulate her on the title of the degree of Doctor of Music, honoris causa.

E. M. C. RAMPTON, *Registrar*

END OF THE OFFICIAL PART OF THE 'REPORTER'

COLLEGE NOTICES**Elections***Wolfson College*

Appointed Development Director with an associated College Official Fellowship (Title C) with effect from 27 June 2022:

Simon Crookall, M.A., *K*

Vacancies*Annual College Research Fellowship competitions*

A number of Colleges propose to hold competitions for Research Fellowships tenable from the start of the academic year 2023–24 with closing dates for application on or near 1 October 2022. Advertisements will appear online at <https://www.jobs.cam.ac.uk/college/> not later than 31 August 2022.

Advertisements for competitions with a later closing date will normally appear in the *Cambridge University Reporter* and the *Oxford University Gazette*, as well as online, not less than 28 days before the closing date.

Trinity College: Junior Research Fellowships; tenure: up to four years from October 2023; stipend: up to £30,000 plus benefits; closing date: 25 August 2022; further details: <https://www.trin.cam.ac.uk/fellows/junior-research-fellowships/>

EXTERNAL NOTICES**Oxford Notices**

St Catherine's College: Head of Conferencing; salary: £44,706–£54,943; closing date: 13 July 2022 at 12 noon; further details: <https://www.stcatz.ox.ac.uk/category/vacancies/>

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