

CAMBRIDGE UNIVERSITY REPORTER

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UNIVERSITY OF
CAMBRIDGE

NOTICES

Calendar

16 June, *Friday*. Full Term ends.

20 June, *Tuesday*. Discussion by videoconference at 2 p.m. (see below).

21 June, *Wednesday*. Scarlet day. Congregation of the Regent House at 2.45 p.m. (Honorary Degrees).

25 June, *Sunday*. Easter Term ends.

27 June, *Tuesday*. Discussion by videoconference at 2 p.m. (see below).

Discussions (Tuesdays at 2 p.m.)

20 June

27 June

11 July

Congregations (at 10 a.m. unless otherwise stated)

21 June at 2.45 p.m. (Honorary Degrees)

28, 29 and 30 June and 1 July at 9.30 a.m. (General Admission)

5 July at 4 p.m. (Admission of the Vice-Chancellor)

21 and 22 July

Discussion on Tuesday, 20 June 2023

The Acting 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 by videoconference on Tuesday, 20 June 2023 at 2 p.m. The following item will be discussed:

1. Report of the Council, dated 6 June 2023, on the introduction of electronic voting in elections and other votes of the Senate (*Reporter*, 6703, 2022–23, p. 715).

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 their 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 may ask someone else who is attending to read the remarks on their behalf.

In accordance with the regulations for Discussions, 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 Registrar, 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/.

Discussion on Tuesday, 27 June 2023

The Acting 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 by videoconference on Tuesday, 27 June 2023 at 2 p.m. The following items will be discussed:

1. Joint Report of the Council and the General Board, dated 14 June 2023, on the allowance and exemption of terms for certain postgraduate research and postgraduate taught students (p. 738).
2. Joint Report of the Council and the General Board, dated 14 June 2023, on the regulation of the methods and modes of assessment in University examinations (p. 742).
3. Report of the General Board, dated 14 June 2023, on the outcomes of the Academic Career Pathways (Research & Teaching) and (Teaching & Scholarship) 2023 exercises (p. 745).

For information on joining the Discussion and/or contributing some remarks, please see the Notice above.

Property Board Annual Report, 2022

The first Annual Report of the Property Board, made in accordance with reporting obligations under Regulation 6 for the Board (*Statutes and Ordinances*, p. 126), has been received by the Finance Committee and reported onward to the Council. The Annual Report is available to members of the University at <https://www.governance.cam.ac.uk/committees/propertyboard/Pages/annualreports.aspx> (Raven access only).

Revised committee arrangements for resources and estates

8 June 2023

1. In this Notice, the Council provides the Regent House with information on revised arrangements and terms of reference for committees overseeing resource planning and the operational estate.¹ It also seeks the approval of the Regent House for a change to the Ordinance on Financial Matters, to bring it in line with that revised committee structure.

Planning and Resources Committee (PRC)

2. In May 2022, the Council approved terms of reference for the PRC, following approval by the General Board, and on the recommendation of the PRC. These are included as Annex A (p. 725). The working group and others involved in developing the terms of reference are given in Annex D (p. 731).

3. The duties and membership of the PRC were set out in a Consultative Report of the Council in 2004 (*Reporter*, 5955, 2003–04, p. 537) and are included in the Sites and Buildings Regulations (*Statutes and Ordinances*, p. 1067). However, it lacked up-to-date terms of reference.

4. The PRC was always intended to take a high-level, strategic view of resource management, and has recently sharpened that strategic focus. Deepened appreciation of the long-term financial picture, increased emphasis on the trade-offs in decision-making, and enhanced scrutiny of investment opportunities have all contributed to this welcome shift.

5. Other changes to strategic and resource planning are underway. The Schools have academic visions that they will translate into fully costed business plans. The PRC is overseeing the transition from the current planning process and its focus on Chest allocations to a new approach through which income will be allocated where earned, costs aligned to those income streams where incurred, and central costs attributed according to a mutually-agreed, fair, and equitable set of drivers (see *Reporter*, 6593, 2020–21, p. 84).

6. The PRC's terms of reference capture and consolidate these changes and clarify the PRC's current role and trajectory. The main changes from its existing duties and membership are:

- (a) strengthened emphasis on the PRC's strategic role in planning, including through longer-term planning horizons and costed academic or business plans;
- (b) to enable the PRC to co-opt up to two external members (class (i)), to provide independent and objective external perspective, including expertise in strategic financial planning; and
- (c) to make the Resource Management Committee (RMC) a sub-committee of the PRC, in recognition of its existing *de facto* status.

7. These terms of reference are necessarily interim in nature, given that the planning process will be in development over the period to 2025, assuming implementation in line with the current timetable.² The PRC will review the terms every three years or sooner if needed; the first scheduled review is therefore in 2025. They do not seek to be the final word: instead, they seek to provide the PRC with a working basis for developing its role going forward.

Governance of the operational estate

8. In November 2022, the Council and the General Board approved the creation and terms of reference of a new 'Estates Committee', and related changes to the structure of committees overseeing the operational estate, with the endorsement of the PRC. The Estates Committee will take on the strategic work of the Estates Strategy Committee as its core function, and provide high-level oversight of all governance of the operational estate.

9. The terms of reference of the Estates Committee are provided as Annex B to this Report (p. 728). The working group and others involved in developing the terms of reference are given in Annex D (p. 731).

10. The Estates Committee will report to the General Board and the Council, as the bodies ultimately responsible for approving any strategic plans it produces. To ensure that the PRC can fulfil its role in managing resources, it will still seek PRC endorsement of a prioritised capital business plan to accompany its strategic plans, and PRC approval of capital expenditure.

11. Governance of the non-operational estate³ will remain with the Property Board⁴, with the limited and specific exceptions set out in paragraph 13(e) below and the Estates Committee's terms of reference (Annex B, p. 728, paragraphs 2(b), 8 and 16).

12. In addition, the Estates Committee will provide high-level oversight of all governance of the operational estate, in order to ensure that strategic planning joins up with the accurate costing and effective delivery of plans. To make sure that this additional responsibility is enabling of its core strategic function, and not a distraction, the Estates Committee will delegate to its sub-committees the detailed, technical work of assessing costs and proposals, and the supervision of the development, construction, and running of the operational estate.

¹ As defined in Regulation 4(b) of the Ordinance for the Land Fund (*Statutes and Ordinances*, p. 1089).

² *Reporter*, 6665, 2021–22, p. 607.

³ See Regulation 4(c) of the Ordinance for the Land Fund (*Statutes and Ordinances*, p. 1089).

⁴ See the Ordinance for the Property Board (*Statutes and Ordinances*, p. 127).

13. This involves a revised committee structure but no substantial change to the number or scope of committees. The Estates Committee's sub-committees will in effect be the other existing committees and sub-committees with remits that relate to the operational estate:

- (a) The Estates Strategy Committee, formed in 2014 to advise the PRC on a strategy for the estate and its management (*Reporter*, 6344, 2013–14, p. 467), has been in abeyance since 2020. The PRC decided to pause the work of its sub-committee, the Estates Strategy Committee, for a range of reasons, including: other urgent priorities with the onset of the Covid-19 pandemic; the temporary establishment of a more agile group overseeing work on 'Reshaping our Estate' under the Recovery Programme; and the need to review estates governance with the establishment of the Property Board.⁵ However, the Council recognises that a permanent, academic-led decision-making body for estates strategy is essential. The Estates Committee will absorb as its core function the remit of the Estates Strategy Committee, which will cease to exist.
- (b) The Buildings Committee, which is currently a joint committee of the Council and the General Board, will become a technical sub-committee of the Estates Committee. The Buildings Committee already provides governance for various aspects of the operational estate, including technical advice on development proposals and oversight of construction and maintenance, and will continue in its current role.
- (c) The Space Management and Minor Works Sub-committee (SMMWS), currently a sub-committee of the Resource Management Committee (RMC), will become a space management sub-committee of the Estates Committee, liaising with the RMC as needed, such as in relation to space data and cost of space. The RMC will therefore no longer have a major role in property governance.⁶ The technical sub-committee of the Estates Committee (Buildings Committee) will delegate decisions on minor works to officers within prescribed criteria and budget.
- (d) The Buildings Business Case Review Group (BBCRG), which reviews business cases for building work before submission to the PRC, will become an investment advisory sub-committee of the Estates Committee, with its membership strengthened with more external, technical expertise. It will advise the Estates Committee on both its capital business plan and individual business cases, to ensure that the Estates Committee makes robust recommendations to the PRC.
- (e) Following Regent House approval of the Report of the Council on the disbanding of the Accommodation Syndicate (see *Reporter*, 2022–23: 6691, p. 449 and 6698, p. 641), the University Housing Commissioning Body (UCHB) and the Housing Sub-Committee (HSC) now also report to the Estates Committee. These bodies will undertake work from the dissolved Accommodation Syndicate that sits better with the academic University than the Property Board.

Annex C (p. 730) gives this committee structure in diagram form.

14. The purpose of these changes is to improve continuity in estates-related decision-making whilst affirming academic-led strategic advice on the estate. It has the following advantages:

- (a) it consolidates governance of the operational estate, joining up strategic planning with plan delivery, making the structure simpler and responsibility clearer;
- (b) it enables an academic-led strategic committee to draw on expert sub-committees for the technical support necessary to produce a realistic and deliverable strategy; and
- (c) it makes the committee structure consistent with that for other major organisational functions, which have strategic committees reporting directly to the General Board and the Council (e.g. HR Committee, Information Services Committee).

15. The Council, the General Board, and the Finance Committee have agreed to make changes to the Sites and Buildings Regulations to bring them in line with these changes to estates-related committees. These changes are set out in Annex E (p. 731) to this Report.

16. The Regent House approves certain changes to the operational estate (including the sale and lease of land, and some building work), which are recorded in the Sites and Buildings Regulations⁷ and reflected in the Estates Committee's terms of reference. No change is being proposed to alter the Regent House's authority. The revised committee structure operates within delegations of the authority of the Council and the General Board.

Membership of the Estates Committee

17. The membership of the Estates Committee (see Annex B, paragraph 17) is similar in both number and composition to the former Estates Strategy Committee's membership.⁸ This maintains both the former committee's relatively restrained size, which supported strategic discussion, and its majority academic membership, in keeping with the principle of academic self-governance for strategic decisions about the estate.

⁵ *Reporter*, 6590, 2020–21, p. 32.

⁶ The RMC's core role will be in supervising budgetary control, financial performance, and delivery against approved business plans and cases, as set out in the PRC terms of reference (Annex A, p. 725). It will therefore still have a role in scrutiny and oversight of estates-related business plans and cases.

⁷ See Schedules 3 and 4 of the Sites and Buildings Regulations, reproduced in *Statutes and Ordinances*, pp. 1073–77.

⁸ The Estates Strategy Committee's membership comprised: the Pro-Vice-Chancellor (Strategy and Planning) as Chair; the Chair of the Environmental Sustainability Strategy Committee; the Regius Professor of Physics; two Heads of School appointed by the General Board; two members appointed by the Council; and the Chair of the Buildings Committee. The Chair of the WNWCE Board was also a member before the Board was dissolved and replaced by the Property Board.

18. The main change, taking membership from nine to ten, is the addition of one further external member with the expertise to assess buildings business cases, who would also chair the sub-committee dedicated to scrutinising investment cases. The others are minor amendments:

- (a) to allow the General Board to appoint two Heads of School (one of whom should be the Head of School of Arts and Humanities or Humanities and the Social Sciences) and any member of the Regent House, in place of two Heads of School and the Regius Professor of Physic;
- (b) to specify that one of the Council appointees must also be a member of the Council; and
- (c) to update the names of those committees whose chairs are members *ex officio*.

Proposed changes to the Ordinance on Financial Matters

19. The Buildings Committee was established in Ordinance by Grace 1 of 9 February 2005, which replaced select mentions of the Finance Committee with reference to a Buildings Committee (*Reporter*, 5989, 2004–05, p. 438 and p. 449). This allowed the Buildings Committee to use the University’s property-related decision-making powers after its transition from a sub-committee of the Finance Committee to a joint committee of the General Board and the Council, as part of wider changes to committees in the areas of planning and resource (*Reporter*, 5955, 2003–04, p. 537). The Ordinance was amended in 2011 to clarify committee processes in relation to the estate, in particular through the creation of Sites and Buildings Regulations (*Reporter*, 6247, 2011–12, p. 269).

20. To reflect the changes to estates-related governance set out above, the Council proposes to replace existing references to the Buildings Committee in Ordinance with references to the Estates Committee. At the same time, the Council proposes to make explicit the implicit delegation of those property-related decision-making powers that are the primary concern of the Ordinance on Financial Matters.

21. This would allow the Estates Committee to (a) use the University’s property-related decision-making powers; and (b) delegate that authority to the Technical (Buildings) Committee as a sub-committee of the Estates Committee. This would in turn enable the Buildings Committee, under its new name, to continue its current work managing the operational estate.

22. The Council is submitting a Grace (Grace 3, p. 758) for the approval of the changes described above.

Notice Annexes:

Annex A: Planning and Resources Committee terms of reference (below)

Annex B: Estates Committee terms of reference (p. 728)

Annex C: Committee structure for governance of the operational estate (p. 730)

Annex D: Working Group on Terms of Reference and others consulted in developing the draft terms for the PRC and the Estates Committee (p. 731)

Annex E: Changes to the Sites and Buildings Regulations (p. 731)

ANNEX A: TERMS OF REFERENCE OF THE PLANNING AND RESOURCES COMMITTEE

Purpose

1. The Planning and Resources Committee (PRC)’s purpose is to enable the implementation of the University’s academic and strategic priorities through the management of the University’s financial resources.¹

Objectives

2. The objectives of the PRC are:

- (a) to recommend to the Regent House, through the Council and Finance Committee, an annual budget for operational income and expenditure and to approve capital (including infrastructure) expenditure that
 - (i) align with the Schools’ academic visions and Non-School Institutions’ (NSIs)² strategic plans, and with the business plans to implement them;
 - (ii) support the successful operation of the University and manage associated risks; and
 - (iii) in all cases, stay within the five-year operational and investment fund envelopes set by the Finance Committee and approved by the Council;
- (b) to develop systems, policies and mechanisms for managing the University’s financial resources that
 - (i) are financially transparent, provide value for money, and incentivise income generation to support delivery of academic and strategic priorities; and
 - (ii) maximise flexibility and accountability for the Schools and NSIs in exercising budgetary control;
- (c) to manage operational income and expenditure and distribution of capital expenditure across Schools and NSIs to achieve objective (a) and in line with objective (b); and
- (d) to drive the development and delivery of Schools’ and NSIs’ business plans and so enhance their income and expenditure performance.

¹ ‘University’ refers to the academic University throughout these terms of reference.

² ‘NSIs’ here refers to both those NSIs under the supervision of the General Board and those under the supervision of the Council, including the Unified Administrative Service (UAS).

Delegated authority

3. In the pursuit of its purpose and objectives, the PRC shall exercise the authority of the Council to manage the University's resources;³ and the authority of the General Board to manage allocations and expenditure relating to teaching and research.⁴

Responsibilities*Planning*

4. The PRC *recommends* to the Council, through the Finance Committee, a financial planning system for approving budgets; and any financial policies.

5. The PRC *approves* any financial mechanisms that fall within the planning system and policies approved by the Finance Committee and the Council.

6. The PRC commissions, reviews and *approves*, annually, five-year rolling business plans for the academic visions, NSIs' strategies, and any thematic strategies.

7. The PRC *recommends*, annually, to the Council through the Finance Committee with the endorsement of the General Board, a five-year rolling plan for operational income and expenditure and capital expenditure for the University, which may include:

- (a) five-year rolling contributions from the Schools and NSIs based on their business plans and the PRC's management of the overall budget;
- (b) prioritised capital investment needs and opportunities, including indicative rolling five-year capital spend for committees overseeing thematic plans;⁵
- (c) indicative ten-year capital commitments for major projects;

and, in all cases, falls within the five-year envelopes for operational expenditure and expenditure from the investment fund set by the Finance Committee and approved by the Council.

Annual budget for operational income and expenditure

8. The PRC *recommends*, annually, to the Regent House through the Council and Finance Committee, an operating budget for the University for the next academic year that:

- (a) attributes income and expenditure to Schools and NSIs;
- (b) sets contribution rates for operational income and expenditure for the Schools and NSIs in line with their business plans and the PRC's management of the overall budget;
- (c) allocates Chest income to Schools and NSIs in the current Chest model during the transition to a new planning and budgeting mechanism; and
- (d) in all cases, falls within the five-year high/low envelope for operational income and expenditure set by the Finance Committee.

9. Through its Resource Management Committee (RMC), the PRC *supervises* in-year budgetary control by Schools and NSIs; the financial performance of Schools and NSIs against their approved business plans; and the delivery of those business plans.

10. Through its Resource Management Committee, the PRC *approves*, by exception, in-year operational expenditure on the Schools and NSIs to meet unforeseen and urgent costs, from a contingency budget agreed as part of the annual budget.

Capital expenditure

11. Working within the overall investment fund envelope set by the Finance Committee and approved by the Council, the PRC *approves*:

- (a) the overall balance between capital (including infrastructure) investment on strategic priorities and tactical expenditure to address immediate needs;
- (b) prioritisation of capital expenditure between business cases, in line with academic policy set by the General Board and the strategic direction set by the Council;
- (c) capital (including infrastructure) and other expenditure from the investment fund, in line with paragraphs 11(a)–(b) and the PRC's overall objectives;
- (d) capital (including infrastructure) expenditure over £2 million from any other funding source, in line with paragraphs 11(a)–(b) and the PRC's overall objectives; and
- (e) delegations to appropriate bodies to approve capital (including infrastructure) expenditure under £2 million from any other funding source.

12. Through its Resource Management Committee, the PRC *supervises* budgetary control, financial performance, and delivery against approved business cases.

³ See Statute A IV 1(a) (*Statutes and Ordinances*, p. 6).

⁴ See Statute A V 1(a) and (b) (*Statutes and Ordinances*, p. 7).

⁵ With projects approved on a case-by-case basis (see paragraph 11). Examples of committees overseeing thematic plans include the Estates Committee and the Information Services Committee.

Other

13. The PRC *approves* the establishment of any sub-committees of the PRC, including the Resource Management Committee, and appointments to those sub-committees.

Membership

14. The membership of the PRC comprises:

- (a) the Vice-Chancellor, or a duly appointed deputy, as Chair;⁶
- (b) the Pro-Vice-Chancellors;
- (c) the Heads of the Schools;
- (d) a Head of House, appointed by the Colleges' Committee and selected from those who are also members of Council;
- (e) one other member appointed by the Colleges' Committee;
- (f) three members appointed by the Council, including at least one from its own membership;
- (g) three members appointed by the General Board, including one from an institution outside a School but under General Board supervision;
- (h) one student member of the Council appointed by the Council; and
- (i) up to two external members co-opted by the PRC, who shall not be serving members of the University's Audit Committee.

15. Members in classes (e) to (g) and class (i) may serve for up to two consecutive terms of four years.

16. For PRC members appointed as a member of the Council in classes (f) and (h) or from an institution outside a School but under General Board supervision in class (g), if their membership of the Council or the institution ceases, PRC membership shall also cease.

17. The following officers shall be invited to attend meetings of the PRC: the Registrar; the Chief Financial Officer; the Director of Finance; the Head of Investment Appraisal; the Academic Secretary; the Director of Estates; the Director of UIS; the Executive Director of Development and Alumni Relations; the Head of Academic and Financial Planning and Analysis; and a representative from among the Secretaries of the Schools. The Chair may invite other persons to attend for the whole of meetings of the Committee or for particular items of business.

Meetings

18. The PRC meets as often as required to fulfil its purpose, and normally six times a year. Meetings have pre-circulated agendas and papers and agreed minutes and actions.

19. No business may be transacted unless a quorum of at least ten members is in attendance, including either the Chair or a deputy appointed by the Chair from the members in class (b).

20. In any vote, each member in attendance at the meeting shall have a single vote and voting shall be decided by a simple majority of the members in attendance. If two sides receive an equal number of votes, the Chair may make a second, casting vote.

21. The PRC may approve business between meetings by circulation, except that no business shall be approved by circulation if any member requests that it be discussed at a meeting.

22. The Chair of the PRC shall have delegated authority to act for the committee between meetings in urgent, minor or straightforward cases, reporting in full to the next committee meeting. All decisions made under delegation shall be reported to PRC, which may call the matter back for further consideration.

23. The Chair of the PRC shall have delegated authority to act for the committee between meetings in urgent, minor or straightforward cases, reporting in full to the next committee meeting. All decisions made under delegation shall be reported to the PRC.

24. Conflicts of interest in relation to the business of the PRC shall be handled in line with the University's Conflict of Interest Policy.⁷

Reporting and review

25. The PRC shall report to the Council and the General Board by such means as the Council and the General Board shall determine.

26. The PRC shall review its performance and its terms of reference every three years, or sooner if needed. The PRC shall refer any changes to its terms of reference to the General Board and the Council for approval and subsequent publication by Notice.

⁶ The Acting Vice-Chancellor has appointed the Pro-Vice-Chancellor for Strategy and Planning as Chair of the PRC until 30 June 2023. A Report to propose an amendment to the arrangements for chairing the Finance Committee will be submitted in due course.

⁷ See <https://www.governanceandcompliance.admin.cam.ac.uk/governance-and-strategy/university-wide-conflict-interest-policy/conflict-interest-policy>.

ANNEX B: TERMS OF REFERENCE OF THE ESTATES COMMITTEE

Purpose

1. The purpose of the Estates Committee is to direct the planning and oversee the development, construction, and performance management of the University's operational estate.

Objectives

2. The objectives of the Committee are:
 - (a) to ensure, through strategic direction, guidance, and constructive challenge, that the University's operational estate
 - (i) delivers the places and services to support the pursuit of education, learning, and research at the highest levels of excellence, now and for the future;
 - (ii) meets the University's property-related strategic priorities, including the fulfilment of its academic strategy and the delivery of its sustainability targets; and
 - (iii) provides compliant working environments and value for money and achieves efficient utilisation and operation of its built assets with regard to appropriate benchmarks.
 - (b) to direct the overall scopes, and any intersections of, the operational and non-operational estates, in collaboration with the Property Board and subject to the Board's objectives.

Delegated authority

3. The Estates Committee is a joint committee of the Council and the General Board. In the pursuit of its purpose and objectives, the Estates Committee shall exercise the authority of the Council to manage the University's operational estate;¹ and of the General Board to ensure that adequate buildings and other built infrastructure for teaching and research are available.²
4. The Committee's authority shall be subject to the Statutes and Ordinances and to any sites and buildings regulations approved by the Council, the Finance Committee, and the General Board from time to time.³

Strategic planning*Capital expenditure*

5. The Committee recommends to the Council and the General Board, at least once every five years, a ten-year strategic estates plan that fulfils the Committee's objectives as set out in paragraph 2 above,⁴ together with a ten-year prioritised capital business plan for the operational estate endorsed by the Planning and Resources Committee (PRC).
6. In developing its strategic plan, the Committee will consult⁵ with other bodies with remits relevant to the operational estate.⁵

Operational expenditure (non-payroll)

7. The Committee recommends to the PRC, annually, a five-year rolling business plan for non-payroll operational expenditure⁶ on the operational estate, together with a detailed one-year business plan setting out the annual budget.

Other

8. The Committee recommends commissioning briefs for University housing to the PRC, as needed, on the advice of the University Housing Commissioning Body.⁷
9. The Committee supervises the management of risks relating to the operational estate, including as required from time to time by the Council or the General Board.
10. The Committee approves procedures in relation to the University's responses to planning proposals by external parties (such as local authorities).

¹ See Statute A IV 1(a) (*Statutes and Ordinances*, p. 6).

² See Statute A V 1(c)(ii) (*Statutes and Ordinances*, p. 7).

³ Reproduced at *Statutes and Ordinances*, p. 1067.

⁴ Strategic planning and its implementation will integrate earlier strategic programmes and their implementation, including Re-Shaping Our Estate and the Decarbonisation programme.

⁵ Currently including, but not limited to, the Programme Board for Educational Space and the West and North West Cambridge Academic Board.

⁶ That is, maintenance costs and non-payroll estates services, currently provided from various administered funds and similar sources.

⁷ This term is dependent on separate approval of the University Housing Commissioning Body, its terms of reference, and its reporting line.

Development, construction, and performance management

Capital expenditure

11. In fulfilment of the strategic plan and prioritised capital business plan for the operational estate, and on the advice of its Investment Advisory Sub-committee, the Committee recommends:
 - (a) to the relevant approving bodies,⁸ the acquisition or disposal or substantial alteration of property holdings that form part of the operational estate;
 - (b) to the PRC, business cases for all major⁹ property development projects within the operational estate and for all contributions to joint ventures with external parties; and
 - (c) to the PRC, any material changes to approved business cases.
12. Through its Technical Sub-committee, the Committee supervises the delivery, by the Estates Division, of any transactions, projects, and programmes on the operational estate approved by the PRC, in accordance with their approved business cases.

Operational expenditure (non-payroll)

13. Through its Technical Sub-committee, the Committee supervises the delivery on time and budget, by the Estates Division, of the five-year and one-year business plans for non-payroll operational expenditure on the operational estate.

Other

14. Through its Technical Sub-committee, the Committee provides assurance of the statutory compliance of the operational estate.
15. Through its Space Management Sub-committee, the Committee supervises space management and utilisation on the operational estate.
16. Through its Housing Sub-committee, the Committee supervises tenant services and housing operations provided by the Estates Division for University housing on the non-operational estate.¹⁰

Membership, meetings, and reporting

17. The membership of the Committee comprises ten members appointed for up to two consecutive terms of four years:
 - (a) the Pro-Vice-Chancellor for Strategy and Planning, as Chair;
 - (b) an external member with relevant expertise, appointed by the Council, as Deputy Chair, who shall also be Chair of the Estates Committee's Technical Sub-committee;
 - (c) two Heads of School, appointed by the General Board, one of whom shall be Head of the School of Arts and Humanities or Humanities and Social Sciences;
 - (d) a member of the Regent House, appointed by the General Board;
 - (e) two members of the Regent House, appointed by the Council, one of whom shall also be a member of the Council;
 - (f) an external member with relevant expertise, appointed by the Council, who shall also be Chair of the Investment Advisory Sub-committee;
 - (g) the Chair of the Environmental Sustainability Strategy Committee;
 - (h) the Chair of the Property Board.

For members appointed *ex officio* in classes (a), (c), (g), and (h), or as a member of the Council in class (e), if they cease to occupy that role, their Estates Committee membership shall also cease.

18. The Chair of the West and North West Cambridge Academic Board and the Chair of the Programme Board for Education Space shall be invited to attend meetings. The Committee may invite other persons to attend for the whole of meetings of the Committee or for particular items of business.
19. No business may be transacted unless a quorum of at least five members is in attendance, including either the Chair or the Deputy Chair and at least one member from either class (c) or (e).
20. In any vote, each member in attendance at the meeting shall have a single vote and voting shall be decided by a simple majority of the members in attendance. If two sides receive an equal number of votes, the Chair may make a second, casting vote.
21. The Committee approves the establishment and terms of reference of any sub-committees necessary to the performance of its duties and approves appointments to those sub-committees.
22. The Committee may approve business between meetings by circulation, except that no business shall be approved by circulation if any member requests that it be discussed at a meeting.

⁸ Approving bodies as set out in Statutes and Ordinances and summarised in Schedule 4 of the Sites and Buildings Regulations, reproduced at *Statutes and Ordinances*, p. 1074.

⁹ That is, all those not covered by the financial delegations for minor works set out in paragraph 12.

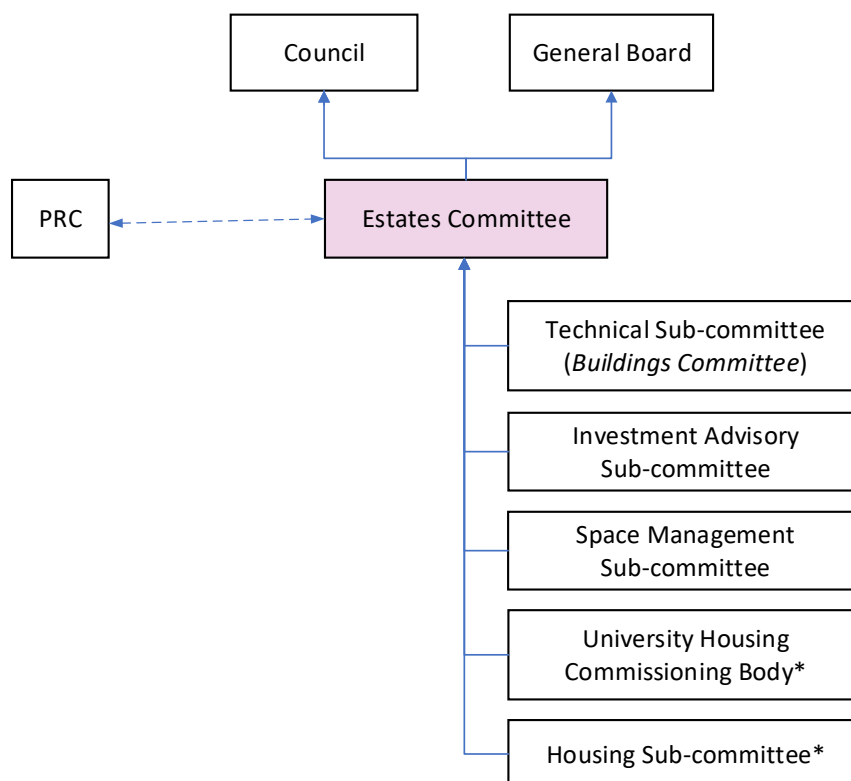
¹⁰ This term is dependent on separate approval of the Housing Sub-committee, its terms of reference, and its reporting line. The Property Board remains responsible for all other aspects of University housing, including: the development or acquisition of housing in response to commissioning briefs; and the financial performance of housing, including setting of rent levels, the budget for housing services and operations, and financial KPIs.

23. Conflicts of interest in relation to the business of the Estates Committee shall be handled in line with the University's Conflict of Interest Policy.¹¹
24. The Committee shall report to the Council and the General Board by such means as the Council and General Board shall determine.
25. The Committee shall review its performance and terms of reference every three years, or sooner if needed. The Committee shall refer any changes to its terms of reference to the General Board and the Council for approval and subsequent publication by Notice.

¹¹ See <https://www.governanceandcompliance.admin.cam.ac.uk/governance-and-strategy/university-wide-conflict-interest-policy/conflict-interest-policy>.

ANNEX C: COMMITTEE STRUCTURE FOR GOVERNANCE OF THE OPERATIONAL ESTATE

The sub-committee structure set out below will ensure that the Estates Committee can focus on strategic business and delegate operational oversight. As with all committees, the sub-committee structure is likely to develop as the Estates Committee's role develops.



* See the Council's Report on the disbanding of the Accommodation Syndicate (*Reporter*, 6691, 2022–23, p. 449).

Technical Sub-committee (to all intents and purposes, the current Buildings Committee)	Oversight of all technical matters and major projects relating to the development and operation of the operational estate Effectively Buildings Committee with new reporting line.
Investment Advisory Sub-committee (evolution of current Buildings Business Case Review Group of the PRC)	Reviews all estates-related capital project proposals. Expert recommendations to the Estates Committee.
Space Management Sub-committee (evolution of current Space Management and Minor Works Sub-committee)	Space Management and Minor Works Sub-committee, transferred from the Resource Management Committee. Oversight of delegations for minor works to transfer to the remit of the Technical Sub-committee instead.
University Housing Commissioning Body	Reviews University housing needs and prepares commissioning briefs.
Housing Sub-Committee	Oversight of the Estates Division's operation of the housing portfolio.

ANNEX D: WORKING GROUP ON TERMS OF REFERENCE AND OTHERS CONSULTED IN DEVELOPING THE DRAFT TERMS FOR THE PRC AND THE ESTATES COMMITTEE

The following officers met to discuss and review drafts of the terms of reference, supported with drafting and meeting preparation by members of the Governance and Compliance Division:

- The Chair of the PRC (the Pro-Vice-Chancellor for Strategy and Planning)
- The Secretary of the PRC (the Interim Head of Academic Planning)
- The Chief Financial Officer
- The Director of Finance
- The Director of Estates
- The Head of Academic and Financial Planning and Analysis
- The Head of Investment Appraisal
- The Registry

The following officers were also consulted during the drafting process and in preparation for meetings:

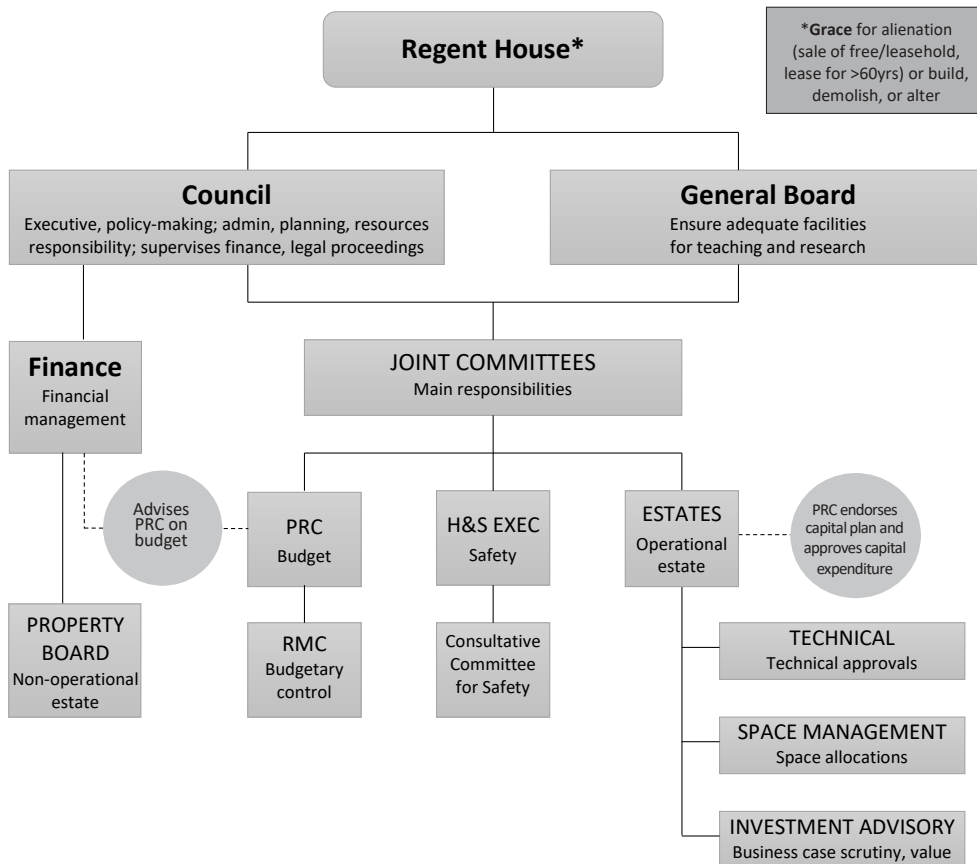
- The Pro-Vice-Chancellors and Heads of School
- The Head of Financial Planning and Budgeting
- The Academic Secretary
- The Chair of the Council Business Committee (also a member of the PRC)
- The Chair of the Buildings Committee
- The Chair of the Property Board
- The Chair of the Environmental Sustainability Strategy Committee
- The senior leadership team of the Estates Division

ANNEX E: CHANGES TO THE SITES AND BUILDINGS REGULATIONS

The Council, the General Board and the Finance Committee have agreed amendments to the Sites and Buildings Regulations (reproduced in *Statutes and Ordinances*, p. 1067), as follows:

- (a) In paragraph 3.3 of the introduction by removing the words ‘, which may call the matter back for further consideration’.
- (b) In Schedule 1 by replacing the committee structure diagram with the following:

Schedule 1 – Committee structure diagram



- (c) In Schedule 2 by revising paragraphs 1.4, 6.1, 6.2 and 7.1 and replacing existing paragraphs 3.2–3.12 with new paragraph 3.2–3.11 to read as follows, retaining existing footnotes and adding new footnotes as shown below:

1.4 The Council and the Finance Committee delegate the overall management of the Operational Estate to the Estates Committee, which reports to the Council. The Council and the Finance Committee delegate the overall management of the Non-Operational Estate to the Property Board, which reports to the Finance Committee.

3.2 The PRC provides the financial oversight for the management of the Operational Estate and endorses the capital business plan for the Operational Estate that accompanies the strategic plan recommended by the Estates Committee to the Council and the General Board. It ensures the provision of funding for acquisition of land and work in relation to land.

3.3 The PRC gives Funding Approvals (see Schedule 3).

3.4 The *Estates Committee* is a joint committee of the Council and General Board, reporting to both bodies.^[1] The Estates Committee directs the strategic planning and oversees the development, construction, and performance management of the Operational Estate. It recommends a strategic plan for the Operational Estate to the Council and the General Board together with a capital business plan endorsed by the PRC. In so doing, it has the authority to direct the overall scopes, and any intersections of, the Operational and Non-Operational Estates, in collaboration with the Property Board and subject to the Board's objectives.

3.5 The Estates Committee, in fulfilment of the approved strategic plan, recommends to the PRC business cases for major property development projects and to the relevant approving bodies the acquisition or disposal or substantial alteration of property holdings (see Schedule 4 below). It advises the PRC on the budget needed for non-payroll operational (as opposed to capital) expenditure on the Operational Estate, that is, the maintenance costs and non-payroll estates services provided from various administered funds and similar sources, including the Buildings Maintenance Fund.

3.6 The *Technical Sub-committee (TSC)*^[2] is a sub-committee of the Estates Committee. It advises the Estates Committee on technical aspects of business cases and undertakes, on its behalf, the technical business of overseeing the development, construction, and performance management of the Operational Estate. It provides assurance of the statutory compliance of the Operational Estate.

3.7 The TSC supervises the overall management of maintenance work and other estates services delivered by the Estates Division on the Operational Estate. The cost of maintaining the Operational Estate is chargeable to the Buildings Maintenance Fund or, if the body giving the Funding Approval determines (see Schedule 3), to departmental or other funds. The TSC gives Funding Approvals and has power to delegate responsibility for maintenance and minor works.

3.8 The *Space Management Sub-committee (SMS)*^[3] is a sub-committee of the Estates Committee to which it reports. It supervises space management and utilisation on the Operational Estate.

3.9 The *Resource Management Committee (RMC)* is a sub-committee of the Planning and Resources Committee, to which it reports. RMC deals with the detailed work of resource management and budgetary control.^[4]

3.10 The *Health and Safety Executive Committee* is a joint committee of the Council and the General Board. It is advised by the Consultative Committee for Safety. The Consultative Committee receives and considers the annual University Fire Report from the Estates Division. The report then goes to the Health and Safety Executive Committee for consideration.

3.11 The *Environmental Sustainability Strategy Committee* is a joint committee of the Council and the General Board. It is responsible for monitoring and enhancing the University's environmental management system.

6.1 The *Estates Division* of the UAS undertakes the technical management of the Operational and Non-Operational Estates (but not investment land within the CUEF), including the following:

- preparing the draft estate plans (estate strategy and its implementation) for approval of the Estates Committee, the PRC, the Council, and the General Board, including the categorisation of land not held as part of PPU Land;
- undertaking all planned maintenance, drawing on the Building Maintenance Fund, and all unplanned maintenance (under the supervision of and reporting to the Technical Sub-committee of the Estates Committee);
- providing monitoring, guidance, and training for Departments on fire safety; checking fire equipment; managing the Fire Team; reporting annually on fire safety to the Consultative Committee for Safety and to the Technical Sub-committee of the Estates Committee;
- planning and managing University property and facilities;
- advising on security matters and responding to incidents;
- securing planning permission as required;
- procuring University building work;
- managing University and private rented residential accommodation for University use;
- operating the University Centre and other catering outlets around the University;
- allocating space less than 100 square metres, under SMS supervision;
- advising on the drafting and negotiation of licences and leases for the approved sharing of space; and
- managing the University Farm.

Following the issue of a Funding Approval for building work, the Finance Division conducts final due diligence checks including as to the sources and reliability of funding, by the Pro-Vice-Chancellor with responsibility for planning for other building work above.

6.2 *Academic and Financial Planning and Analysis* (AFPA) is a unit within the Finance Division. Among other responsibilities it gives Funding Approvals. AFPA services the PRC, the RMC, and the TSC.

7.1 *Schools* are responsible for resource allocation within the parameters set by the annual budget report. Capital projects can be registered with the Planning and Resources Committee only with the agreement of the relevant Head of School. The business case at each stage of the PRC's Investment Approval Process must be endorsed by the Head of School.

^[1] See [*Reporter* reference to the terms of reference of the Estates Committee to be added].

^[2] The Technical Sub-committee is an evolution of the Buildings Committee previously referenced in the Sites and Buildings regulations (1994 as amended in 2005) that also adopts the responsibility for minor works previously held by the Space Management and Minor Works Committee, fulfilling an earlier intention. The Council Consultative Report of March 2004 confirmed, for the time being, the (predecessor) Minor Works Review Group as a technical review and implementation group, reporting to the Buildings Committee but suggested it would be reconstituted as a sub-committee of the Buildings Committee – see <http://www.admin.cam.ac.uk/reporter/2003-04/weekly/5955/11.html>, paragraphs 1(f) and 8(d). The combining of the Minor Works Sub-committee and the then Space Management Advisory Group into the Space Management and Minor Works Sub-committee of the Resource Management Committee was approved by Grace 5 of 21 May 2014 (see the Report, *Reporter*, 6344, 2013–14, p. 467).

^[3] This is an evolution of the Space Management and Minor Works Sub-committee of the Resource Management Committee approved by Grace 5 of 21 May 2014 (see the Report, *Reporter*, 6344, 2013–14, p. 467). Responsibility for overseeing and, as appropriate, delegating authority for minor works has now returned to the TSC (see 3.6–3.7 above and accompanying notes).

^[4] See [*Reporter* reference to the terms of reference of the PRC to be added] and the RMC terms of reference on the RMC website at <https://www.governance.cam.ac.uk/committees/rmc/>.

(d) In Schedule 3 by updating the table as follows:

Total cost	Head of Department	Head of School	Estates Division*	AFPA	Technical Sub-committee (TSC)	Estates Committee	PRC
Total Cost of less than £100k unless the TSC has approved a Minor Works Expenditure Approval Exemption.	Provides Brief Business Case to AFPA.	Endorses brief business case before submission to AFPA (unless delegated to Head of Department).	Estates Division prepares the budget for AFPA and gives Technical Approval.	AFPA checks funding availability. Provided the Estates Division agrees AFPA issues the Funding Approval.			
Total Cost is £100k to £3m.	Provides Brief Business Case to AFPA.	Endorses brief business case before submission to AFPA.	Estates Division checks value for money and prepares the budget for the TSC.	AFPA checks funding availability and consults Estates Division. Reports to the TSC.	Receives Estates Division and AFPA advice. Gives the Technical and Funding Approval up to £2m. (Under current delegations from the RMC, gives Funding Approval).		Funding approval in excess of £2m (in accordance with the Financial Regulations).
Total Cost is £3m or above (Investment Approval Process).	Registers the project with the PRC at the outset. Prepares the strategic case at each stage of the Investment Approval Process (Strategic Outline Business Case, Outline Business Case, Full Business Case).	Registers the project with the PRC at the outset. Endorses the strategic case at each stage of the Investment Approval Process.	Estates Division prepares those elements of the business case for which it is responsible; this includes an assessment of value for money and preparation of the budget for the TSC.	AFPA assists School and Department working with Estates Division / and other University offices.	Technical advice to Estates Committee.	Reviews business case with advice from the TSC and the Investment Advisory Sub-committee. Recommends to the PRC.	Approves: 1. Registration of the Project; 2. The business case at each stage of the Investment Approval Process as applicable (Strategic Outline Business Case, Outline Business Case, Full Business Case) 3. Funding Approval.

- (e) In Schedule 4 by updating the following references, replacing:
- the text ‘The body which gives the Technical Approval (SMMWS or Buildings Committee depending on project Total Cost)’ with ‘Technical Sub-committee’;
 - the text ‘PRC – Financial Approval Buildings Committee – Technical Approval’ with ‘PRC on advice from the Estates Committee’;
 - references to the Director of the Estates Division with references to the Director of Estates;
 - in the column for ‘Approval or determination by’, the references to RMC with a reference to the Estates Committee where the subject is ‘Approval for change of use’ and to the Space Management Sub-committee where the subject is ‘Allocation of space’;
 - references to the Buildings Committee with references to the Technical Sub-committee;
- and by deleting the text ‘Consult the SMMWS, which considers and puts proposals to RMC’.
- (f) In Schedule 5, by amending the text by:
- updating the definition of ‘Capital Approval’ to revise the Cost of works to ‘£3m or above’;
 - deleting the definition of ‘Concept Paper’ as the term is no longer used in the regulations;
 - revising the definition of the Space Management and Minor Works Sub-committee to refer to the SMS and the Space Management Sub-committee;
 - replacing references to the Buildings Committee with references to the Technical Sub-committee; and
 - adding a definition of ‘TSC’ as ‘Technical Sub-committee of the Estates Committee’.

VACANCIES, APPOINTMENTS, ETC.

Electors to the Professorship of Ancient History

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

Ms Heather Hancock, *JN*, in the Chair, as the Vice-Chancellor’s deputy

(a) *on the nomination of the Council*

Professor Hans Beck, *Westfälische Wilhelms-Universität*

Professor Lene Rubinstein, *Royal Holloway, University of London*

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

Professor Christopher Kelly, *CC*

Professor Hans Van Wees, *University College London*

Professor Jocelyn Wyburd, *CL*

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

Professor Emma Dench, *Harvard University*

Dr John Patterson, *M*

Dr Hannah Willey, *MUR*

Electors to the Plumian Professorship of Astronomy and Experimental Philosophy

The Council has appointed members of the *ad hoc* Board of Electors to the Plumian Professorship of Astronomy and Experimental Philosophy as follows:

Professor Richard Penty, *SID*, in the Chair, as the Vice-Chancellor’s deputy

(a) *on the nomination of the Council*

Professor Roberto Maiolino

Professor Ignas Snellen, *Leiden University*

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

Professor Vasily Belokurov

Professor Hiranya Peiris, *University College London*

Professor James Stone, *Institute for Advanced Study, Princeton, New Jersey*

(c) *on the nomination of the Faculty Board of Physics and Chemistry*

Professor Vassiliki Kalogera, *Northwestern University*

Professor Nigel Peake, *EM*

Professor Mark Wyatt, *PEM*

Electors to the Professorship of Control Engineering (2023)

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

Professor Dame Ann Dowling, *SID*, in the Chair, as the Vice-Chancellor's deputy

(a) *on the nomination of the Council*

Professor John C. Doyle, *California Institute of Technology*

Professor Kristin Ytterstad Pettersen, *Norwegian University of Science and Technology*

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

Professor John Lygeros, *ETH Zurich*

Professor Richard Penty, *SID*

Professor Glenn Vinnicombe, *CAI*

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

Professor Colm Durkan, *G*

Professor Jacquelin Scherpen, *University of Groningen*

Professor Malcolm C. Smith, *CAI*

Electors to the Professorship of Data Science and Healthcare Improvement

The Council has appointed members of the *ad hoc* Board of Electors to the Professorship of Data Science and Healthcare Improvement as follows:

Professor Anne Ferguson-Smith, *DAR*, in the Chair, as the Vice-Chancellor's deputy

(a) *on the nomination of the Council*

Professor John Browne, *University College Cork*

Professor Cathie Sudlow, *University of Edinburgh*

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

Professor John Danesh, *JE*

Professor Ramani Moonesinghe, *University College London*

Professor Angela Wood, *DAR*

(c) *on the nomination of the Faculty Board of Clinical Medicine*

Professor Mary Dixon-Woods, *HO*

Professor Jan Mainz, *Aarhus University*

Professor Patrick Maxwell, *T*

Electors to the Sadleirian Professorship of Pure Mathematics

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

Professor Dame Ann Dowling, *SID*, in the Chair, as the Vice-Chancellor's deputy

(a) *on the nomination of the Council*

Professor Vladimir Markovic, *University of Oxford*

Professor Nigel Peake, *EM*

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

Professor Frank Calegari, *University of Chicago*

Professor Sir Timothy Gowers, *T*

Professor Claire Voisin, *Collège de France*

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

Professor James Norris, *CHU*

Professor Ivan Smith

Professor Ulrike Tillmann, *University of Oxford*

Election

The following election has been made:

Dr JAMES LOCKE, B.Sc., Ph.D., *Warwick University*, Group Leader, Sainsbury Laboratory, elected Professor of Quantitative Plant Development with effect from 1 August 2023.

NOTICES BY THE GENERAL BOARD

Medical and Veterinary Student Progress Panel

2 June 2023

The General Board, on the recommendation of the Faculty Board of Clinical Medicine, the Faculty Board of Biology, and the Faculty Board of Veterinary Medicine, has amended the membership of the Medical and Veterinary Student Progress Panel (MVSP), which reviews or advises on certain cases concerning the progress of medical and veterinary students (both preclinical and clinical). The changes bring the membership into line with existing practice, whereby a number of post-holders with important responsibilities and expertise attend meetings of the Panel on an *ex officio* basis. In addition, the changes ensure that administrative officers from all three of the Faculties who are appointed as joint secretaries to the Panel have a right of attendance at all meetings of the Panel. They also give the Panel additional flexibility by introducing the ability to co-opt members.

The General Board has amended Regulation 3 of the General Board Regulations for Procedures to determine the progress of preclinical and clinical medical students and preclinical and clinical veterinary students (*Statutes and Ordinances*, p. 239) to read:

3. The MVSP shall consist of:

- (a) the Clinical Dean in the Clinical School (who shall chair the MVSP);
- (b) the Director of Education (MVST) in the Faculty of Biology;
- (c) the Director of Teaching in the Veterinary School;
- (d) the Clinical Sub-Dean (West Suffolk Hospital);
- (e) the Clinical Sub-Dean (Welfare);
- (f) the postholders with responsibility for student welfare and academic support in the School of Clinical Medicine, as determined from time to time by the Head of the School;^[1]
- (g) three members appointed by the Senior Tutors' Committee;
- (h) one member appointed by the Faculty Board of Biology;
- (i) one member appointed by the Faculty Board of Clinical Medicine;
- (j) one member appointed by the Faculty Board of Veterinary Medicine;
- (k) not more than three persons co-opted by the Panel.

There shall be an administrative officer appointed by the Faculty Board of Clinical Medicine, an administrative officer appointed by the Faculty Board of Biology, and an administrative officer appointed by the Faculty Board of Veterinary Medicine who shall act as joint secretaries to the MVSP and shall attend all meetings of the Panel.

^[1] The Head of the School of Clinical Medicine has confirmed that the Deputy Lead for Student Welfare and the Student Academic Support Lead will be members of the Panel until further notice.

Ray Dolby Professorship of Theoretical and Experimental Physics

2 June 2023

The General Board has been informed by the Board of Electors to the Ray Dolby Professorship of Theoretical and Experimental Physics that they have been unable to make an election to this Professorship. Under the provisions of Special Ordinance C (vii) B. 20(a)(ii) the Board has discontinued the Professorship until 31 July 2023.

Response to the marking and assessment boycott

7 June 2023

The General Board has endorsed certain measures responding to the current marking and assessment boycott, on the recommendation of the Board's Education Committee, its Emergency Exams Task Force and the Marking and Assessment Gold Team. The Board is aware that these arrangements will not help all students, but it is satisfied that they will help mitigate the impact of the boycott on some.

Release of provisional marks

The Board has approved the release of provisional marks to students and others who might need access to them. Provisional marks are marks that have not been considered and approved at the final meeting of Examiners: they may be available for all papers that a student has sat, or for only some. Release of marks is permitted under the Ordinance on the Disclosure of Examination Marks (*Statutes and Ordinances*, p. 258). Once released, students can give access to their provisional marks to prospective employers, funders and institutions at which they are planning to take up places for further study through Digitary, a secure online platform linked to CamSIS.

Progression and allowances

The Board has endorsed the view of its Education Committee that undergraduate students should be permitted to return to Cambridge in the Michaelmas Term to continue with their studies, pending reaching the Honours standard in 2023 examinations. There will be no automatic progression: academic requirements will not be waived.

The Board has endorsed the position of the Examination Access and Mitigation Committee that where students do not reach the Honours standard, they will be able to apply for an allowance on the grounds of ill health or other grave cause in the usual way, within three months of receiving their results. Where there is no such mitigation, students will not be in standing and might intermit whilst appealing the decision, or withdraw from their course. Provisional marks cannot be used as a basis on which to determine whether an allowance should be granted under Regulation 3 of the Ordinance on Allowances to Candidates for Examinations (*Statutes and Ordinances*, p. 249). It has also agreed with the Committee that it can however grant allowances to students who have marks for assessments completed prior to the boycott and who for reasons of ill health or other grave cause have not taken part in examinations in the Easter Term.

Classing part of a cohort

The Board has also agreed that, where a minority of students in a cohort have marks missing because Assessors are taking part in the boycott, Examiners have the option to class those students for whom complete marks are available. Examiners would need to exercise their academic judgement, with advice from the External Examiner, to determine whether it would be reasonable, from the perspective of maintaining standards, to class with some of the cohort excluded. If Examiners agree to this, the class-list can then be amended at a later stage when full marks are available for the remaining students in the cohort by issuing a supplementary class-list, in accordance with Regulation 6 of the Ordinance for the Approval of Class-lists (*Statutes and Ordinances*, p. 258). This is in line with current practice.

Information about the release of provisional marks¹ and on the groups advising the General Board² is available on the University's industrial action website.

¹ See <https://www.industrialaction.admin.cam.ac.uk/guidance/information-institutions/checklist-teaching-and-assessment-marking-and-assessment-boycott>.

² See <https://www.industrialaction.admin.cam.ac.uk/industrial-action-task-forces-and-advisory-groups>.

REPORTS

Joint Report of the Council and the General Board on the allowance and exemption of terms for certain postgraduate research and postgraduate taught students

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

1. This Report proposes changes to provide greater clarity, consistency and fairness in the rules governing the allowance and exemption of terms to those studying for the Ph.D., M.Sc., M.Litt. and M.Phil. by Thesis, and for the M.Phil. Degree by Advanced Study and the M.Res. Degree. It also recommends changes to update provisions to better reflect a recognition of knowledge gained prior to admission to the University. The proposals have the support of the General Board's Education Committee, the Postgraduate Committee and the Senior Tutors' Committee.

Allowance of terms of residence

2. Under the Ordinance for Residence and Precincts of the University, postgraduate research students are required to keep at least three terms by residence. These regulations provide for an allowance of up to three terms towards the three terms of residence required to be kept in respect of work done in the University before matriculation. An allowance can be granted to students who are candidates for the degrees of Doctor of Business, of Engineering and of Philosophy, Master of Letters and of Science, and two-year Master of Philosophy degrees.

3. Under the General Board Regulations for the Ph.D., M.Sc., M.Litt. and M.Phil. by Thesis the Council, on the recommendation of the General Board, may grant an allowance of up to three terms of residence in respect of work done in the University before matriculation, if the student's matriculation was delayed for sufficient cause.

4. These Regulations afford an opportunity to Cambridge students which is not available to students who may have done similar work elsewhere, creating inequality. They assume that previous work in the University offers the same experience and opportunities as that provided to postgraduate students.

Exemption of terms of research

5. The General Board Regulations for the Ph.D., M.Sc., M.Litt. and M.Phil. by Thesis stipulate the numbers of terms of research that must be kept for each course. These regulations provide for an exemption of research terms for students who are candidates for the degrees of Master of Letters and Science and Doctor of Philosophy on the following grounds:

- (a) if prior to admission the student had engaged in research;
- (b) if prior to admission the student had engaged in other work deemed by the Degree Committee and the General Board to have provided satisfactory training for the course;
- (c) to take account of a period of study towards specified Master's degrees, diplomas or certificates;
- (d) on account of illness or other grave cause.

6. It is not explicit in these regulations whether the research, work or previous study referred to needs to have taken place at Cambridge.

Proposals

7. The Council and the General Board propose that applications for an allowance of terms of residence be considered in circumstances approved and published from time to time by the General Board. In the first instance the circumstances will be as follows:

- (a) Ph.D. students transferring to the University with their supervisors where an agreed substantial period of research outside Cambridge prevents the residence requirement from being met. In this circumstance, the General Board might grant an allowance of up to three terms of residence.
- (b) Students on one-year M.Phil. and M.Res. courses whose adjusted submission deadline following a period of intermission would not meet the residence requirement. In this circumstance, the General Board might grant an allowance of up to one term of residence.
- (c) Students on one-year M.Phil. and M.Res. courses who are granted periods to work away to undertake activities which are integral to or necessary for completion of their course, resulting in them not being able to meet the residence requirement. In this circumstance, the General Board might grant an allowance of up to one term of residence.
- (d) In exceptional circumstances on the grounds of illness or other grave cause where a period of intermission or approved residence outside the University Precincts is not appropriate.

8. The Council and the General Board propose that applications for an exemption of terms of research, up to a maximum of three terms, be considered in circumstances approved and published from time to time by the General Board. In the first instance the circumstances will be as follows:

- (a) Ph.D. students transferring to the University with their supervisor if they have completed at least one term of relevant research for the same or equivalent degree;
- (b) Students for the Ph.D., Ed.D., M.Sc. and M.Litt. Degrees who have undertaken relevant postgraduate-level research, study or work at any higher education institution or organisation, provided:
 - (i) the prior study or work is of clear relevance to the student's research project;
 - (ii) any prior research will be incorporated into the thesis with its status clearly acknowledged *and* sufficient additional work at an appropriate level will be included to meet the requirements for the award of the degree;
 - (iii) the exemption of terms requested is proportionate to the contribution the earlier research, study or work makes towards the current degree;
 - (iv) Departments and Degree Committees are rigorous in assessing requests and clearly articulate in their case how the prior research, study or work has

- (1) developed specific skills and/or satisfied training needs relevant to the programme of study;
- (2) equipped the student with sufficient foundational knowledge to complete a research degree in fewer than expected terms.
- (c) In exceptional circumstances on the grounds of illness or other grave cause where a period of intermission is not appropriate. In these circumstances the following limitations will apply:
- (i) one or two terms of research to a candidate for the Ph.D. Degree who would otherwise be required to complete nine terms of research;
- (ii) up to three terms of research to a candidate for the Ph.D. Degree who would otherwise be required to complete fifteen terms of research;
- (iii) one term of research to a candidate for a degree who would otherwise be required to complete three terms of research;
- (iv) one or two terms of research to a candidate for a degree who would otherwise be required to complete six or ten or twelve or fifteen terms of research

9. The Council and the General Board propose no change to the requirement for students to pay the requisite University Composition Fee for any term of residence allowed or any term of research exempted.

10. The Council and the General Board recommend that the changes to the provisions governing the allowance and exemption of terms to postgraduate students, as set out in Annexes A and B, be approved, to provide greater clarity, consistency and fairness.

14 June 2023

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Acting Vice-Chancellor

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ANNEX A: CHANGES TO ORDINANCE

In the Ordinance for Residence and Precincts of the University (*Statutes and Ordinances*, p. 179), by amending Regulation 10 to read as follows:

10. A postgraduate registered student may be granted, in circumstances approved and published by the General Board from time to time, an allowance of not more than three terms towards the three terms required to be kept under Regulation 8(a) above for any of the degrees of Master of Letters or Master of Science or Doctor of Philosophy, and an allowance of up to one term towards the number of terms required to be kept for the degree of Master of Philosophy.

ANNEX B: CHANGES TO GENERAL BOARD REGULATIONS¹

- (a) In the General Board Regulations for the degrees of Doctor of Philosophy, Master of Science, Master of Letters and Master of Philosophy by Thesis (*Statutes and Ordinances*, p. 502), by deleting Regulations 1(d) and 4 and renumbering the remaining paragraphs and regulations, and by amending Regulations 1(a) and (e) (renumbered (d)), 2 and 8 (renumbered 7) to read as follows:

[1.](a) The General Board, after considering a recommendation by the Degree Committee concerned, may in circumstances approved and published by the General Board from time to time, exempt from up to three terms of their full-time course or from up to five terms of their part-time course postgraduate students who are registered as candidates for the Ph.D., M.Sc., or M.Litt. Degree. For every term so exempted the student shall pay the appropriate fee as prescribed in the Ordinance for University Composition Fees.

¹ All footnotes to be retained.

[1.(e)](d) On the recommendation of the Degree Committee concerned, the General Board may allow postgraduate students to count towards their course of research as candidates for the Ph.D., M.Litt., or M.Sc. Degree a period during which they were candidates for, but have not received, the M.Phil. or M.Res. Degree or for another qualification or for the following Diplomas or Certificates:

- (i) students who are qualified to receive, or who have received, the Diploma in Economics, or the Postgraduate Diplomas in International Law, or in Legal Studies, as the case may be, may be allowed to count not more than three terms of the period during which they were candidates for the Diploma concerned towards a full-time course or not more than five terms towards a part-time course;
- (ii) students who are qualified to receive, but who have not received, a Certificate of Postgraduate Study may be allowed to count not more than three terms of the period during which they were candidates for the Certificate concerned towards a full-time course or not more than five terms towards a part-time course.

2. The General Board, after considering a recommendation by the Degree Committee concerned, may grant, in certain circumstances approved and published by the General Board from time to time, an allowance of up to three terms towards the minimum of three terms required to be kept under Regulation 10 of the regulations for Residence and Precincts of the University for full-time study leading to the Ph.D., M.Sc., or M.Litt. degree and up to one term towards the minimum of three terms required to be kept under this regulation for full-time study leading to the M.Phil. by thesis. The General Board may grant exemption of research terms under this regulation provided that the number of terms allowed shall not exceed the number of terms of residence allowed. For every term so allowed the student shall pay the appropriate fee as prescribed in the regulations for University Composition Fees.

7. A candidate for the Ph.D., M.Litt., or M.Sc. Degree may submit their thesis not earlier than the first day of the term during which they expect to complete the requirements of Regulation 1 and not later than the last day of the fourth year after the student was registered as a full-time candidate for the degree or the last day of the seventh year after the student was registered as a part-time candidate for the degree, provided that, with the permission of the General Board, a thesis may be submitted later than that day. An allowance of terms made by the General Board under Regulation 2 shall count in calculating the standing of a student for the purpose of this regulation as shall an exemption under Regulation 1(a). A candidate for the M.Phil. Degree by thesis shall submit their thesis by a date determined by the Degree Committee.

(b) By inserting new Regulation 2 in the General Board Regulations for the degree of Master of Philosophy by Advanced Study (*Statutes and Ordinances*, p. 512) to read as follows, and renumbering the remaining regulations:

2. The General Board, after considering a recommendation by the Degree Committee concerned, may grant, in circumstances approved and published by the General Board from time to time, an allowance of up to one term towards the minimum of three terms required to be kept under Regulation 10 of the regulations for Residence and Precincts of the University for full-time study leading to the M.Phil. Degree. For every term so allowed the student shall pay the appropriate fee as prescribed in the regulations for University Composition Fees.

(c) By inserting new Regulation 6 in the General Regulations for the degree of Master of Research (*Statutes and Ordinances*, p. 547) to read as follows, and renumbering the remaining regulations:

6. The General Board, after considering a recommendation by the Degree Committee concerned, may grant, in circumstances approved and published by the General Board from time to time, an allowance of up to one term towards the minimum of three terms required to be kept under Regulation 10 of the regulations for Residence and Precincts of the University for full-time study leading to the M.Res. Degree. For every term so allowed the student shall pay the appropriate fee as prescribed in the regulations for University Composition Fees.

- (d) By amending Regulations 3 and 7 of the General Board Regulations for the degree of Doctor of Business (*Statutes and Ordinances*, p. 458) to read as follows:

3. The General Board, after considering a recommendation by the Degree Committee concerned, may, in circumstances approved and published by the General Board from time to time, exempt postgraduate students from up to three terms of their course. For every term so exempted the student shall pay the appropriate fee as prescribed in the Ordinance for University Composition Fees.

7. Candidates may submit their thesis not earlier than the first day of the term during which they expect to complete the requirements of Regulation 2 and not later than the last day of the vacation following the twelfth term after that in which the student was registered as a candidate for the degree, provided that, with the permission of the General Board, a thesis may be submitted later than that date. An exemption of terms made by the General Board under Regulation 3 shall count in calculating the standing of a student for the purpose of this regulation.

- (e) In the General Board Regulations for the degree of Doctor of Education (*Statutes and Ordinances*, p. 467) by deleting Regulation 4 and renumbering the remaining regulations, and amending Regulations 2, 3 and 8 (renumbered 7) to read as follows:

2. Subject to paragraphs (a)–(c) below, a postgraduate student registered for the degree of Doctor of Education (Ed.D.) shall pursue in the University, and such other places as the General Board and the Degree Committee for the Faculty of Education shall determine, a part-time course of training and research under supervision for not less than fifteen terms.

The number of terms shall begin with the term from which the student is registered as a candidate for the degree and shall be consecutive except in so far as the student may have been allowed to intermit the course under paragraph (a) below, or except in so far as the General Board may have determined that a student shall not be allowed to count any particular term towards the requirements for the Degree under paragraph (b) below.

- (a) On account of illness or other sufficient cause, the General Board, after considering a recommendation by the Degree Committee, may allow students to intermit their course for one or more terms. Such terms shall not count for any purpose of these regulations except as provided in Regulation 11 of the general regulations for certain postgraduate degrees and other qualifications.
- (b) The General Board, after considering a recommendation by the Degree Committee concerned, may, in circumstances approved and published by the General Board from time to time, exempt from up to five terms of their part-time course postgraduate students who are registered as candidates for the Ed.D. Degree. For every term so exempted the student shall pay the appropriate fee as prescribed in the regulations for University Composition Fees.
- (c) On the recommendation of the Degree Committee, the General Board may allow students who have been approved for, and may have proceeded to, the M.Ed. Degree, or the M.Phil., or M.St., or M.Res. Degree in an appropriate subject, to count not more than five terms towards their course.

3. The General Board, after considering a recommendation by the Degree Committee concerned, may grant, in circumstances approved and published by the General Board from time to time, an allowance of up to five terms towards the minimum of terms required to be kept under Regulation 2. For every term so allowed the student shall pay the appropriate fee as prescribed in the regulations for University Composition Fees.

[8] 7. Candidates may submit their thesis not earlier than the first day of the term during which they expect to complete the requirements of Regulation 2 and not later than the last day of the seventh year after they were registered as a candidate for the degree, provided that, with the permission of the General Board, a thesis may be submitted later than that date. An allowance of terms made by the General Board under Regulation 3 shall count in calculating the standing of a student for the purpose of this regulation as shall an exemption under Regulation 2(b).

Joint Report of the Council and the General Board on the regulation of the methods and modes of assessment in University examinations

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

1. This Report proposes amendments to the way in which the methods and modes¹ of assessment are regulated. The changes are proposed in recognition of increasing diversification of those methods and modes, to grant Faculty Boards, Degree Committees and equivalent bodies greater flexibility to determine the most appropriate forms of assessment for their courses within accepted formats, and to simplify procedures.

2. The Council and the General Board recommend that the Ordinance for the Duration of Written Examinations, which prescribes that all examinations, unless otherwise specified in course regulations, shall be three-hour written examinations, be replaced with a wider range of standard assessment methods, set out in a new Ordinance (see Annex A, p. 743). The introduction of an accepted range of formats in Ordinance will allow some consequential simplification of course regulations which in turn will facilitate diversification of assessment and increase the ease with which methods and modes of assessment can be adjusted in response to student feedback and changes to pedagogical practice.

3. The Council and the Board also propose that the Ordinance for the Form and Conduct of Examinations be rescinded and instead a new simplified procedure for publication of information about the format of assessment be introduced. This will streamline administration, and improve collection and communication of information about assessments to students and those teaching them.

BACKGROUND

4. In July 2020, in response to the coronavirus pandemic, the Regent House approved temporary regulations that allowed the General Board to make certain types of changes to examinations and assessment in exceptional circumstances until July 2021 (see *Reporter*, 2019–20: 6587, p. 543 and p. 552; and 6588, p. 573). This included allowing changes to the schemes of examination for Triposes and other examinations. These changes were necessary for continuity of examinations within the operational constraints of the coronavirus pandemic, and the General Board gave notice that it would use these temporary regulations in September 2020 for the academic year 2020–21 (*Reporter*, 6589, 2020–21, p. 9).

5. Under the temporary regulations, Faculties and Departments were invited to change their schemes of examination in consultation with the General Board's Education Committee, the Examinations Office, and the Education Quality and Policy Office, without the need to formally change requirements set out in the regulations for the course. The details of permissible assessment methods, as agreed by the General Board's Education Committee, were set out in the first of several annual Frameworks for Assessment:

(a) The Framework for Assessment for 2020–21 enabled a mixed model of assessment, notwithstanding Ordinances, that allowed some continuation of the changes to assessment within the coronavirus restrictions.

(b) In response to demand from Faculties and Departments for more flexible and responsive ways of agreeing assessment modes, a Framework for Assessment 2021–22 was developed which was no longer motivated by emergency measures. It offered instead a transition year which allowed Faculties and Departments to continue using new methods of assessment, while they prepared proposals for permanent changes to the General Board Regulations for the course.

6. The rapid change to assessment since Easter Term 2020 has led to a desire among some Faculties and Departments to move away from the traditional three-hour written examinations. This had previously been recommended by an Examination Review in 2017.

7. In February 2022, the Regent House approved extensions to these temporary regulations, including the extension of the transition period to September 2025 (*Reporter*, 6642, 2021–22, p. 214). This extension allowed Faculties and Departments more time to reflect on student feedback and outcomes before identifying any permanent changes they wished to make to their programme regulations. It also allowed time for further development of assessment infrastructure, in particular the support necessary for digital assessment.

PROPOSAL

8. The temporary regulations have enabled Faculties and Departments to use a broader range of assessment methods than before, and to trial new assessment approaches, including digital assessment, without the need to make changes to regulations. The General Board's Education Committee supports the wish of some Faculties and Departments to maintain the flexibility of the current temporary regulations to support innovation in assessment, to diversify methods of assessment, and to streamline administration.

9. The General Board recognises that the operation and delivery of assessment needs to continue to be robustly managed to maintain the academic integrity and value of University awards. On 8 February 2023, the General Board's Education Committee recommended that Ordinances should be permanently revised to maintain the flexibilities offered by the current temporary regulations beyond September 2025. It further recommended that a Framework for Assessment should be retained and used on a permanent basis to offer Faculties and Departments a range of established modes of assessment from which they can choose for their programmes and papers.

10. The flowchart in Annex B (p. 744) sets out the proposed new procedure for determining the form of assessment for each course, and for collection and publication of information about assessment modes and methods on an annual basis. It is not proposed to remove specific reference to dissertations from course regulations. Where forms of assessment are not included in the new Ordinance for Assessment Formats, these will continue to be specified in course regulations. The proposed Ordinance

¹ The mode of assessment is defined here as the type of assessment, e.g. examination, essay, project, presentation. The method of assessment is how it is experienced, e.g. open-book, closed-book, whether under timed conditions, word count.

would not grant authority to a Faculty Board or Degree Committee to increase the numbers of examination papers for a course. Adoption of forms of assessment that are not in the new Ordinance, or other changes including to the number of papers offered (or that students are required to take), would continue to be subject to the usual processes for changes to the General Board Regulations for the course.²

11. If this approach is approved, the General Board Regulations for all taught programmes will be reviewed centrally, and proposals made to the relevant Faculty Board,

Degree Committee or equivalent body for consideration and approval. Consolidated sets of changes will be published in the *Reporter* during 2023–24 in preparation for implementation of the new Ordinance from 1 October 2025. A Faculty Board or Degree Committee may elect to retain their current regulations with full details of the scheme of examination set out, but this would require them to go through the process for course modification, without access to the flexibility afforded under the new Ordinance.

12. The Council and the General Board recommend that the process for determining and publishing information about methods of assessment be simplified with effect from 1 October 2025 by

- I. replacing the Ordinance for the Duration of Written Examination Papers (*Statutes and Ordinances*, p. 257) with a new Ordinance for Assessment Formats as set out in Annex A, with revised course regulations to be published during 2023–24.
- II. rescinding the Ordinance for the Form and Conduct of Examinations (*Statutes and Ordinances*, p. 256), following which the General Board would adopt the new process set out in Annex B.

14 June 2023

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² For further information on those processes, see the Education Quality and Policy Office website: <https://www.educationalpolicy.admin.cam.ac.uk/new-modified-courses/taught-course-modifications>.

Annex A: New Ordinance

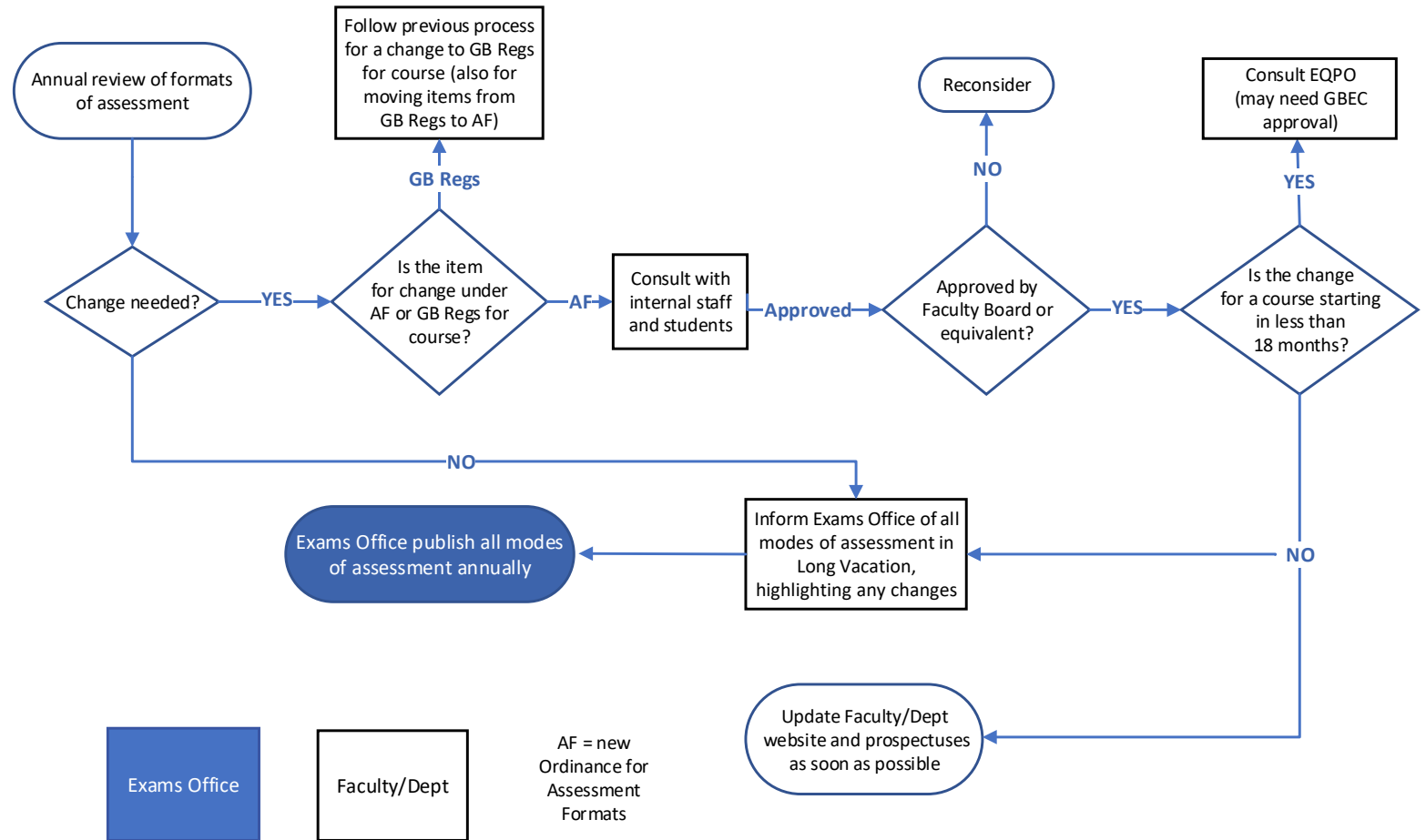
ASSESSMENT FORMATS

All examinations and assessments will be in one of the following formats unless otherwise specified in the General Board Regulations for the course. The General Board will publish guidance on expectations and good practice in respect of each format.

- (a) Coursework
- (b) In-person handwritten examinations
- (c) In-person invigilated digital examinations
- (d) Digital non-invigilated open-book examinations
- (e) Presentations

Annex B: Review of modes of assessment flowchart

Process for Departmental / Faculty review of modes of assessment from Michaelmas Term 2025



Report of the General Board on the outcomes of the Academic Career Pathways (Research & Teaching) and (Teaching & Scholarship) 2023 exercises

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

1. The Academic Career Pathways (Research and Teaching) and the Academic Career Pathways (Teaching and Scholarship) exercises in respect of promotions to take effect from 1 October 2023 have been completed. The General Board, at its meeting on 7 June 2023, considered recommendations from the Vice-Chancellor's Academic Career Pathways Committee in respect of promotion to the following:

- For applications under the **Academic Career Pathways (Research and Teaching) scheme**, promotions to:
 - (a) Personal Professorships (Grade 12);
 - (b) Professorships (Grade 11);
 - (c) Associate Professorships (Grade 10); and
 - (d) Clinical Professorships.
- For applications under the **Academic Career Pathways (Teaching and Scholarship) scheme**, promotions to:
 - (a) Personal Professorships (Grade 12) and Teaching Professorships (Grade 12);
 - (b) Professorships (Grade 11) and Teaching Professorships (Grade 11);
 - (c) Associate Professorships (Grade 10) and Associate Teaching Professorships (Grade 10);
 - (d) Associate Professorships (Grade 9) and Associate Teaching Professorships (Grade 9); and
 - (e) Senior Teaching Associates (Grade 8)
 - (f) Teaching Associates (Grade 7)

With the recommendations for promotion, the General Board had the opportunity to view an extensive report that provided an account of the procedure followed for the evaluation and comparison of the evidence for all applicants. The Board was able to see how recommendations had been arrived at so that, without repeating the entire exercise, it could either approve the recommendations or, if it so wished, consider the basis on which any of the recommendations had been made.

2. The contents of the report were as follows:

- Minutes of the Vice-Chancellor's Committee;
- Funding and statistical information;
- An equal opportunity report on all applications received; and
- Information on the feedback arrangements.

3. The General Board now recommends the following in relation to applications received under the **Academic Career Pathways (Research and Teaching) exercise**:

- The establishment of 44 Professorships (Grade 12) from 1 October 2023, as set out in Recommendation II. The establishment of these Professorships is proposed on condition that in each case where the person currently holds a permanently established office, that office should be placed in abeyance during the tenure of the Professorship.
- The establishment of 50 Professorships (Grade 11) from 1 October 2023, as set out in Recommendation II. The establishment of these Professorships (Grade 11) is proposed on condition that in each case where the person currently holds a permanently established office, that office should be placed in abeyance during the tenure of the Professorship (Grade 11).

- The establishment of 6 Clinical Professorships from 1 October 2023, as set out in Recommendation III. The establishment of these Clinical Professorships is proposed on condition that in each case where the person currently holds a permanently established office, that office should be placed in abeyance during the tenure of the Clinical Professorship.
- The appointment of 21 individuals to Associate Professorships (Grade 10) from 1 October 2023, as set out in Recommendation IV, in accordance with Special Ordinance C (ix) (*Statutes and Ordinances*, p. 93).

4. The General Board now recommends the following in relation to applications received under the **Academic Career Pathways (Teaching and Scholarship) exercise**:

- The establishment of 4 Professorships (Grade 12) from 1 October 2023, as set out in Recommendation V. The establishment of these Professorships is proposed on condition that in each case where the person currently holds a permanently established office, that office should be placed in abeyance during the tenure of the Professorship.
- The establishment of 7 Professorships (Grade 11) from 1 October 2023, as set out in Recommendation VI. The establishment of these Professorships (Grade 11) is proposed on condition that in each case where the person currently holds a permanently established office, that office should be placed in abeyance during the tenure of the Professorship (Grade 11).
- The appointment of the 7 individuals listed in Recommendation VII to unestablished Teaching Professorships (Grade 11).
- The appointment of the 5 individuals listed in Recommendation VIII to Associate Professorships (Grade 10).
- The appointment of the 5 individuals listed in Recommendation IX to unestablished Associate Teaching Professorships (Grade 10).
- The appointment of the 3 individuals listed in Recommendation X to Associate Professorships (Grade 9).
- The appointment of the 18 individuals listed in Recommendation XI to unestablished Associate Teaching Professorships (Grade 9).
- The appointment of the 9 individuals listed in Recommendation XII to unestablished Senior Teaching Associate (Grade 8).

5. In order to avoid delay in publishing the Report, the General Board has put forward its recommendations before the titles of the Professorships and Teaching Professorships (Grades 12 and 11) and Clinical Professorships have been agreed. The Board will announce these titles at a later date, after consultation with the individuals concerned.

6. The estimated total additional cost to central funds in the first year of the proposals for promotion under the Academic Career Pathways (Research and Teaching) scheme,¹ to personal Professorships (Grades 12 and 11), Clinical Professorships and of the appointments to Associate Professorships (Grade 10) of the persons named in this Report, will be approximately £690,000.

¹ No central fund was provided to support the costs of promotions under the Academic Career Pathways (Teaching and Scholarship) scheme, and so all costs of promotions will be funded by the employing department.

ACADEMIC CAREER PATHWAYS (RESEARCH AND TEACHING) RECOMMENDATIONS

7. The General Board recommends, in regard to the Academic Career Pathways (Research and Teaching) exercise:

I. That, *with effect from 1 October 2023*, **Professorships (Grade 12)** be established for each of the following named persons for one tenure, placed in the Schedule to Special Ordinance C (vii) 1, and assigned to the Faculty, Department, or Institution named in each case, as follows:

School of Arts and Humanities

Professor YING JIN, *R*, assigned to the Department of Architecture
Professor INGO GILDENHARD, *K*, assigned to the Faculty of Classics
Professor NATHAN MACDONALD, *JN*, assigned to the Faculty of Divinity
Professor SARAH JOANNE DILLON, *CL*, assigned to the Faculty of English
Professor JOHN DAVID RHODES, *CC*, assigned to the Faculty of Modern and Medieval Languages and Linguistics
Professor HEATHER MARIAH WEBB, *SE*, assigned to the Faculty of Modern and Medieval Languages and Linguistics
Professor NAPOLEON KATSOS, *T*, assigned to the Faculty of Modern and Medieval Languages and Linguistics

School of the Biological Sciences

Professor DAVID JEAN-MARIE MAURICE BELIN, *HO*, assigned to the Department of Psychology
Professor SANDER LEO ANTONIUS VAN DER LINDEN, *CHU*, assigned to the Department of Psychology
Professor BENEDICTE SANSON, assigned to the Department of Physiology, Development and Neuroscience
Professor MATTHIAS LANDGRAF, *JN*, assigned to the Department of Zoology

School of Clinical Medicine

Dr MICHAL MINCZUK, assigned to the Department of Clinical Neurosciences
Professor ADAM STUART BUTTERWORTH, assigned to the Department of Public Health and Primary Care
Professor ANGELA MARY WOOD, *DAR*, assigned to the Department of Public Health and Primary Care

School of the Humanities and Social Sciences

Professor MEREDITH ALLISON CROWLEY, *JN*, assigned to the Faculty of Economics
Professor NICHOLAS SIMON MATTHEW GUYATT, *JE*, assigned to the Faculty of History
Professor CHRISTOPHER JOHN BICKERTON, *Q*, assigned to the Department of Politics and International Studies
Professor METTE EILSTRUP-SANGIOVANNI, *SID*, assigned to the Department of Politics and International Studies
Professor AYSE ZARAKOL JAJICH, *EM*, assigned to the Department of Politics and International Studies
Dr JONATHAN EDWARD MORGAN, *CC*, assigned to the Faculty of Law
Professor SANDESH SIVAKUMARAN, *ED*, assigned to the Faculty of Law
Professor ANNA ALEXANDROVA, *K*, assigned to the Department of History and Philosophy of Science
Professor DANIEL MARGOCSY, assigned to the Department of History and Philosophy of Science
Professor SHAILAJA FENNELL, *JE*, assigned to the Department of Land Economy

School of the Physical Sciences

Professor JEROME ANTHONY NEUFELD, *T*, assigned to the Department of Earth Sciences
Professor HELEN MYFANWY WILLIAMS, *JE*, assigned to the Department of Earth Sciences
Professor ALEXANDER SAM JEFFREY, *EM*, assigned to the Department of Geography
Professor ALICE MARY REID, *CHU*, assigned to the Department of Geography
Professor MACIEJ LUKASZ DUNAJSKI, *CL*, assigned to the Department of Applied Mathematics and Theoretical Physics
Dr ALEXEY SHADRIN, *PEM*, assigned to the Department of Applied Mathematics and Theoretical Physics

Professor ROLAND BAUERSCHMIDT, assigned to the Department of Pure Mathematics and Mathematical Statistics

Professor RAJEN DINESH SHAH, *CHU*, assigned to the Department of Pure Mathematics and Mathematical Statistics

Professor IAN ROBERT PARRY, assigned to the Institute of Astronomy

Professor ALEXANDER THOMAS ARCHIBALD, *EM*, assigned to the Yusuf Hamied Department of Chemistry

Professor SOHINI KAR-NARAYAN, *CLH*, assigned to the Department of Materials Science and Metallurgy

Professor DAVID FELIX BUSCHER, *PEM*, assigned to the Department of Physics

School of Technology

Dr THOMAS JULIEN VINCENT ROULET, *K*, assigned to the Judge Business School

Professor RAFAL KONRAD MANTIUK, assigned to the Department of Computer Science and Technology

Professor ROBERT DAVID MULLINS, *JN*, assigned to the Department of Computer Science and Technology

Professor HATICE SMITH, *TH*, assigned to the Department of Computer Science and Technology

Professor NATHANIEL CRILLY, *HH*, assigned to the Department of Engineering

Dr ALBERT GUILLEN I FABREGAS, *TH*, assigned to the Department of Engineering

Professor HANNAH JANE JOYCE, *JN*, assigned to the Department of Engineering

Professor GABRIELE SUSANNE KAMINSKI SCHIERLE, *R*, assigned to the Department of Chemical Engineering and Biotechnology

- II.** That, with effect from 1 October 2023, **Professorships (Grade 11)** be established, as follows, and that the General Board be authorised to appoint to each Professorship (Grade 11) the person for whom its establishment is proposed:

School of Arts and Humanities

Dr DONAL ALBERT COOPER, *JE*, assigned to the Department of History of Art

Reverend Dr ANDREW PAUL DAVISON, *CC*, assigned to the Faculty of Divinity

Dr JOSEPH WEBSTER, *DOW*, assigned to the Faculty of Divinity

Dr ALEX HOUEN, *PEM*, assigned to the Faculty of English

Dr JACQUELINE ANNE TASIOLAS, *CL*, assigned to the Faculty of English

Dr MARCUS JOHN WAITHE, *M*, assigned to the Faculty of English

Dr STANLEY SIMON BILL, *SID*, assigned to the Faculty of Modern and Medieval Languages and Linguistics

Dr RORY EMMETT FINNIN, *R*, assigned to the Faculty of Modern and Medieval Languages and Linguistics

School of the Biological Sciences

Dr REBECCA LAWSON, *CL*, assigned to the Department of Psychology

Dr COLIN MICHAEL CRUMP, *R*, assigned to the Department of Pathology

Dr RAHUL ROYCHOUDHURI, *CTH*, assigned to the Department of Pathology

Dr WALID TAHA KHALED, *M*, assigned to the Department of Pharmacology

Dr HUGH PARKE CUSTIS ROBINSON, *CC*, assigned to the Department of Physiology, Development and Neuroscience

Dr SAMUEL FRASER BROCKINGTON, assigned to the Department of Plant Sciences

Dr LYNN VANESSA DICKS, *SE*, assigned to the Department of Zoology

Dr TIMOTHY THOMAS WEIL, *PEM*, assigned to the Department of Zoology

School of Clinical Medicine

Dr ELISA LAURENTI, assigned to the Department of Haematology

Dr PETRA ESZTER VERTES, *TH*, assigned to the Department of Psychiatry

Dr ROBERT NATHAN DUSCHINSKY, *SID*, assigned to the Department of Public Health and Primary Care

School of the Humanities and Social Sciences

Dr ELISA FARAGLIA, *K*, assigned to the Faculty of Economics
 Dr FLAVIO MARTIN OBEDMAN TOXVAERD, *CL*, assigned to the Faculty of Economics
 Dr CELIA HARRIET DONERT, *W*, assigned to the Faculty of History
 Dr LEIGH MATTHEW WILLIAM SHAW-TAYLOR, *JE*, assigned to the Faculty of History
 Dr RUPERT STIRLING STASCH, *SID*, assigned to the Department of Social Anthropology
 Dr MONICA GABRIELA MORENO FIGUEROA, *DOW*, assigned to the Department of Sociology
 Dr DOMINIC ARTHUR DE COGAN, *CHR*, assigned to the Faculty of Law
 Dr JANET ANNE O’SULLIVAN, *SE*, assigned to the Faculty of Law
 Dr BOBBY VIJAY REDDY, *CHU*, assigned to the Faculty of Law
 Dr FINDLAY GEORGE FERGUSON STARK, *JE*, assigned to the Faculty of Law
 Dr MATTHIAS FELIX HEINZ STEFFEK, *N*, assigned to the Faculty of Law
 Dr STAFFAN ERIK WILHELM MÜLLER-WILLE, assigned to the Department of History and Philosophy of Science

School of the Physical Sciences

Dr SANNE COTTAAR, *PEM*, assigned to the Department of Earth Sciences
 Dr DANIEL JARED FIELD, *CHR*, assigned to the Department of Earth Sciences
 Dr AMY ROSAMUND DONOVAN, *G*, assigned to the Department of Geography
 Dr AILSA MACGREGOR KEATING, *CL*, assigned to the Department of Pure Mathematics and Mathematical Statistics
 Dr DHRUV RANGANATHAN, *JN*, assigned to the Department of Pure Mathematics and Mathematical Statistics
 Dr ANASTASIA FIALKOV, assigned to the Institute of Astronomy
 Dr KAISEY STEPHEN MANDEL, assigned to the Institute of Astronomy
 Dr OLIVER CHARLES HENRY SHORTTLE, *CL*, assigned to the Institute of Astronomy
 Dr THOMAS DOUGLAS BENNETT, assigned to the Department of Materials Science and Metallurgy
 Dr BARTOMEU MONSERRAT SANCHEZ, *R*, assigned to the Department of Materials Science and Metallurgy
 Dr JAVIER EDUARDO MOYA RAPOSO, *CHU*, assigned to the Department of Materials Science and Metallurgy
 Dr CHIARA CICCARELLI, *CTH*, assigned to the Department of Physics

School of Technology

Dr ALICE JILL HUTCHINGS, *K*, assigned to the Department of Computer Science and Technology
 Dr NEEL KRISHNASWAMI, *T*, assigned to the Department of Computer Science and Technology
 Dr AHMET CENGIZ OZTIRELI, assigned to the Department of Computer Science and Technology
 Dr JOHN SIMEON BIGGINS, *CC*, assigned to the Department of Engineering
 Dr FULVIO FORNI, *N*, assigned to the Department of Engineering
 Dr GUILLAUME JEAN EMMANUEL HENNEQUIN, *PEM*, assigned to the Department of Engineering
 Dr DONGFANG LIANG, *CHU*, assigned to the Department of Engineering

III. That, with effect from 1 October 2023, **Clinical Professorships** be established, as follows, and that the General Board be authorised to appoint to each Clinical Professorship the person for whom its establishment is proposed:

School of Clinical Medicine

Dr RITA HORVATH, assigned to the Department of Clinical Neurosciences
 Dr SAM BEHJATI, *CC*, assigned to the Department of Paediatrics
 Dr MATTHIAS ZILBAUER, assigned to the Department of Paediatrics
 Dr RUDOLF NICHOLAS CARDINAL, *JN*, assigned to the Department of Psychiatry
 Dr GRAHAM KEITH MURRAY, assigned to the Department of Psychiatry
 Dr TOLULOPE OLUFUNTO ONI, *W*, assigned to the Department of Public Health and Primary Care

IV. That, *with effect from 1 October 2023* to the retiring age, the following will be appointed to **University Associate Professorships (Grade 10)**. The asterisked appointments are to unestablished Associate Professorships from 1 October 2023, the period of appointment being to the end of the current appointment.

School of Arts and Humanities

Dr IRIT KATZ FEIGIS, *CHR* Department of Architecture

Dr JESSICA LUCY BERENBEIM, *JE* Faculty of English

Dr PETER LYNN McMURRAY, *Q* Faculty of Music

School of the Biological Sciences

Dr RICHARD WILLIAM BROADHURST, *EM* Department of Biochemistry

Dr JOHN JOSEPH WELCH Department of Genetics

Dr DAVID COLIN ERIC BULMER, *W* Department of Pharmacology

Dr MD TAUFIQ-UR RAHMAN, *MUR* Department of Pharmacology

Dr ADAM FRANCIS ANTONIO PELLEGRINI, *N* Department of Plant Sciences

School of the Humanities and Social Sciences

Dr JULIET HELEN ALDERTON Faculty of Education

Dr ROB JAN GRUIJTERS, *MUR* Faculty of Education

Dr MORAG GRACE MORRISON-HELME, *JN* Faculty of Education

Dr JOHN HENRY RIBANT GONZALEZ, *LC* Faculty of History

Dr HELEN PFEIFER, *CHR* Faculty of History

Dr JOHAN PETTER LARSSON, *R* Department of Land Economy

Dr LI WAN, *CAI* Department of Land Economy

School of the Physical Sciences

Dr GIULIANA DI MARTINO* Department of Materials Science and Metallurgy

Dr DIANA FUSCO Department of Physics

School of Technology

Dr JURGEN ALBERT I BECQUE, *LC* Department of Engineering

Dr KRISTEN ANN MACASKILL, *ED* Department of Engineering

Dr LETIZIA MORTARA, *N* Department of Engineering

Dr EWA JANINA MAREK, *JE* Department of Chemical Engineering and Biotechnology

ACADEMIC CAREER PATHWAYS (TEACHING AND SCHOLARSHIP) RECOMMENDATIONS

8. The General Board recommends, in regard to the Academic Career Pathways (Teaching and Scholarship) exercise:

V. That, *with effect from 1 October 2023*, **Professorships (Grade 12)** be established for each of the following named persons for one tenure, placed in the Schedule to Special Ordinance C (vii) 1, and assigned to the Faculty, Department, or Institution named in each case, as follows:

School of the Biological Sciences

Dr ALISON DEIRDRE JANE SCADDEN, *DAR*, assigned to the Department of Biochemistry

Professor DAVID ROBERT JAMES BAINBRIDGE, *EM*, assigned to the Department of Physiology, Development and Neuroscience

School of the Physical Sciences

Dr HARRIET DOROTHY ALLEN, *G*, assigned to the Department of Geography

Dr JAMES HENRY KEELER, *SE*, assigned to the Yusuf Hamied Department of Chemistry

VI. That, with effect from 1 October 2023, **Professorships (Grade 11)** be established, as follows, and that the General Board be authorised to appoint to each Professorship (Grade 11) the person for whom its establishment is proposed:

School of Arts and Humanities

Dr HUGUES AZÉRAD, *M*, assigned to the Faculty of Modern and Medieval Languages and Linguistics

Dr ANGELES CARRERES, *SE*, assigned to the Faculty of Modern and Medieval Languages and Linguistics

Ms SILKE CHARLOTTE MENTCHEN, *M*, assigned to the Faculty of Modern and Medieval Languages and Linguistics

Dr MARIA RUTH NORIEGA-SANCHEZ, *SID*, assigned to the Faculty of Modern and Medieval Languages and Linguistics

Dr KAREN OTTEWELL, *LC*, assigned to the Language Centre

Dr NEBOJŠA RADIĆ, assigned to the Language Centre

School of Technology

Dr PATRICK JOHN BARRIE, *EM*, assigned to the Department of Chemical Engineering and Biotechnology

VII. That, with effect from 1 October 2023, the following will be appointed to **unestablished Teaching Professorships (Grade 11)**:

School of the Physical Sciences

Dr JESSICA HAZEL GWYNNE, *CTH* Department of Materials Science and Metallurgy

Dr SALLY RUTH BOSS, *CHU* Yusuf Hamied Department of Chemistry

Dr DEBORAH ANNE LONGBOTTOM, *R* Yusuf Hamied Department of Chemistry

Dr PETER DAVID WOTHERS, *CTH* Yusuf Hamied Department of Chemistry

Dr KARISHMA JAIN, *Q* Department of Physics

School of Technology

Dr ALBERTO FEDUZI Judge Business School

Institute of Continuing Education

Dr THOMAS PETER MONIE, *CHR* Institute of Continuing Education

VIII. That, with effect from 1 October 2023, the following will be appointed to **University Associate Professorships (Grade 10)**:

School of Arts and Humanities

Mr FRANCO GIUSEPPE GIACINTO BASSO, *CAI*, assigned to the Faculty of Classics

Dr ROSANNA SARAH OMITOWOJU, *K*, assigned to the Faculty of Classics

Ms CLAUDIA DOMENICI, *G*, assigned to the Faculty of Modern and Medieval Languages and Linguistics

Dr CHRISTOPHE AUGUSTE GAGNE, *CHU*, assigned to the Faculty of Modern and Medieval Languages and Linguistics

School of Technology

Mr DAVID HENRI PASCAL TUAL, assigned to the Department of Engineering

IX. That, with effect from 1 October 2023, the following will be appointed to **unestablished Associate Teaching Professorships (Grade 10)**:

School of the Biological Sciences

Dr KATIE ELIZABETH MCCALLUM Department of Veterinary Medicine

School of Technology

Dr JOSSY SAYIR, *R* Department of Engineering

Dr FLORIAN THOMAS URMETZER, *ED* Department of Engineering

Dr KAMRAN YUNUS, *DOW* Department of Chemical Engineering and Biotechnology

Institute of Continuing Education

Dr TIMOTHY JOHN BRITAIN-CATLIN, *HO* Institute of Continuing Education

X. That, *with effect from 1 October 2023*, the following will be appointed to **University Associate Professorships (Grade 9)**:

School of Arts and Humanities

Ms FARIDA HASSAN ZAKI EL KEIY, assigned to the Department of Middle Eastern Studies

Dr AARON DOUGLAS HORNKOHL, *G*, assigned to the Department of Middle Eastern Studies

Mr AISHWARJ KUMAR, assigned to the Department of Middle Eastern Studies

XI. That, *with effect from 1 October 2023*, the following will be appointed to **unestablished Associate Teaching Professorships (Grade 9)**:

School of Arts and Humanities

Dr MAHBOD GHAFARI

Department of Middle Eastern Studies

Dr VIVIEN KOGUT-LESSA DE SÁ

Faculty of Modern and Medieval Languages and Linguistics

School of the Biological Sciences

Dr SONJA DIANNE DUNBAR, *CHU*

Department of Plant Sciences

School of Clinical Medicine

Dr KALMAN ANTONY WINSTON

Department of Public Health and Primary Care

School of the Humanities and Social Sciences

Dr AYESHA FEHMINA AHMED, *HH*

Faculty of Education

Mr MARK ROBERT DAWES

Faculty of Education

Mr JAMES ANTHONY DE WINTER, *HH*

Faculty of Education

Dr HELEN ANNE DEMETRIOU, *HO*

Faculty of Education

Dr FRANCES JANE FOSTER, *HH*

Faculty of Education

Ms RACHEL EMMA FOSTER, *N*

Faculty of Education

Mr STEVEN CURTIS HUNT

Faculty of Education

Ms ANNE-MARIE WATKINSON

Faculty of Education

Dr MATTHEW WILLIAM EDWARD FARR, *W*

Department of History and Philosophy of Science

School of the Physical Sciences

Dr ROBERT PETER THOMPSON, *MUR*

Department of Materials Science and Metallurgy

Dr CHRISTOPHER HENRY BRAITHWAITE, *CHU*

Department of Physics

School of Technology

Mr ALFREDO SEBASTIAN BIANCHI, *CHU*

Department of Engineering, and the Language Centre

Institute of Continuing Education

Dr ALEXANDER DAVID CARTER, *F*

Institute of Continuing Education

Dr BATOUL ROXANNE FARMANFARMAIAN

Institute of Continuing Education

XII. That, *with effect from 1 October 2023*, the following will be appointed as **unestablished Senior Teaching Associates (Grade 8)**:

School of Arts and Humanities

Dr LISA JANE MULLEN, *Q*

Faculty of English

Ms JACQUELINE BOW

Language Centre

Dr VERA TSAREVA-BRAUNER

Language Centre, and the Faculty of Modern and Medieval Languages and Linguistics

School of the Biological Sciences

Dr MARCO GEYMONAT

Department of Genetics

School of the Humanities and Social Sciences

Ms ALISON ESTHER BINNEY, <i>CL</i>	Faculty of Education
Dr BLANKA GRZEGORCZYK	Faculty of Education
Dr THOMAS DAVID ROWLAND HOPKINS, <i>CHR</i>	Department of Politics and International Studies
Dr JAMES DAVID GORDON WOOD, <i>TH</i>	Department of Politics and International Studies
Dr CAMILO EDUARDO CALDERON MORALES	Department of Land Economy

14 June 2023

ANTHONY FREELING, <i>Acting Vice-Chancellor</i>	TIM HARPER	EMILY SO
MADELEINE ATKINS	ELLA MCPHERSON	PIETER VAN HOUTEN
NEVE ATKINSON	PATRICK MAXWELL	BHASKAR VIRA
JOHN DENNIS	NIGEL PEAKE	JOCELYN WYBURD
	SAVANNAH PHILLIPS	

ANNEX A

STATISTICAL SUMMARY

The statistical summaries of the number of successful and unsuccessful applications for promotion via the two Academic Career Pathways schemes are below.

In the ethnicity breakdowns, the term 'BAME' is used to be consistent with the University's Equality and Diversity Information Report,¹ although the University is aware of the limitations of the term.

ACADEMIC CAREER PATHWAYS (RESEARCH AND TEACHING) 2023 EXERCISE
STATISTICAL SUMMARY OF OUTCOMES

PROFESSORSHIPS (GRADE 12)

School Committee	Successful	Unsuccessful	Total
Arts and Humanities	7	1	8
Biological Sciences	4	1	5
Clinical Medicine	3	2	5
Humanities and Social Sciences	10	2	12
Physical Sciences	12	2	14
Technology	8	1	9
Total	44	9	53
Gender breakdown of total			
Men	29	6	35
Women	15	3	18
Ethnicity breakdown of total			
BAME	6	1	7
White	35	6	41
Not known	3	2	5

¹ Available at <https://www.equality.admin.cam.ac.uk/equality-reports>.

PROFESSORSHIPS (GRADE 11)

School Committee	Successful	Unsuccessful	Total
Arts and Humanities	8	1	9
Biological Sciences	8	5	13
Clinical Medicine	3	–	3
Humanities and Social Sciences	12	5	17
Physical Sciences	12	–	12
Technology	7	4	11
Total	50	15	65

Gender breakdown of total

Men	35	10	45
Women	15	5	20

Ethnicity breakdown of total

BAME	7	–	7
White	34	12	46
Not known	9	3	12

ASSOCIATE PROFESSORSHIPS (GRADE 10)

School Committee	Successful	Unsuccessful	Total
Arts and Humanities	3	1	4
Biological Sciences	5	–	5
Clinical Medicine	–	–	–
Humanities and Social Sciences	7	4	11
Physical Sciences	2	–	2
Technology	4	–	4
Total	21	5	26

Gender breakdown of total

Men	11	2	13
Women	10	3	13

Ethnicity breakdown of total

BAME	3	1	4
White	16	4	20
Not known	2	–	2

CLINICAL PROFESSORSHIPS

School Committee	Successful	Unsuccessful	Total
Arts and Humanities	–	–	–
Biological Sciences	–	–	–
Clinical Medicine	6	1	7
Humanities and Social Sciences	–	–	–
Physical Sciences	–	–	–
Technology	–	–	–
Total	6	1	7

Gender breakdown of total

Men	4	1	5
Women	2	–	2

Ethnicity breakdown of total

BAME	1	–	1
White	3	–	3
Not known	2	1	3

ACADEMIC CAREER PATHWAYS (TEACHING AND SCHOLARSHIP) 2023 EXERCISE
STATISTICAL SUMMARY OF OUTCOMES

This year, the Academic Career Pathways (Teaching and Scholarship) scheme had a provision that allowed individuals to apply for two grades, when it would normally be expected that progression is step-by-step through the grades. In addition, for applicants who chose to apply for two grades, Committees were able to consider the applicant for the lower grade, if they felt the applicant did not meet the criteria for the higher grade.

The tables below provide numbers of the position/grade to which applicants were promoted, which may be different to the position/grade for which they applied. Therefore, the numbers in the ‘unsuccessful’ column represent applicants who were not promoted to any position/grade.

PROFESSORSHIPS AND TEACHING PROFESSORSHIPS (GRADE 12)

School Committee	Successful	Unsuccessful	Total
Arts and Humanities	–	–	–
Biological Sciences	2	1	3
Clinical Medicine	–	–	–
Humanities and Social Sciences	–	–	–
Physical Sciences	2	–	2
Technology	–	–	–
Institute of Continuing Education	–	–	–
Total	4	1	5

Gender breakdown of total

Men	2	–	2
Women	2	1	3

Ethnicity breakdown of total

BAME	–	–	–
White	4	1	5
Not known	–	–	–

PROFESSORSHIPS AND TEACHING PROFESSORSHIPS (GRADE 11)

School Committee	Successful	Unsuccessful	Total
Arts and Humanities	6	–	6
Biological Sciences	–	2	2
Clinical Medicine	–	–	–
Humanities and Social Sciences	–	–	–
Physical Sciences	5	–	5
Technology	2	–	2
Institute of Continuing Education	1	–	1
Total	14*	2	16

Gender breakdown of total

Men	6	1	7
Women	8	1	9

Ethnicity breakdown of total

BAME	1	–	1
White	13	2	15
Not known	–	–	–

* Includes one person who applied for Grade 12.

ASSOCIATE PROFESSORSHIPS AND ASSOCIATE TEACHING PROFESSORSHIPS (GRADE 10)

School Committee	Successful	Unsuccessful	Total
Arts and Humanities	4	1	5
Biological Sciences	1	1	2
Clinical Medicine	–	–	–
Humanities and Social Sciences	–	–	–
Physical Sciences	–	–	–
Technology	4	–	4
Institute of Continuing Education	1	–	1
Total	10*	2	12

Gender breakdown of total

Men	7	–	7
Women	3	2	5

Ethnicity breakdown of total

BAME	2	1	3
White	7	1	8
Not known	1	–	1

* Includes five people who applied for Grade 11.

ASSOCIATE PROFESSORSHIPS AND ASSOCIATE TEACHING PROFESSORSHIPS (GRADE 9)

School Committee	Successful	Unsuccessful	Total
Arts and Humanities	5	–	5
Biological Sciences	1	1	2
Clinical Medicine	1	–	1
Humanities and Social Sciences	9	3	12
Physical Sciences	2	–	2
Technology	1	–	1
Institute of Continuing Education	2	–	2
Total	21*	4	25

Gender breakdown of total

Men	12	1	13
Women	9	3	12

Ethnicity breakdown of total

BAME	4	–	4
White	15	4	19
Not known	2	–	2

* Includes six people who applied for Grade 10.

SENIOR TEACHING ASSOCIATES (GRADE 8)

School Committee	Successful	Unsuccessful	Total
Arts and Humanities	3	1	4
Biological Sciences	1	–	1
Clinical Medicine	–	–	–
Humanities and Social Sciences	5	–	5
Physical Sciences	–	–	–
Technology	–	–	–
Institute of Continuing Education	–	–	–
Total	9*	1	10

Gender breakdown of total

Men	4	1	5
Women	5	–	5

Ethnicity breakdown of total

BAME	1	1	2
White	7	–	7
Not known	1	–	1

* Includes four people who applied for Grade 9.

TEACHING ASSOCIATES (GRADE 7)

School Committee	Successful	Unsuccessful	Total
Arts and Humanities	–	1	1
Biological Sciences	–	–	–
Clinical Medicine	–	–	–
Humanities and Social Sciences	–	–	–
Physical Sciences	–	–	–
Technology	–	–	–
Institute of Continuing Education	–	–	–
Total	–	1	1
Gender breakdown of total			
Men	–	–	–
Women	–	1	1
Ethnicity breakdown of total			
BAME	–	–	–
White	–	1	1
Not known	–	–	–

OBITUARIES

Obituary Notice

CHRISTOPHER JOHN PADFIELD, M.A., Ph.D., MICE, Emeritus Fellow and formerly Staff Fellow and Director of Studies in Engineering and also Graduate Tutor of Trinity Hall, member of Fitzwilliam College and of Darwin College, former Director of Strategic Development in the Unified Administrative Service, sometime Founding Director of the Corporate Liaison Office and onetime Director, the Programme for Industry, died on 3 June 2023, aged 73 years.

GRACES

Graces submitted to the Regent House on 14 June 2023

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. 112), will be deemed to have been approved at **4 p.m. on Friday, 23 June 2023**. 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 recommendation in paragraph 7 of the Report of the Council, dated 3 May 2023, on the membership conditions for the independent student member of the Council (*Reporter*, 6698, 2022–23, p. 638) be approved.
2. That the recommendations in paragraph 8 of the Report of the General Board, dated 16 May 2023, on a new rate of study for the part-time Doctor of Philosophy Degree (*Reporter*, 6700, 2022–23, p. 664) be approved.

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

3. That Regulation 8 of the Ordinance for Financial Matters (*Statutes and Ordinances*, p. 1054) be revised, and a new Regulation 9 inserted, to read as follows:¹

8. The Estates Committee shall be a joint committee of the Council and the General Board. Its purpose shall be to direct the planning and oversee the development, construction, and performance management of the University's operational estate.^[1] Its delegated authority shall be subject to terms of reference^[2] and any other conditions of delegation approved by the Council and the General Board. It shall also be subject to any sites and buildings regulations approved by the Council, the Finance Committee and the General Board from time to time.

9. In order to fulfil its purpose, the Estates Committee may need to exercise the powers of the University to enter into or carry out transactions in relation to the University's property and the management of that property.^[3] The Estates Committee may therefore exercise those powers under the Finance Committee within the limits set out in Regulation 2 of this Ordinance. It may do so only to the extent that their exercise falls within the scope of its delegated authority as set out in Regulation 8 of this Ordinance. Subject to the same restrictions, it may delegate their exercise to its sub-committees.

^[1] For the definition of the operational estate, see Regulation 4(b) of the Ordinance for the Land Fund [*Statutes and Ordinances*, p. 1089].

^[2] See the terms of reference for the Estates Committee published on [date] ([*Reporter* reference to be added after publication]).

^[3] As set out in Statute A II 3–5 [*Statutes and Ordinances*, p. 4].

4. That a Cambridge University Opera Fund be established in the University, to be governed by the following regulations.²

CAMBRIDGE UNIVERSITY OPERA FUND

1. The funds received in response to an appeal made in 1981 for more permanent support for student opera productions, together with such other sums as may be received or applied for the same purpose, shall form an endowment fund called the Cambridge University Opera Fund.

2. The Managers shall be responsible for the administration of the Fund and the application of its income and shall comprise three members of the Regent House appointed by the Faculty Board of Music, who shall serve for such period as the Faculty Board shall determine.^[1]

3. Subject to Regulation 4, the income of the Fund shall be used to provide funding to support opera productions by registered student societies in such manner as the Managers think fit.

4. Any unexpended income in any financial year may, at the discretion of the Managers, be carried forward for use as income in accordance with Regulation 3 in any one or more subsequent financial years.

^[1] The Faculty Board of Music has agreed that, of the three Managers of the Fund, one shall be appointed on the nomination of the Senior Advisory Committee of the Cambridge University Opera Society from among the members of the Regent House who are not members of the Society, one shall be appointed on the nomination of the Music Performance Committee, and the third shall, until further notice, be the Director of the Centre for Music Performance.

¹ See the Council's Notice p. 723.

² The Council, on the recommendation of the General Board and with the support of the Chair and Senior Treasurer of the Cambridge University Opera Society, is proposing that the Fund arising from the proceeds of the 1981 appeal should be established in Ordinance, to confirm its status as a fund of which the University is trustee and therefore the Fund's eligibility for investment in the University's Endowment Fund.

ACTA

Approval of Graces submitted to the Regent House on 1 June 2023

The Graces submitted to the Regent House on 1 June 2023 (*Reporter*, 6702, 2022–23, p. 708) were approved at 4 p.m. on Friday, 9 June 2023.

E. M. C. RAMPTON, *Registrar*

END OF THE OFFICIAL PART OF THE 'REPORTER'

COLLEGE NOTICES**Elections****Darwin College**

Elected to an Honorary Fellowship, under Title B, from 15 May 2023:

Professor Dame Julia Slingo, DBE
Mrs Angela Darwin, JP

Elected to a Professorial Fellowship, under Title C, from 12 June 2023:

Professor Flora Samuel, B.A., *MUR*, Dip.Arch., *DAR*,
Ph.D., *Cardiff*

Hughes Hall

Elected to a By-Fellowship from 15 March 2023:

Eleanor Greer, B.A., *Dalhousie*, M.St., *Oxford*,
M.A., *UCL*, Ph.D., *Warburg Institute*
Spencer C. Johnston, B.A., *Tyndale*, M.Sc., *Amsterdam*,
Ph.D., *St Andrew's*

Robinson College

Elected to a Fellowship in Class B from 5 June 2023:

Olga Petri, B.A., M.A., *Saint Petersburg State*
University, M.Sc., *UCL*, Ph.D., *EM*

Vacancies

Downing College: College Associate Professorship and Fellowship in Classics; tenure: three years from 1 October 2023 (with the possibility of permanency); salary: £37,467 plus additional benefits; closing date: 7 July 2023 at 12 noon; further details: <https://www.dow.cam.ac.uk/people/vacancies/academic-vacancies>

Robinson College: Baxandall Visiting Fellowship; tenure: one to three terms from either October 2023, January 2024 or April 2024; non-stipendiary but accommodation and expense allowances provided; closing date: 16 July 2023; further details: <https://www.robinson.cam.ac.uk/about-robinson/job-vacancies/baxandall-visiting-fellowship>

EXTERNAL NOTICES**Oxford Notices**

Harris Manchester College: Clerk of Works; tenure: full-time, permanent; salary: £44,414–£52,841; closing date: 3 July 2023; further details: <https://www.hmc.ox.ac.uk/vacancies>

Merton College: Stipendiary Lectureship in Clinical Medicine (Bedside Teaching); tenure: part-time (two contact hours per week) from 1 October 2023 or as soon as possible thereafter; stipend: £5,558 plus additional benefits; closing date: 30 June 2023 at 12 noon; further details: <https://www.merton.ox.ac.uk/vacancies-0>

Stipendiary Lectureship in Biology (Quantitative Methods); tenure: part-time (three contact hours per week) from 1 October 2023 or as soon as possible thereafter; stipend: £8,337 plus additional benefits; closing date: 3 July 2023 at 12 noon; further details: <https://www.merton.ox.ac.uk/vacancies-0>

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