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UNIVERSITY OF
CAMBRIDGE

NOTICES

Calendar

- 12 July, *Tuesday*. Discussion by videoconference at 2 p.m. (see below).
 22 July, *Friday*. Congregation of the Regent House at 10 a.m. (see p. 612).
 23 July, *Saturday*. Congregation of the Regent House at 10 a.m. (see p. 613).
 27 July, *Wednesday*. Last ordinary issue of the *Reporter* in the 2021–22 academic year (see below).
 9 September, *Friday*. Congregation of the Regent House at 10 a.m.
 10 September, *Saturday*. Congregation of the Regent House at 10 a.m.
 1 October, *Saturday*. Michaelmas Term begins. Scarlet day. Congregation of the Regent House at 9.55 a.m.

The publication schedule for the *Reporter* this month has been amended. The next issue of the *Reporter* – which will be the last ordinary issue for the 2021–22 academic year – will now be published on Wednesday, 27 July 2022. The first issue of the 2022–23 academic year will be published on 28 September 2022.

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 (*Reporter*, 6664, 2021–22, p. 575).
4. Report of the Council, dated 28 June 2022, recommending allocations from the Chest for 2022–23 (*Reporter*, 6664, 2021–22, p. 578).
5. Report of the General Board, dated 28 June 2022, on the establishment of a Professorship (System Genomics and Population Health) (*Reporter*, 6664, 2021–22, 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/.

Amending Statutes for St Catharine's College

29 June 2022

The Vice-Chancellor gives notice that he has received from the Governing Body of St Catharine's College, in accordance with the provisions of Section 7(2) of the Universities of Oxford and Cambridge Act 1923, the text of proposed Statutes to amend the Statutes of the College. The current Statutes of the College and the proposed amendments are available on the College's website at: <https://www.caths.cam.ac.uk/college-documents> and <https://www.caths.cam.ac.uk/proposed-college-statute-changes>. The Council will consider the amendments after 10 a.m. on Wednesday, 20 July 2022.

Amending Statutes for St John's College

30 June 2022

The Vice-Chancellor begs leave to refer to his Notice of 6 June 2022 (*Reporter*, 6661, 2021–22, p. 538), concerning the text of a Statute to amend the Statutes of St John's College. He hereby gives notice that in the opinion of the Council the proposed Statute makes no alteration of any Statute which affects the University, and does not require the consent of the University; that the interests of the University are not prejudiced by it, and that the Council has resolved to take no action upon it, provided that the Council will wish to reconsider the proposed Statute if it has not been submitted to the Privy Council by 6 June 2023.

Withdrawal of Grace 1 of 22 June 2022 (examinations, 2022)

30 June 2022

The Vice-Chancellor gives notice that, under the provisions of Regulation 6 of the Ordinance for Graces and Congregations of the Regent House (*Statutes and Ordinances*, p. 111), he has withdrawn Grace 1 submitted to the Regent House on 22 June 2022 (*Reporter*, 6663, 2021–22, p. 569).

Election of student members of the Council and the General Board: Update

30 June 2022

Further to the Notice dated 16 June 2022 (*Reporter*, 6663, 2021–22, p. 599), the Vice-Chancellor gives notice that following a by-election the following person was elected to be a student member of the General Board in class (d):

General Board

Category (ii) – Sabbatical officer of the University of Cambridge Students' Union with responsibility for matters concerning postgraduate education:

PHILLIPS, Savannah, M

Report of the Council on changes to the operation of the Land Fund: Notice in response to Discussion remarks

30 June 2022

The Council has received the remarks made at the Discussion on 3 May 2022 on the above Report (*Reporter*, 2021–22: 6654, p. 435; 6657, p. 497).

Professor Evans queries the meaning of certain phrases used in the Report and asks whether it would be timely to tidy up the terminology and the definitions in the *Statutes and Ordinances*. The Council agrees that the terms 'operational estate' and 'non-operational estate' should be defined in Ordinance. These terms were defined in Schedule 5 of the Sites and Buildings Regulations in 2012 (*Reporter*, 6247, 2011–12, p. 269; *Statutes and Ordinances*, p. 1074, as amended on 14 April 2022; see part (a) of the Annex to this Report). However, this is the first time that they have been used in Ordinance. As Professor Evans notes, the phrase 'University purposes' is usually used to distinguish University from College purposes. To avoid confusion, the Council has agreed to remove the wording. The phrase '(other than land held for investment purposes)' is already included in the current wording of the Ordinance. It is thought to be intended to exclude land held as part of the assets of the Cambridge University Endowment Fund from the scope of the Ordinance. A separate change to the Ordinance on Financial Matters provides clarity on that point (approved by Grace 6 of 25 May 2022), and therefore the phrase has been removed.

There are therefore the following changes to the new Ordinance for the Land Fund, to revise the wording of Regulations 1 and 2(a) and add Regulation 4,¹ to read as follows:

1. Payments of premium for the lease of land and receipts from the sale of land, net of the costs incurred to achieve the disposal proceeds, including any pre-sale investment or transaction costs and other retained liabilities, shall be applied:

- (a) to re-investment in the non-operational estate, investment in financial assets, funding of bond liabilities, or release for other purposes, its application as determined by the Finance Committee, where the disposal is from the non-operational estate; and otherwise
- (b) to the Land Fund.

[2.](a) to purchase sites which are suitable for development to become part of the University's operational or non-operational estate;

¹ The Sites and Buildings Regulations would be updated to refer to these definitions in Ordinance.

4. For the purposes of this Ordinance

- (a) the term ‘estate’ shall exclude land and buildings used by the Press and Assessment Department;
- (b) the term ‘operational estate’ shall mean land and buildings currently used for teaching and research or for administrative and other support functions, including the University Farm, and retention of space for specialist and temporary use (e.g. to facilitate relocation);
- (c) all parts of the estate not forming part of the operational estate shall be within the ‘non-operational estate’, which shall mean land and buildings held for the general purposes of the University (e.g. residences) and land and property that could be needed in the foreseeable future for the operational estate. It is managed on a self-funded basis and remits income to the Chest.

The other phrases to which Professor Evans refers do not appear in the *Statutes and Ordinances* and therefore do not need to be defined there.

The Council is submitting a Grace (Grace 1, p. 612) for the approval of the recommendations of this Report, as amended by this Notice.

6 July 2022

STEPHEN J. TOOPE, *Vice-Chancellor*
 ZOE ADAMS
 MADELEINE ATKINS
 GAENOR BAGLEY
 R. CHARLES

SHARON FLOOD
 ANTHONY FREELING
 DAVID GREENAWAY
 HEATHER HANCOCK
 NICHOLAS HOLMES

MARK LEWISOHN
 RICHARD PENTY
 PIPPA ROGERSON
 MIKE SEWELL
 PIETER VAN HOUTEN

Timetable for transition to Enhanced Financial Transparency

30 June 2022

The Council is publishing this Notice to provide information about the timetable for seeking approval of changes to the University’s *Statutes and Ordinances*, as part of the preparations for transition to a new planning and budgeting model under the Enhanced Financial Transparency (EFT) project. In its response to the Board of Scrutiny’s Twenty-sixth Report, the Council committed to providing information to and consulting with the Regent House over the course of work on EFT (*Reporter*, 6649, 2021–22, p. 283). It is publishing this information now, so that those who wish to comment on these plans can do so at the Discussion of the Council’s latest Allocations Report on 12 July 2022 (*Reporter*, 6664, 2021–22, p. 572).

The Council is planning to seek approval for two preliminary changes to the University’s Statutes which support the ongoing oversight of the University’s budget by the Regent House but do not commit the University to the adoption of EFT or the removal of the Chest as a central part of the University’s financial structures. The two changes would confirm the Regent House’s authority to approve the budget as a whole (i.e. including but not limited to Chest allocations), after taking account of the University’s finances overall, and transfer provisions referring to the Chest from Statute to Special Ordinance.

The Allocations Report describes the University’s current budgeting process to arrive at the recommendations for Chest allocations and provides an update on EFT in Annex 3 (*Reporter*, 6664, 2021–22, p. 578). As reported by the Council previously, EFT is expected to implement incremental improvements over several planning cycles (*Reporter*, 6633, 2021–22, p. 62). The transition is set to conclude and Chest allocations to cease once a replacement for CUFS, the University’s current accounting and financial management system, is in place, expected to be from 2025. Until that point, and covering financial years 2023–24 and 2024–25, the Council will continue to present an annual Allocations Report to the Regent House, providing updated forecasts for Chest income and expenditure with details of how Chest income is being allocated to Schools, institutions and centrally managed funds. EFT will also provide more complete management information in the form of an income and expenditure statement for each institution. This management information will be built using the same planning assumptions that currently drive the Chest budget and associated planning submissions, but will cover all income and expenditure. For 2023–24, this management information will form the basis of preliminary high-level business plans for each School and institution. The expectation is that, with institutions working within the parameters of those business plans and an agreed reserves policy, it will be possible for the University to achieve an operating surplus sufficient to contribute towards its capital spend. The working target is currently a surplus of £25m p.a. within the next three to four years. In this way, EFT will provide the same guide rails as the current Chest mechanism but with the benefit of management information that will inform its planning and budgeting.

The Council, under Statute A IV 1(a), has general responsibility for ‘the administration of the University, for the planning of its work, and for the management of its resources’. Within its authority to determine the planning and budgeting processes of the University, it has committed to developing EFT. This is balanced by the requirement, under Statute F I 1(b), for the Council to report to the University at least annually on the University’s financial position and recommend allocations from the Chest.

It is implicit in the provisions in Statute describing the Chest that the Regent House is to be asked to approve the University's budget for the next academic year, through its approval of allocations, and to have access to sufficiently detailed information to be able to determine whether the University's resources are being used appropriately and its financial position is secure and sustainable. As noted above, the Council will be able to present a Report recommending allocations from the Chest for several more years and therefore comply with the letter of the Statute. From 2025–26, and coinciding with the replacement of the CUFS, EFT will see the replacement of Chest allocations with a new resource allocation model in which income is attributed as earned, and expenditure as incurred, with a mutually-agreed share of central and indirect costs. At that point, the current Statute will not adequately capture the way in which the University budget is prepared.

However, prior to that, as the Chest element of the University's overall finances diminishes, so too, without the change noted above, does the oversight of the Regent House. Normally the Council would aim to seek approval from the University for a significant policy development, such as a move away from the Chest, before the process for its implementation started. However, given the scale and complexity of the matters that EFT will tackle, new systems and processes are still necessarily in development, with some significant interdependencies (including the replacement of CUFS), and wider consultation yet to take place. The development of those new systems and processes is also expected to be iterative, with fine-tuning in response to feedback from across the University. It is therefore too soon to present the new structures expected to replace the Chest and to anticipate what the *Statutes and Ordinances* should include.

In those circumstances, the Council is of the view that it would be appropriate to seek approval for the two changes noted above at this point in the development of EFT. The first change would secure the ability of the Regent House to review the University's overall budget, rather than just Chest allocations, before that budget is adopted. The effect of the second change, transferring provisions from Statute to Special Ordinance, would be to revise the approval process for future amendments to the transferred provisions, which would remain subject to the University's full internal governance process but would no longer require the approval of Her Majesty in Council. The Council considers internal approval alone to be appropriate because the Chest is a mechanism for accounting believed to be unique to the finances of the University. Removing the need for external approval will also shorten the approval timeline for those changes. Once preparations are sufficiently advanced to propose revised financial structures to replace the Chest, the Council will be able to seek approval for them from the Regent House, as the body with oversight of the University's financial position, by publishing a Report.

As a first step, therefore, the Council will receive a Report seeking approval of those preliminary changes to the provisions in the *Statutes and Ordinances* early in Michaelmas Term 2022 for publication later that term. Once it is clear that there is widespread support for EFT replacing the Chest-based approach, there will then be a wider review of the provisions in Statute and Ordinance concerning the University's finances, followed by publication of a second Report making recommendations for further changes to take effect before the Council seeks approval for an EFT-only budget for the 2025–26 financial year. That second Report will aim to reflect the revised arrangements in a manner that maintains the oversight of the Regent House and the commitments to transparency and completeness in the provision of financial data.

Further information about EFT is available on the Financial Transformation Programme website at:

<https://www.finance.admin.cam.ac.uk/ftp/enhanced-financial-transparency>.

Summary of anticipated timetable

The timetable below assumes that all work streams supporting EFT meet their own targets on time and therefore may be subject to change. Those work streams include the replacement of CUFS and the reworking of the University's chart of accounts (used to categorise financial transactions, so that trends in types of income and expenditure can be monitored across the University). The timetable also assumes that all changes to the *Statutes and Ordinances* are approved by the Regent House. The Council will report any significant delays by Notice.

Easter Term 2022 (29 June 2022)	Allocations Report for 2022–23 published with some supplementary EFT information
Michaelmas Term 2022	Report published seeking approval of two preliminary changes to Statute to enable eventual transition to EFT budget
Easter Term 2023	Allocations Report for 2023–24 published with increasing level of significant supplementary EFT information allowing more holistic view of budget
Easter Term 2024	Allocations Report for 2024–25 published with increasing level of significant supplementary EFT information allowing more holistic view of budget
Michaelmas Term 2024	New budgetary approach under EFT finalised
Late Lent Term 2025	Report published seeking approval of changes to Special Ordinance and Ordinance to allow full transition to EFT
Michaelmas Term 2025	CUFS replacement system goes live
Easter Term 2025	Budget Report for 2025–26 published in new EFT format covering all income and expenditure (Chest allocations cease)

Refurbishment of University buildings on Free School Lane

30 June 2022

The following Notice is published to advise the University of works which are not considered to be ‘a substantial alteration’ within the meaning of Statute F II 3 and therefore do not require a Report but are nevertheless of interest or consequence to members of the Regent House and others (see *Reporter*, 6259, 2011–12, p. 498).

In 2018 the Department of Sociology was relocated from its accommodation in Free School Lane due to disruption associated with the major building project in the North Range of Buildings (now the Student Services Centre) on the New Museums site. The Department is currently located in temporary accommodation at 16 Mill Lane.

There is an opportunity, while Sociology’s accommodation in Free School Lane is temporarily vacant, to undertake works that will improve the space for students and staff and permit a partial exchange of accommodation with the Department of Psychology, which also uses space on Free School Lane. This will achieve a more coherent schedule of permanent accommodation for each Department.

The project will incorporate a refurbishment of the area formerly occupied by the Social and Political Sciences Library, to provide space for Sociology and for research staff and postgraduate students in the wider School of the Humanities and Social Sciences.

The areas affected by these works are the Old Cavendish Laboratory (ground, mezzanine, first and second floors), the Old Cavendish Rayleigh Wing (ground and first floors) and the Old Cavendish East Wing (first floor). The Centre for Family Research, which occupies space in the Rayleigh Wing outside the project area, will be temporarily relocated within the New Museums site for the duration of the project.

Drawings of the proposed scheme are displayed for the information of the University in the Schools Arcade and are reproduced online at <https://www.afpa.admin.cam.ac.uk/capital-planning/plans-and-drawings>.

The estimated cost of this work is £4.02m and will be funded principally from the Planning and Resources Committee’s Investment Fund, with contributions from the School of the Humanities and the Social Sciences towards costs associated with the works in the former Social and Political Sciences Library, and the Buildings Maintenance Fund towards the replacement of assets within the buildings that have been identified as end-of-life by a recent asset condition report.

Listed buildings consent for the proposed works was received in May 2022. It is intended that the works will commence in August 2022 and be completed by April 2023.

Stipends of the holders of clinical academic offices and payment for clinical responsibility

With effect from 1 April 2022

Agreement has been reached on the salary arrangements for clinical academic staff with effect from 1 April 2022. Following a recent meeting of the Board of the Universities and Colleges Employers Association, the Clinical Academic Staff Salaries Committee has agreed to translate the award of the Doctors’ and Dentists’ Review Body into the salaries of clinical academic staff. The increase, from 1 April 2022, is 2% on the scale points for Clinical Lecturers. The pay award will be backdated to 1 April 2022. The new salary points for Consultants will be announced later in the year following government approval; until then, the 1 April 2021 salary points still apply.

The values of National Clinical Excellence Awards (CEAs) and Local CEAs under the previous scheme, discretionary points and distinction awards remain unchanged.

In accordance with the principle that the remuneration of clinical academic staff in Cambridge should be broadly comparable with that of equivalent staff in other UK medical schools, the General Board has agreed to approve revised stipends and scales of stipends for clinical appointments in Cambridge.

The figures currently shown in Schedule II to the Ordinance on stipends (*Statutes and Ordinances*, p. 705) are replaced with effect from 1 April 2022 and are as follows:

For Clinical Lecturers on the equivalent of the NHS ‘new’ 2016 pay system:

Clinical Lecturer £29,384 by five nodal points to £58,398

For Clinical Lecturers on the equivalent of the NHS Specialist Registrar scales (pre-2009):

Clinical Lecturer £35,254 by eleven increments to £61,042

Senior Lecturer / Reader scale £56,502 by six increments to £79,927

For Clinical Lecturers on the equivalent of the NHS Specialty Registrar scales (post-2009):

Clinical Lecturer £35,858 by eleven increments to £63,426

Senior Lecturer / Reader scale £56,502 by six increments to £79,927

The offices of Clinical Sub-Dean in the Faculty of Clinical Medicine, Director and Assistant Director of Studies in General Practice are part-time and stipends are determined by local agreement, with reference to the appropriate full-time Consultant salary.

The Board has also approved the following basis for calculating rates of payment for clinical responsibility for University officers with honorary NHS contracts as Consultants:

New (2003) Consultant contract:

If the integrated job plan and the honorary Consultant contract agreed with the NHS covers not less than ten Programmed Activities a week, the annual pensionable payment for clinical responsibility will amount to the difference between the officer's prime stipend and her or his notional place on the NHS full-time Consultant salary scale.

That scale is:

With effect from 1 April 2021: £84,559, £87,207, £89,855, £92,503, £95,144, £101,432, £107,721, £114,003.

VACANCIES, APPOINTMENTS, ETC.

Vacancies in the University

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

Professorship of Zoology (1866) in the Department of Zoology: tenure: from 1 January 2023 or as soon as possible thereafter; informal enquiries: Professor Howard Baylis, Convenor of the Board of Electors (email: hod@zoo.cam.ac.uk); closing date: 5 September 2022; further details: <https://www.jobs.cam.ac.uk/job/35807/>; quote reference: PF32070

University Assistant Professorship / Associate Professorship in Fluid-Structure in the Department of Engineering: salary: £42,149–£53,348 or £56,587–£60,022; closing date: 1 August 2022; further details: <https://www.jobs.cam.ac.uk/job/34278/>; quote reference: NM30720

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.

NOTICES BY THE GENERAL BOARD

Academic (teaching and scholarship) career path: Changes to the committee structure and process of transfer between academic career pathways

24 June 2022

By Grace 1 of 12 May 2021, the Regent House approved the introduction of an academic (teaching and scholarship) career path. The Report sets out details of the dedicated career support for those in teaching-focused roles (*Reporter*, 6612, 2020–21, p. 454), including:

- the promotions process, with academic (teaching and scholarship) applications considered by two promotions committees, separate from the existing School level promotions committees considering applications from academic (research and teaching) staff; and
- the opportunity to transfer between the respective pathways for research and teaching and for teaching and scholarship.

The General Board has reconsidered these arrangements and has agreed:

- (a) in order to ensure there is comparable rigour and scrutiny with the academic (research and teaching) career pathway at both institution and School level, academic (teaching and scholarship) applications should be considered alongside academic (research and teaching) applications by the same committees. The committees would consider applications for promotion under the academic (teaching and scholarship) pathway separately from those under the academic (research and teaching) pathway, applying the different criteria relevant to each pathway;
- (b) a revised process to transfer staff from the academic (research and teaching) pathway to the academic (teaching and scholarship) pathway, which defines the process and information required in more detail, as set out in the Annex (p. 611); and
- (c) there is no process to transfer from the academic (teaching and scholarship) pathway to the academic (research and teaching) pathway. Those wishing to move to the academic (research and teaching) pathway will need to be appointed to an advertised position following an open recruitment exercise.

The General Board also recommends the following changes to the membership of the academic (research and teaching) promotion committees:

- Provision will be made for an additional external member to be included on the Vice-Chancellor's Committee, who has knowledge and experience of implementing similar schemes, to help the University embed institutional understanding of an academic (teaching and scholarship) career pathway.
- An additional member, with specific expertise in teaching-focused academic practice, may be invited to join the Faculty or School Committee, where deemed relevant by a School.

The Council is submitting Graces (Graces 2 and 3, p. 612) proposing the changes described in this Notice, with the expectation that the academic (teaching and scholarship) promotions exercise will go ahead as planned in Michaelmas Term 2022.

ANNEX

**Academic (Teaching and Scholarship) Career Pathway:
Process to transfer between academic career pathways**

Principles agreed in the original Joint Report of the Council and the General Board¹

- (a) The creation of the Teaching and Scholarship (T&S) contract and career pathway is not intended to pave the way for staff to switch back and forth between pathways.
- (b) There may be exceptional cases, although it is anticipated these will be rare, where academic staff wish to transfer between pathways, after receiving advice.
- (c) No member of staff may be compelled to change pathways against their will or against the best interests of their career development. The possibility of transfer between pathways should not be utilised as a substitute for supporting and managing staff in their existing roles.

Support/mentoring

In the exceptional circumstances that a member of staff is considering making an application to transfer between pathways, they are strongly advised to seek advice, support and/or mentoring from a senior colleague. This is to ensure they fully understand the implications of the move, should their application be successful, and the differences between the two pathways, such as the increased teaching load and loss of entitlement to sabbatical leave when transferring from Research and Teaching (R&T) to T&S. They may also wish to take procedural advice from HR. If the staff member decides to make an application, they should inform their Head of Institution (HoI) in advance.

(1) Transfers from the R&T to the T&S pathway

This process is designed to be flexible in order to meet the differing needs of the Schools. Schools are therefore able to draw up their own processes, within the following parameters:

Process to transfer from R&T to T&S pathway

If an R&T staff member believes their career has developed away from being active in research, they may wish to make a case that the T&S path is more appropriate for them. Their case should explain why they consider a transfer to be appropriate, which should include how they meet the Additional Eligibility Criteria.² The case should be made in writing to the HoI and include a CV detailing their teaching stint and teaching plans.

On receipt of the case, the HoI should consider the following:

- the strategic and operational needs of the Institution (including resource considerations, research strategies and teaching requirements); and
- the individual's career development and suitability for appointment to a T&S role as appropriate.

The HoI should pass the staff member's case and the institution case to the relevant School, which will make a recommendation as to whether to support it or not.

HoIs and Schools may also wish to refer to their normal selection, probation and/or promotion criteria for the relevant grade and may choose to involve relevant bodies such as the Faculty Board/Needs Committee (or equivalent).

Complete cases (whether approved or not by institutions and/or Schools), and the institution and School recommendations, should be sent to the relevant HR Business Manager who will take them forward to an HRC Sub-committee on Academic Transfers. Further scrutiny and approval or rejection will be undertaken by the sub-committee of the HR Committee, augmented by representation from the relevant School and chaired by a Pro-Vice-Chancellor.

Terms and conditions on transfer

Staff who successfully apply to transfer from the R&T to the T&S pathway will retain their existing grade and status (established or unestablished). However, they will not be entitled to sabbatical leave.

(2) Transfers from the T&S to the R&T pathway

Appointments to R&T posts are always on the basis of a successful application to an openly advertised post, and this principle is without exception. As such, there is no process to transfer from the T&S to the R&T pathway.

Should a T&S staff member wish to move to the R&T pathway, they should apply when a position is open and advertised. In addition to submitting the application, the staff member should separately inform the HoI in writing of the reasons they consider it appropriate for them to move to the R&T pathway and be considered for the vacancy.

Following the normal selection process, if the staff member is the best candidate, they will be moved to the R&T post; if they are not the best candidate, the HoI will inform them that they will remain in their T&S post and provide appropriate feedback.

Terms and conditions

The terms and conditions of the vacancy would apply.

¹ See *Reporter*, 6612, 2020–21, p. 454.

² Available at <https://www.hr.admin.cam.ac.uk/academic-teaching-scholarship-additional-eligibility-criteria>.

OBITUARIES

Obituary Notice

Professor WILLIAM FRANK VINEN, M.A., Ph.D., FRS, (Hon.) F.Inst.P., Honorary and former Fellow of Pembroke College, sometime Research Fellow of Clare College, formerly Demonstrator in Physics, Rumford Medallist of the Royal Society, Guthrie Medallist and Prizewinner, Institute of Physics, died on 8 June 2022 aged 92 years.

GRACES

Graces submitted to the Regent House on 6 July 2022

The Council submits the following Graces to the Regent House. These Graces, unless they are withdrawn or a ballot is requested in accordance with the regulations for Graces of the Regent House (*Statutes and Ordinances*, p. 111), will be deemed to have been approved at **4 p.m. on Friday, 15 July 2022**. Further information on requests for a ballot or the amendment of Graces is available to members of the Regent House on the Regent House Petitions site.[§]

1. That the recommendations in paragraph 8 of the Report of the Council, dated 21 April 2022, on changes to the operation of the Land Fund (*Reporter*, 6654, 2021–22, p. 435), as amended by the Council's Notice of 30 June 2022, be approved.¹
2. That the changes to the committee structure to consider applications for promotion under the academic (teaching and scholarship) pathway, as described in the General Board's Notice dated 24 June 2022, be approved.²
3. That the changes to the process to transfer between academic career pathways, as described in the General Board's Notice dated 24 June 2022, be approved.²
4. That Regulation 4 of the Ordinance for the Approval of Class-lists (*Statutes and Ordinances*, p. 258, as amended by Grace 2 of 29 July 2021) be amended to read as follows:³
 4. The Registry shall arrange for copies of each complete list to be sent to each College, Approved Foundation, and Approved Society as soon as possible.

¹ See the Council's Notice, p. 606.

² See the General Board's Notice, p. 610.

³ The Council is submitting this Grace to remove an overlooked reference to distribution of class-lists 'after publication', now that they are no longer published.

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

Graces to be submitted to the Regent House at a Congregation on 22 July 2022

The Council has sanctioned the submission of the following Graces to the Regent House at a Congregation to be held on Friday, 22 July 2022:

That the following person be admitted to the degree of Doctor of Philosophy by incorporation:

1. CICELY ANNE MERREYWETHER MARSHALL, Fellow of King's College, Doctor of Philosophy of the University of Oxford (2018).

That the following persons be admitted to the degree of Master of Arts under the provisions of Statute B II 2:

2. MAXIMILLIAN TIMOTHY BAYLISS, Fellow of Queens' College.
3. SARAH ELIZABETH CRUDGE, Head of STEMM Libraries in the University Library.
4. GRAHAM ARTHUR NEILL DENYER WILLIS, Fellow of Queens' College, University Associate Professor (Grade 10) in the Department of Politics and International Studies.

Graces to be submitted to the Regent House at a Congregation on 23 July 2022

The Council has sanctioned the submission of the following Graces to the Regent House at a Congregation to be held on Saturday, 23 July 2022:

That the following persons be admitted to the degree of Master of Arts under the provisions of Statute B II 2:

1. SAMIH AL-HAYEK, Associate Lecturer in the School of Clinical Medicine.
2. MIGUEL ANAYA MARTIN, Fellow of Darwin College.
3. CLARE KIM PALFERMAN, Senior Advisory Officer in the Estates Division of the University offices.
4. ALISON ELIZABETH TRAUB, Executive Director of Development and Alumni Relations in the University Development and Alumni Relations office.

ACTA**Approval of Grace submitted to the Regent House on 22 June 2022**

The Grace submitted to the Regent House on 22 June 2022 (*Reporter*, 6663, 2021–22, p. 569) was withdrawn by the Vice-Chancellor (see p. 606).

**Congregations of the Regent House on 29, 30 June, 1 and 2 July 2022
(General Admission to Degrees)****WEDNESDAY, 29 JUNE 2022**

A Congregation of the Regent House was held at 10 a.m.

The following degrees were conferred:

This content and pages 614–617 have been removed as they contain personal information.

THURSDAY, 30 JUNE 2022

A Congregation of the Regent House was held at 10 a.m.

The following degrees were conferred:

This content and pages 619–623 have been removed as they contain personal information.

FRIDAY, 1 JULY 2022

A Congregation of the Regent House was held at 10 a.m.

The following degrees were conferred:

This content and pages 625–628 have been removed as they contain personal information.

SATURDAY, 2 JULY 2022

A Congregation of the Regent House was held at 10 a.m.

The following degrees were conferred:

This content and pages 630–632 have been removed as they contain personal information.

This content has been removed as it contains personal information.

E. M. C. RAMPTON, *Registrar*

END OF THE OFFICIAL PART OF THE 'REPORTER'

COLLEGE NOTICES**Elections***Hughes Hall*

Elected to a By-Fellowship from the 1 June 2022:

Wendy Solomou, B.A., M.A., *T*

Elected to a By-Fellowship from the 15 June 2022:

Fay Gilder, B.Sc., M.B.B.S., *UCL*, FRCA., Royal College of Anaesthetists

Elected to a Research Associateship from 15 June 2022

Ariadna Albajara Saenz, B.A., *Madrid*, M.A., *Angers*, Ph.D., *ULB*

Elizabeth Byrne, B.Sc., M.Res., *Manchester*, Ph.D., *K*

Ayse Derya Cavga, B.Sc., M.Sc., *Bilkent*, Ph.D., *Koc*

Gabriele Chierchia, B.A., *Milan*, M.A., *San Raffaele*, Ph.D., *Trento*

Amina Dulac, B.Eng., *Marseille*, M.A., *Keio*, M.A., *Sorbonne*, Ph.D., *ESPCI Paris PSL*

Marta Ferraresso, B.Sc., M.Sc., *Milan*, Ph.D., *ED*

Maya Indira Ganesh, B.A., *Chennai*, M.A., *Delhi*, M.A., *Sussex*, Ph.D., *Leuphana*, *Germany*

Johanna Grinat, B.Sc., *Marburg*, M.Sc., *Mainz*, Ph.D., *Humboldt*, *Berlin*

Konstantina Maragkou, B.Sc., M.Sc., *Essex*, Ph.D., *Sheffield*

Nicola Moretti, B.Sc., M.Sc., Ph.D., *Politecnico di Milano*

Joana Nascimento, B.A., *Lisbon*, M.Phil., *DAR*, Ph.D., *Manchester*

Kwadwo Oti-Sarpong, B.Sc., *KNUST*, *Ghana*, Ph.D., *Hong Kong*

Daniel Robins, B.A., *Nottingham*, M.A., *KCL*, Ph.D., *St Andrews*

Lewis Stevens, B.Sc., Ph.D., *Edinburgh*

Junwei Wang, B.Sc., *SHU*, M.Sc., M.Phil., *CUHK*, Ph.D., *Uppsala*

Emma Wilson, B.Sc., Ph.D., *UCL*

Elected to a Fellowship in Class D from 22 June 2022:

Emily Farnworth, B.Sc., *Stirling*, M.Sc., *Brunel*

Elected to a Research Fellowship from 22 June 2022:

Farah Ahmed, B.A., *Bristol*, M.Ed., Ph.D., *W*

Fatmah Mish Ebrahim, B.Sc., *UCL*, M.Sc., Ph.D., *EPFL*

David McCay, M.A., *Edinburgh*, M.Phil., Ph.D., *JN*

Perla Pucci, B.Sc., *Florence*, M.Sc., *Pisa*, Ph.D., *OU*

Claire West, B.S., *California*, Ph.D., *Washington*

Elected to a Research Associateship from 1 July 2022

Islam Alshamleh, B.Sc., *An-Najah*, M.Res., *Newcastle*, Ph.D., *Goethe/Birmingham*

Daniel Cooper, B.Sc., M.B.Ch.B., *Warwick*, Ph.D., *Charles Darwin University*, *Australia*

Václav Gergelits, B.A., M.A., Ph.D., *Charles University*, *Prague*

Janek Gröhl, B.Sc., M.Sc., Ph.D., *Heidelberg*

Jincan Zhang, B.Sc., *Shandong University*, Ph.D., *PKU*

Pembroke College

Elected to a Bye-Fellowship with effect from 24 May 2022:

J. C. Niala, M.St., M.Sc., Ph.D., *Oxford*

St John's College

Elected to an Honorary Fellowship with effect from 16 June 2022:

Dr Anthony Freeling

Elected to a Fellowship under Title C with effect from 1 July 2022:

Laura Diaz Anadon, M.Eng., *Manchester*, Ph.D., *Q*

Elected to a Fellowship under Title B with effect from 1 October 2022:

Nicholas Lane, B.Sc., *Waikato*, M.Eng., *Cornell*, Ph.D., *Dartmouth College*

Vacancies

Pembroke College: Postdoctoral Research Associates (any subject, up to five available); tenure: one year from 1 October 2022 in the first instance; dining rights and other benefits apply; closing date: 12 August 2022; further details: <https://www.pem.cam.ac.uk/the-college/job-vacancies/>

EXTERNAL NOTICES**Oxford Notices**

Merton College: Stipendiary Lectureship in Music; tenure: one year from 1 October 2022; stipend: £15,703 (six contact hours per week); closing date: 29 July 2022 at 12 noon; further details: <https://www.merton.ox.ac.uk/vacancies>

St Catherine's College: Stipendiary Lectureship in Economic Geography (three-hour); tenure: one year from 1 October 2022 in the first instance; stipend: £6,981; closing date: 29 July 2022 at 12 noon; further details: <https://www.stcatz.ox.ac.uk/category/vacancies/>

St Hilda's College: College Librarian; permanent, full-time; salary: £42,149–£50,296; closing date: 14 July 2022 at 12 noon; further details: <https://www.st-hildas.ox.ac.uk/content/college-librarian-0>

Worcester College: Fixed-Term Stipendiary Lectureships in Physics (part-time, two-posts available); tenure: one year from 1 October 2022; stipend: £6,981–£10,469; closing date: 21 July 2022 at 9 a.m.; further details: <https://www.worc.ox.ac.uk/jobs>