

CAMBRIDGE UNIVERSITY REPORTER

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UNIVERSITY OF
CAMBRIDGE

NOTICES

Calendar

17 April, *Wednesday*. Easter Term begins.

23 April, *Tuesday*. Full Term begins. Mere's Commemoration Sermon in St Benedict's Church at 11.45 a.m. Preacher, Dr Ruth Jackson Ravenscroft, Bye-Fellow, Tutor and Director of Studies of Sidney Sussex College, Bye-Fellow and Director of Studies of Lucy Cavendish College, member and Director of Studies of Corpus Christi College, Foundation Year Teaching Associate and Affiliated Lecturer in the Faculty of Divinity.

27 April, *Saturday*. Congregation of the Regent House at 10 a.m.

30 April, *Tuesday*. Discussion by videoconference at 2 p.m. (see below).

4 May, *Saturday*. End of first quarter of Easter Term.

Discussion on Tuesday, 30 April 2024

The Vice-Chancellor invites members of the Regent House, University and College employees, registered students and others qualified under the regulations for Discussions (*Statutes and Ordinances*, p. 111) to attend a Discussion by **videoconference** on Tuesday, 30 April 2024 at 2 p.m. The following item will be discussed:

1. Topic of concern to the University: Change to the Pro-Vice-Chancellorships (see p. 470).

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 Registry, on paper or by email to UniversityDraftsman@admin.cam.ac.uk from addresses within the [cam.ac.uk](http://www.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/.

Sir Robert Rede's Lecture

The Vice-Chancellor gives notice that the 2024 Rede Lecture to be given by Professor Dame Mary Beard, DBE, FSA, FBA, Fellow of Newnham College and Professor of Classics Emerita, will be entitled '*The boy who breathed on the glass at the British Museum*': *What, or whom, is the past for?*

The lecture will be given on Friday, 3 May 2024 at 5.30 p.m. in the West Road Concert Hall. It will be open to members of the University community (staff, students and alumni) and others who are interested. Those wishing to attend are asked to register for a free ticket at <https://www.eventbrite.co.uk/e/872652907337>.

Deputy Vice-Chancellor appointed

15 April 2024

The Vice-Chancellor gives notice that she has appointed, in accordance with Statute C III 7(a), Dr Diarmuid O'Brien, *EM*, Pro-Vice-Chancellor, as a Deputy Vice-Chancellor for the remainder of the 2023–24 academic year.

Office of Pro-Vice-Chancellor (Research)¹

The Council wishes to make an appointment to the office of Pro-Vice-Chancellor (Research) following Professor Anne Ferguson-Smith's appointment as Chief Executive Officer of the Biotechnology and Biological Sciences Research Council (BBSRC). This is an exciting opportunity to play a critical role in ensuring that the University of Cambridge maintains its international reputation for research excellence by growing its research income and further enhancing its strong and supportive research culture.

The office of Pro-Vice-Chancellor is held for three years in the first instance.² The person appointed to the office of Pro-Vice-Chancellor (Research) will be expected to take up the position on 1 July 2024, or as soon as possible thereafter.

The remit

The Council wishes to appoint a Pro-Vice-Chancellor to provide senior academic leadership on matters relating to the University's research activities, with an emphasis on further strengthening its research profile and impact, including by growing its research income. The Pro-Vice-Chancellor (Research) will lead the development and implementation of strategy and policy relating to research. As part of that effort, building on the foundations laid by Professor Ferguson-Smith, the officeholder will be responsible for sustaining and enhancing a supportive research culture which allows the University to continue to flourish as an outstanding research-intensive University with global influence. A further feature of the role will be developing large-scale cross-School and collaborative initiatives, for example to take a synergistic approach to tackling global challenges to increase the impact of Cambridge's research on society. The officeholder will also play a central role in the continued enhancement of the University's research services, including the delivery of the Transforming Research Support Programme (TRS) and its alignment with other large scale change programmes.

The officeholder will be responsible for the University's submission to the next Research Excellence Framework exercise (REF2029). This is a major multi-year project which involves extensive preparation, planning and liaison with the University's Schools, Departments and Faculties as well as its collections and the Colleges. Success in REF2029 is vital to maintaining the University's standing as a leading UK research-intensive university. The Pro-Vice-Chancellor (Research) will also be responsible for further developing the University's relationships with research funding councils, government bodies and strategic partners from industry and the charity sector. The individual will continue to ensure that the University is an integral part of, and important contributor to, higher education alliances nationally and internationally.

The officeholder will chair the Research Policy Committee and attend a number of other senior committees including the General Board and the Council. The individual will be the academic lead for, and will be supported by, the Research Office and, for other parts of their role, will be the academic co-lead, together with the Pro-Vice-Chancellor (Innovation), for the Strategic Partnership Office.

Attributes and experience

The successful candidate will be internationally recognised for their sustained track record of outstanding research and as leader of an academic community (for example as a head of a department, faculty, research institute or reasonably-sized research group). They will have significant experience working at senior levels with external bodies such as research funding councils, partners from industry, the charity sector and/or with governmental bodies; and they will have broad experience of the international research landscape, for instance through collaborations with overseas research partners.

The individual appointed to the office will have a good overall awareness of, and affinity with, the range of research activities across the collegiate University, and will have an understanding of the differences in culture and conditions for success across the spectrum. They will lead through persuasion and influence and will thrive when working across a number of different areas with a wide variety of colleagues. The officeholder will be a fluent communicator, able to promote compellingly the value and impact of research at Cambridge to a range of audiences.

The successful candidate will be recognised as an individual who is able to lead and inspire staff engaged in research at all levels. They will demonstrate clarity of thought and an openness to contrasting views and will have the ability to bring together people from across different academic and professional services backgrounds. The individual appointed to the office will also have a deep interest in the international higher education research landscape.

The University of Cambridge is committed to a pro-active and inclusive approach to equality, which supports and encourages all under-represented groups, promotes an inclusive culture, and values diversity. The University is particularly focused on increasing diversity among staff on higher grades and especially encourages women and candidates from Black, Asian and Minority Ethnic backgrounds to apply for this vacancy.

Role of the Pro-Vice-Chancellors

Reporting to the Council through the Vice-Chancellor, the Pro-Vice-Chancellors provide academic leadership to the University to ensure that the University maintains and enhances its contribution to society and its global academic standing. They support the Vice-Chancellor in the delivery of her objectives, and work as a team with the Heads of Schools, the Registrar, the Chief Financial Officer, the Executive Director of Development and Alumni Relations, the Director of Communications and other senior colleagues.

¹ This is an amended version of the Advance Notice published on the *Reporter* website on 28 March 2024 (see <https://www.reporter.admin.cam.ac.uk/files/pvc-adverts-20240328.pdf>), incorporating updates including to the list of current Pro-Vice-Chancellors (following the start of Dr O'Brien's tenure from 15 April 2024), extending the closing date from 23 to 25 April 2024 and revising the contact details to which expressions of interest should be sent.

² Statute C III 16 states that 'A Pro-Vice-Chancellor shall hold office for not more than three years at a time and shall be eligible for reappointment, provided that no person shall hold the office of Pro-Vice-Chancellor for a total period of more than six, or in exceptional circumstances eight, years, whether consecutively or otherwise' (*Statutes and Ordinances*, p. 19).

In addition to the Pro-Vice-Chancellor (Research and International Partnerships), the University currently has four Pro-Vice-Chancellors with the following portfolios:³

- Professor David Cardwell (Strategy and Planning)
- Professor Kamal Munir (University Community and Engagement)
- Dr Diarmuid O’Brien (Innovation)
- Professor Bhaskar Vira (Education)

Terms of appointment

The Pro-Vice-Chancellor will be appointed at no less than 80% FTE.

The formula for determining the stipend for the office of Pro-Vice-Chancellor is set out in the Ordinance for the Office of Pro-Vice-Chancellor.⁴ In recent years the full-time salary for Pro-Vice-Chancellors has normally been within the range of £160,000–£185,000.

The Council expects to make the appointment in the Easter Term. The Council will be advised by a Nominating Committee chaired by the Vice-Chancellor.

Expressions of interest and further information

The Nominating Committee welcomes expressions of interest from individuals and nominations of potential candidates for consideration by the Committee. The position is open to external and internal candidates.

Saxton Bampfylde Ltd is acting as an employment agency advisor for this appointment. For further information about the role, including details about how to apply, please visit <https://www.saxbam.com/appointments> using reference WABSI. Alternatively telephone +44 (0)20 7227 0880 (during office hours). Applications should be received by **12 noon on Thursday, 25 April 2024**.

³ The Pro-Vice-Chancellor portfolios may change over time as and when appointments and re-appointments are made. Following the end of Professor Cardwell’s term in office on 31 July 2024, the portfolio will be renamed ‘Resources and Operations’ (see below).

⁴ *Statutes and Ordinances*, p. 691.

Office of Pro-Vice-Chancellor (Resources and Operations)¹

The Council wishes to make an appointment to the office of Pro-Vice-Chancellor following the end of Professor Cardwell’s second term as Pro-Vice-Chancellor (Strategy and Planning). The Council has agreed that, reflecting the different calls on the University’s resources and the consequential need for a greater focus on prioritisation and operational effectiveness, the portfolio should be repositioned as ‘Resources and Operations’.

This is a key strategic moment for the University. There are a number of transformation programmes under way, the purpose of which is to improve the effectiveness and efficiency of the University’s operations. The digital and IT landscape is being modernised and harmonised. Lastly, the processes of academic and financial planning are being renewed with a continued focus on financial sustainability. By combining these activities into one portfolio, the Council aims to achieve an integrated approach to its professional services to better support the University’s academic mission.

The office of Pro-Vice-Chancellor is held for three years in the first instance.² The person appointed to the office of Pro-Vice-Chancellor (Resources and Operations) will be expected to take up the position on 1 August 2024, or as soon as possible thereafter.

The remit

The Pro-Vice-Chancellor (Resources and Operations) will provide leadership across four principal areas: the prioritisation, distribution and use of resources across the University to optimise operational effectiveness; integration of academic planning with resource planning; and oversight of both the University’s change programmes and the University’s IT and digital capability.³ This is an exciting opportunity for an individual who wishes to be a visible leader across the collegiate University in areas which are fundamental to the University’s continued success. The individual will play a key role in shaping the direction of the University over the next few years, in particular, by ensuring that it is financially sustainable and that its operations and infrastructure provide the most appropriate support to one of the world’s best academic institutions.

Although the portfolio is expansive, the officeholder will be expected to lead activity principally at a strategic level. Support (strategic and operational) will be primarily provided by the Finance Division; the Estates Division; the Change and Programme Management Office; the University Information Services; and the Health, Safety and Regulated Facilities Division.

¹ This is an amended version of the Advance Notice published on the *Reporter* website on 28 March 2024 (see <https://www.reporter.admin.cam.ac.uk/files/pvc-adverts-20240328.pdf>), incorporating updates including to the list of current Pro-Vice-Chancellors (following the start of Dr O’Brien’s tenure from 15 April 2024), extending the closing date from 23 to 25 April 2024 and revising the contact details to which expressions of interest should be sent.

² Statute C III 16 states that ‘A Pro-Vice-Chancellor shall hold office for not more than three years at a time and shall be eligible for reappointment, provided that no person shall hold the office of Pro-Vice-Chancellor for a total period of more than six, or in exceptional circumstances eight, years, whether consecutively or otherwise’ (*Statutes and Ordinances*, p. 19).

³ Financial Transformation (FTP), HR Transformation (HRT), Transforming Research Support (TRS), Reshaping our Estate (RSoE) and Reimagining Professional Services (RPS).

The Pro-Vice-Chancellor will be responsible for ensuring that the University's resources are deployed to best effect in support of the University's academic endeavour. This will include developing and implementing a robust approach to prioritisation of resource across all areas of the University's activities, which in turn will inform the distribution of financial resources. This work will be done in partnership with the Chief Financial Officer who is focused on strengthening the University's financial resilience, including by growing its investment capacity. Together, the Pro-Vice-Chancellor and the Chief Financial Officer will lead the work to ensure that the University is able to support and invest in its people, its academic activity and its physical infrastructure now and into the future.

More specifically, the successful candidate will continue the work of Professor Cardwell to develop the University's planning and budgeting process so that it is priority-led. This strand of activity will include the successful delivery of the Enhanced Financial Transparency Programme, as a result of which financial monitoring and accountability across the institution will be considerably improved.

In addition, the officeholder will provide the academic leadership for the following areas and the related professional services teams:

- all estates-related activity, including the development of the University's first masterplan across the entirety of its estate; the successful delivery of the Reshaping our Estate programme, the objective of which is to create an estate that is 'more efficient, more effective, more sustainable, and fit-for-purpose'; and, working with the Property Board, the planning and delivery of the next phases of development in Eddington;
- the University's ambitious transformation programmes. The individual will ensure that these programmes are properly aligned, sequenced and resourced such that they are successfully implemented and deliver on their goals. More broadly, the individual will champion these change programmes across the University, helping the community to prepare for the cultural and operational changes that are a core part of these transformation programmes. The officeholder will also advise on the evolution of these programmes and the development of potential future programmes, to ensure that the University's professional services are able to provide contemporary and fit-for-purpose support to the academic endeavour; and
- the University's IT and digital landscape, including: ensuring that the University has the right capabilities and capacity to continue the transition to a more digitally-enhanced future; accelerating the defragmentation of IT infrastructure; and mitigating the major risks in this area such as cyber security.

The officeholder will chair a number of committees, which may include the Finance Committee, the Resource Management Committee, the Estates Committee, the Change and Programme Management Board, the Information Services Committee, and the Health and Safety Executive Committee. The individual will also attend the Planning and Resources Committee, the General Board and the Council.

Attributes and experience

The successful candidate will have a record of high achievement as a leader of an academic community (for example in a large department, faculty or research institute), within Cambridge or in another leading higher education institution. They will also have substantial experience of prioritisation, resource allocation, financial planning and, preferably, some experience of managing change and at least an interest in digital technologies.

The individual will have a proven ability to lead discussions about, and reach conclusions on, complex and potentially contentious topics, including those relating to funding, resources and prioritisation. The successful candidate will have a thorough understanding of financial management and be able to deliver results in an environment where authority is derived from influence and persuasion. The individual will be a fluent communicator, will have the ability to engage effectively with diverse groups across the collegiate University and will be willing to have difficult conversations on, and lead constructive debates about, topics about which colleagues feel passionately. They will be thoughtful, considerate, committed and resilient.

The University of Cambridge is committed to a pro-active and inclusive approach to equality, which supports and encourages all under-represented groups, promotes an inclusive culture, and values diversity. The University is particularly focused on increasing diversity among staff on higher grades and especially encourages women and candidates from Black, Asian and Minority Ethnic backgrounds to apply for this vacancy.

Role of the Pro-Vice-Chancellors

Reporting to the Council through the Vice-Chancellor, the Pro-Vice-Chancellors provide academic leadership to the University to ensure that the University maintains and enhances its contribution to society and its global academic standing. They support the Vice-Chancellor in the delivery of her objectives, and work as a team with the Heads of Schools, the Registrar, the Chief Financial Officer, the Executive Director of Development and Alumni Relations, the Director of Communications and other senior colleagues.

In addition to the Pro-Vice-Chancellor (Strategy and Planning), the University currently has four Pro-Vice-Chancellors with the following portfolios:⁴

- Professor Anne Ferguson-Smith (Research and International Partnerships)
- Professor Kamal Munir (University Community and Engagement)
- Dr Diarmuid O'Brien (Innovation)
- Professor Bhaskar Vira (Education)

⁴ The Pro-Vice-Chancellor portfolios may change over time as and when appointments and re-appointments are made. Following the end of Professor Ferguson-Smith's term in office on 30 June 2024, the portfolio will be renamed 'Research' (see p. 467).

Terms of appointment

The Pro-Vice-Chancellor will be appointed at no less than 80% FTE.

The formula for determining the stipend for the office of Pro-Vice-Chancellor is set out in the Ordinance for the Office of Pro-Vice-Chancellor.⁵ In recent years the full-time salary for Pro-Vice-Chancellors has normally been within the range of £160,000–£185,000.

The Council expects to make the appointment in the Easter Term. The Council will be advised by a Nominating Committee chaired by the Vice-Chancellor.

Expressions of interest and further information

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⁵ *Statutes and Ordinances*, p. 691.

Topic of concern to the University: Change to the Pro-Vice-Chancellorships

16 April 2024

The Registry gives notice that she has received the following request for the discussion of a Topic of concern to the University:

The Council has made the decision to open recruitment of Pro-Vice-Chancellors to ‘external candidates’ in order ‘to diversify expertise within the Senior Leadership Team’ (Minutes of its meeting on 24 January).^[1]

Two Pro-Vice-Chancellorships were advertised in a *Reporter* Advance Notice on 28 March.^[2] The next *Reporter* appears only on 17 April to put the proposal on the record. Meanwhile Saxton Bampfylde has been appointed as an ‘employment agency’ to advertise the posts, with a closing date of 23 April.

The vacant Pro-Vice-Chancellorships are respectively for ‘Research’ and ‘Resources and Operations’. The Pro-Vice-Chancellor for Research, a change from ‘Research and International Partnerships’ is among other things to ‘grow research income’. The Pro-Vice-Chancellor for Resources and Operations replaces the Pro-Vice-Chancellor for Strategy and Planning, and is, among other things, to ‘integrate academic planning with resource planning’.

The Council’s Minute records that it chose options which could be taken forward without changing ‘the terms and conditions of appointment, as set out in *Statutes and Ordinances*’. The undersigned call for a Discussion to be held before the proposed appointments are made without these changes being approved by the Regent House.

This request is supported by the 50 members of the Regent House listed in Annex A.

The Council has agreed that this topic will be included on the agenda of the Discussion on **Tuesday, 30 April 2024 at 2 p.m. by videoconference** (see p. 466).

ANNEX A

R. A. ALEXANDER
G. P. ALLEN
M. W. ASHBY
W. J. ASTLE
M. B. BECKLES
J. R. BELLIS
PIETE BROOKS
D. F. BUSCHER
J. COBBE
D. E. A. CURTIS
L. T. DEFRATES
J. M. DIXON
S. J. EGLIN
M. P. EISNER
K. C. ESTEFAN
G. R. EVANS
A. GARG

D. J. GOODE
J. A. GUARNERI
R. HAYNES
L. M. HAYWOOD
J. HEATH
S. B. HOLDEN
L. JANIK
C. A. JONES
D. R. H. JONES
A. P. A. KENT
C. S. KIMBRIEL
P. M. KNOX
P. F. KORNICKI
M. H. KRAMER
T. KREVER
H. J. MACHADO GOMEZ LEAL
L. G. MELLOR

P. MENDES LOUREIRO
S. W. MOORE
C. G. A. MOUHOT
Y. NOBIS
S. M. OOSTHUIZEN
N. A. OVENDEN
B. A. PARSONS
R. RAU
M. A. RUEHL
E. R. SANDFORD
S. J. SCHAFFER
N. E. TAYLOR
D. H. WEISS
R. WIGHTMAN
R. M. WILSON
B. A. WINDEATT

^[1] [https://www.governance.cam.ac.uk/committees/council/2024-01-22/MeetingDocuments/24.01.22 Confirmed Council Minutes.pdf#page=2](https://www.governance.cam.ac.uk/committees/council/2024-01-22/MeetingDocuments/24.01.22%20Confirmed%20Council%20Minutes.pdf#page=2) (University account required).

^[2] See <https://www.reporter.admin.cam.ac.uk/files/pvc-adverts-20240328.pdf> (reproduced at pp. 467 and 468 above).

Office of Pro-Vice-Chancellor: Council response to the Topic of concern

17 April 2024

The Council has received a request for the discussion of a Topic of concern on changes to the Pro-Vice-Chancellorships (p. 470 above), to which it wishes to respond. The request indicates that it has been prompted by the recent advertising of two vacancies in the office (p. 467 and p. 468). The request draws attention to two matters, the encouragement of external as well as internal candidates, and the revised portfolios of the advertised positions.

The Council discussed recruitment to these vacancies in January 2024. It noted the evolution of the Pro-Vice-Chancellorships since they were first established on the recommendation of the Wass Syndicate. It also noted the provisions in *Statutes and Ordinances* governing the office. These state that the Council makes appointments to the offices after consulting with the General Board and on the recommendation of a Nominating Committee constituted in Ordinance, and that a Pro-Vice-Chancellor performs the duties prescribed by Statute or Ordinance and other duties as determined by the Council or the Vice-Chancellor.¹

Discussion about whether to advertise these particular vacancies externally had been prompted by Council members previously raising whether these positions could and should be open to external applicants (the Council has previously advertised a vacancy in the office, in 2018, as open to externals²). At its meeting in January, the Council supported opening recruitment to external candidates in order to facilitate the widest and strongest field. It also agreed to update the descriptions of the portfolios to better meet the current needs of the University and reallocate some aspects to provide better balance between portfolios.

The Council can confirm that the primary aim of the selection process is unchanged, which is to identify the best candidate for the role, whether they are internal or external. In other words, there is no assumption that the appointments will necessarily be external. The terms and conditions of appointment are also unchanged, and are in line with the *Statutes and Ordinances*. Finally, the Council routinely reviews portfolios in the event of a vacancy in these offices. The main focus of each vacant office remains the same, with one ensuring that the University maintains its international reputation for research excellence, and the other centring on the most effective use of the University's resources at a strategic level.

¹ See Sections 15 and 17 of Statute C III.

² See *Reporter*, 6494, 2017–18, p. 380. The vacancy was also advertised on jobs.ac.uk and in *Times Higher Education*.

Changes to Human Resources policies

New and amended legislation has been introduced from 6 April 2024 to widen access to flexible working, introduce a new leave entitlement for carers, extend existing redundancy protections, and change the way paternity leave is booked and taken. As a result, the Council and the General Board have approved a number of changes to University policies and procedures. For further information see: <https://www.hr.admin.cam.ac.uk/news/hr-policies-effective-6-april-2024>.

Environmental Sustainability Report, 2022–23

The Environmental Sustainability Report for 2022–23 is now available, providing details of successes in sustainability, lessons learned and plans for the forthcoming year. The report and further details, including video highlights, are available at <https://www.environment.admin.cam.ac.uk/Annual-Report>.

Equality and pay reporting, 2022–23

The 2022–23 Equality and Diversity Information Report is now available on the Equality, Diversity and Inclusion website at <https://www.equality.admin.cam.ac.uk/equality-reports> and on the *Reporter* website at <https://www.admin.cam.ac.uk/reporter/2023-24/weekly/6736/EDI-Report-2023.pdf>. The Report provides a summary of activities and initiatives in support of the University's Equality and Diversity priorities and presents an overview of equality information on the University's staff and student communities. The report also incorporates the following:

- The mandatory **Gender Pay Gap Report 2023**, published in accordance with the provisions of the Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017. Figures can also be viewed on the government's gender pay gap viewing service at <https://gender-pay-gap.service.gov.uk/viewing>.
- The **Equal Pay Review 2023**, and the **Staff Statistical Information Report 2023**, both of which are published in line with commitments made to the Regent House, arising from the Second Joint Report of the Council and the General Board on new pay and grading arrangements for non-clinical staff (*Reporter*: 6002, 2004–05, p. 745 and 6012, 2005–06, p. 56)

VACANCIES, APPOINTMENTS, ETC.**Electors to the Professorship of the Public Understanding of Mathematics**

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

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

(a) on the nomination of the Council:

Professor Colva Roney-Dougal, *University of St Andrews*

Professor Ivan Smith, *CAI*

(b) on the nomination of the General Board:

Professor John Aston, *CHU*

Professor Chris Budd, *University of Bath*

Professor Com-Cille P. Caulfield, *CHU*

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

Professor Julia Gog, *Q*

Professor Philip Maini, *University of Oxford*

Professor Nigel Peake, *EM*

Elections, appointments and grants of title

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

ELECTIONS

Professor Anthony Bale, M.A., *University of York*, D.Phil., *University of Oxford*, Professor of Medieval Studies, Birkbeck, University of London, elected Professor of Medieval and Renaissance English with effect from 1 October 2024.

Professor Steven Barrett, M.A., M.Eng., Ph.D., *PEM*, H. N. Slater Professor of Aeronautics and Astronautics, Massachusetts Institute of Technology, elected Regius Professor of Engineering with effect from 1 June 2024.

Professor Josephine Crawley Quinn, M.A., Ph.D., *University of California, Berkeley*, Professor of Ancient History, University of Oxford, elected Professor of Ancient History with effect from 1 January 2025.

Professor Serafina Cuomo, M.Phil., *CC*, Ph.D., *CHR*, Professor of Ancient History, Durham University, elected A. G. Leventis Professor of Greek Culture with effect from 1 September 2024.

Mr Harbinder Singh Birdi, B.A., *Manchester Metropolitan University*, B.Arch., *Manchester*; Pg.Dip.Arb., FRIBA, FICE, FRSA, Founder and Creative Director of Birdi & Partners Ltd., elected Visting Professor from 1 December 2023 until 30 September 2024, assigned to the Department of Architecture.

APPOINTMENTS**University Associate Professors (Grade 10)**

Engineering. Dr Michael James Crisp, M.Eng., Ph.D., *DOW*, appointed from 1 May 2024 until the retiring age. Dr Irene Constantina Dedoussi, B.A., M.Eng., *JN*, S.M., Ph.D., *MIT*, appointed from 2 April 2024 until the retiring age and subject to a probationary period of three years.

Plant Sciences. Dr Clifford Jacob Harris, B.A., *Oxford*, Ph.D., *DOW*, appointed from 1 March 2024 until the retiring age and subject to a probationary period of five years.

University Associate Professor (Grade 9)

Music. Professor Catherine Anne Bradley, B.A., *Oxford*, Ph.D., *T*, appointed from 1 September 2024 until the retiring age.

University Assistant Professors

Applied Mathematics and Theoretical Physics. Professor Angela Capel Cuevas, B.Sc., *Granada*, M.Sc., Ph.D., *Autonomous University of Madrid*, appointed from 2 April 2024 until the retiring age and subject to a probationary period of five years.

Architecture. Dr Sofia Anja Singler, Adv.Dip.Arch., *Finnish Ministry of Culture and Education*, M.Arch., *Yale*, M.A., *SID*, Ph.D., *PEM*, appointed from 1 September 2023 until the retiring age and subject to a probationary period of three years.

Chemistry. Dr Jenny Zhenqi Zhang, B.Adv.Sci., Ph.D., *Sydney*, appointed from 1 July 2024 until the retiring age and subject to a probationary period of three years.

Pathology. Dr Ying-Wen Betty Chung, B.Sc., M.Sc., *Otago*, Ph.D., *University College Cork*, appointed from 1 March 2024 until the retiring age and subject to a probationary period of five years.

Philosophy. Dr Owen Edward Griffiths, B.A., M.Phil., Ph.D., *JN*, appointed from 1 September 2024 until the retiring age and subject to a probationary period of two years.

Physics. Dr Boris Bolliet, S.B., M.A., *ENS*, M.A., Ph.D., *Grenoble Alpes*, appointed from 8 April 2024 until the retiring age and subject to a probationary period of one year.

Politics and International Studies. Dr Ilias Alami, M.Sc., *Toulouse Business School*, M.Sc., *UCL*, Ph.D., *Manchester*, appointed from 2 January 2024 until the retiring age and subject to a probationary period of five years.

Sociology. Dr Shannon Kuriakose Philip, B.A., *UEA*, M.Sc., Ph.D., *Oxford*, appointed from 1 September 2024 until the retiring age and subject to a probationary period of five years. Dr Alexander James Wood, B.Sc., *Aston*, M.Phil., *W*, Ph.D., *DAR*, Pg.Cert., *Birmingham*, appointed from 1 September 2024 until the retiring age and subject to a probationary period of five years.

Assistant Director

University Offices (Research Office). Dr Andrew Robert Jackson, B.Eng., Ph.D., *York*, M.B.A., *Open*, appointed from 1 May 2024 until the retiring age and subject to a probationary period of nine months.

Senior Assistant Registrar

University Offices (Academic Division). Ms Thuridur Gudmunda Agustsdottir, B.A., *Iceland*, M.A., *UCL*, appointed from 13 May 2024 until the retiring age and subject to a probationary period of nine months.

Assistant Curator

History and Philosophy of Science. Dr Hannah Lucy Price, B.A., M.Phil., Ph.D., *T*, appointed from 11 March 2024 until the retiring age and subject to a probationary period of nine months.

Computer Officer

History. Ms Daniela Stoica, B.Sc., *Suceava*, M.Sc., *Bucharest*, appointed from 26 April 2024 until the retiring age and subject to a probationary period of six months.

GRANTS OF TITLE

Affiliated Lecturers

Classics. Dr Moreed Arbabzahah, *PEM*, Dr Adrian Popescu, Dr Philippa Steele, *M*, Dr Jerry Toner, *CHU*, and Dr Jo Willmott, *CC*, have been granted the title of Affiliated Lecturer from 1 October 2023 for a further two years.

Engineering. Dr Tomalin Marcus, *TH*, has been granted the title of Affiliated Lecturer from 1 February 2024 until 31 January 2025.

Music. Professor Jeremy Begbie, Dr Mine Dogantan-Dack, Professor Margaret Faultless, Dr David Skinner, Dr Jeremy Thurlow and Dr Edward Wickham have been granted the title of Affiliated Lecturer from 1 October 2023 for a further two years.

Pharmacology. Professor Hywel Llewelyn Roderick has been granted the title of Affiliated Lecturer from 1 March 2024 for a further two years.

CORRECTION

The Notice published on 27 September 2023 (*Reporter*, 6711, 2023–24, p. 4) unfortunately contained an error. The entry concerned should have read as follows:

Senior Assistant Curator of the Museum of Archaeology and Anthropology

Museum of Archaeology and Anthropology. Dr Eve Katharine Ettershank Haddow, M.A., *Edinburgh*, M.A., *Manchester*, Ph.D., *ANU*, appointed from **1 May 2024** until the retiring age and subject to a probationary period of five years.

Vacancies in the University

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

Ursula Zoellner Professorship of Cancer Research in the Department of Oncology; start date: as soon as possible; informal enquiries: Professor Rebecca Fitzgerald, Convenor of the Board of Electors (email: rcf29@cam.ac.uk); closing date: 22 April 2024; further details: <https://www.jobs.cam.ac.uk/job/45767/>; quote reference: RD40976

Hong Kong Jockey Club Professorship of Global Health in the Department of Medicine; informal enquiries: Tadhg Waddington, Perrett Laver executive search (email: Tadhg.Waddington@perrettlaver.com); closing date: 13 May 2024 at 9 a.m.; further details: <https://www.jobs.cam.ac.uk/job/45942/> and <https://candidates.perrettlaver.com/vacancies>, quote reference 7258

Associate Professorship of Anaesthesia in the Department of Medicine; salary: £93,666–£126,281; start date: as soon as possible; closing date: 5 May 2024; further details: <https://www.jobs.cam.ac.uk/job/45978/>; quote reference: RC41179

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

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

AWARDS, ETC.**Sedgwick Prize: Submissions by 1 May 2024***(Statutes and Ordinances, p. 972)*

The Woodwardian Professor of Geology gives notice, on behalf of the Examiners, that the subject for the Sedgwick Prize for 2024 is either 'A proposal (with budget) for a programme of geological field-work' or 'A proposal (with budget) for the use of collections in Earth Sciences research'.

Submissions should be sent to the Registry via the Sedgwick Prize Administrator (email: EarthSciencesBOM@esc.cam.ac.uk) to arrive no later than **Wednesday, 1 May 2024**. Enquiries about the Prize may be sent to Professor David Hodell, Woodwardian Professor of Geology (email: dah73@cam.ac.uk).

The Prize is open to University officers and Fellows of Colleges, and to other persons employed by the University to carry out research in the Faculty of Earth Sciences and Geography, who have resided sixty days during the twelve months preceding 1 October 2024. It is open to candidates to incorporate in their essays material which they have already published, but they are expected to submit a connected presentation of their case.

This Prize is offered every second year.

EVENTS, COURSES, ETC.**Announcement of lectures, seminars, etc.**

The University offers a large number of lectures, seminars and other events, many of which are free of charge, to members of the University and others who are interested. Details can be found on individual Faculty, Department and institution websites, on the What's On website (<https://www.admin.cam.ac.uk/whatson/>) and on Talks.cam (<https://www.talks.cam.ac.uk/>). A variety of training courses are also available to members of the University, information and booking for which can be found online at <https://www.training.cam.ac.uk/>.

Brief details of upcoming events are given below.

Classics

The J. H. Gray Lectures 2024, on *Pompeii*, will be given by Dr Gabriel Zuchtriegel, General Director of the Archaeological Park of Pompeii, on 14–16 May 2024 in the Faculty of Classics; all welcome; further details: <https://www.classics.cam.ac.uk/seminars/special-lectures>

Milner Therapeutics Institute

Milner Seminar: *Focus on neuroinflammation*, by Guy Brown, Department of Biochemistry, and Yujing Gao, Astex, at 4 p.m. on 25 April 2024 in the Lecture Theatre, Jeffrey Cheah Biomedical Centre, Cambridge; registration required; further details: <https://www.tickettailor.com/events/milnerinstitute/1206199>

NOTICES BY THE GENERAL BOARD**Election of Student Subject Representatives***(Statutes and Ordinances, p. 608)***With effect from 1 October 2023**

The General Board gives notice of an amendment to the regulations governing the election of student subject representatives, so as to remove the specified census date of 9 November and replace it with the start of the Michaelmas Term. Student representatives are now aligned more closely to course, rather than specific subject choices, making this restriction unnecessary. Amending to the start of the term will allow more agility in setting election dates.

This amendment was approved by the Board on 21 September 2023, but its publication was overlooked in error.

By amending the first sentence of Regulation 5 of the General Board Regulations for the Election of Student Subject Representatives (*Statutes and Ordinances, p. 608*) to read as follows:

Not later than the Division of the Michaelmas Term, the Registry shall send to the returning officer an electoral roll of all the persons who on the first day of the Michaelmas Term were eligible, under the provisions of Regulation 1 of the General Regulations for the Constitution of Faculty Boards and of these regulations, to vote and to stand as candidates in the election.

Establishment of Professorships (Grade 11)

The following Notices were approved by the General Board on 24 November 2023 but were not published at the time in error:

Establishment of a Professorship (Grade 11) of Biotic Interactions

The General Board, on the recommendation of the Council of the School of the Biological Sciences, has approved the establishment of a Professorship (Grade 11) of Biotic Interactions for a single tenure from 1 March 2023, to be assigned to a Department or Faculty in the School of the Biological Sciences on appointment. The Chair of the Resource Management Committee approved the funding arrangements for the office under delegated authority on 10 November 2023.

This is one of three posts (see below) that align with the School's research strategy to foster innovative research across disciplinary boundaries. In line with the School's Academic Vision, Research Themes have been established across six areas of collective academic expertise, with the aim of enhancing strategic agility, competitiveness and the multidisciplinary nature of research in the School and beyond. An important part of the strategic research vision is to use the Theme structures to facilitate Heads of Departments to work together to identify priority Theme-based scientific areas for development and investment, so that recruitment to University teaching offices can be undertaken more strategically across the School. The focus of the Professor (Grade 11) of Biotic Interactions will be to build a world-leading research programme, deliver excellent teaching, and to positively engage with academic leadership both in the home institution(s) and across the School of the Biological Sciences. The Professor (Grade 11) of Biotic Interactions will have an excellent track record working on biotic interactions, with a particular interest in animal-plant interactions to build strategic strength in the Organisms, Evolution and Ecology Research Theme.

For all three offices, academic responsibilities include delivering undergraduate and postgraduate lectures, practical classes and small group supervisions, engaging with the Research Theme initiatives, and positively contributing to the inclusive and collaborative ethos of the School. Mentoring and professional development of staff and students is expected as part of the School's inclusive and supportive community.

Establishment of a Professorship (Grade 11) of Integrative and Systems Neuroscience

The General Board, on the recommendation of the Council of the School of the Biological Sciences, has approved the establishment of a Professorship (Grade 11) of Integrative and Systems Neuroscience for a single tenure from 1 March 2023, to be assigned to a Department or Faculty in the School of the Biological Sciences on appointment. The Chair of the Resource Management Committee approved the funding arrangements for the office under delegated authority on 10 November 2023.

The office aligns with the School's research strategy to foster innovative research across disciplinary boundaries (see above). The Professor (Grade 11) of Integrative and Systems Neuroscience will have an excellent track record in integrative and systems neuroscience to engage with and strengthen collaboration across the Neuroscience, Psychology and Behaviour Research Theme.

Establishment of a Professorship (Grade 11) of Evolutionary Networks

The General Board, on the recommendation of the Council of the School of the Biological Sciences, has approved the establishment of a Professorship (Grade 11) of Evolutionary Networks for a single tenure from 1 March 2023, to be assigned to a Department or Faculty in the School of the Biological Sciences on appointment. The Chair of the Resource Management Committee approved the funding arrangements for the office under delegated authority on 10 November 2023.

Membership of the Faculty Board of Earth Sciences and Geography

(Statutes and Ordinances, p. 609)

With immediate effect

The General Board has approved a change to class (c) of the membership of the Faculty Board of Earth Sciences and Geography (members elected by the Faculty) on the recommendation of that Faculty Board. Schedule I of the General Regulations for the constitution of the Faculty Boards has been amended to reduce the number of members in class (c) from 10 to 6 and revise the total membership accordingly.

CLASS-LISTS, ETC.**Approved for degrees**

The relevant Degree Committees have approved the following persons for the award of degrees. In the case of degrees where theses are required to be deposited in the University Library, the title of the thesis is shown after the name of the person by whom it was submitted. These lists do not include candidates who opted to withhold their names from publication.

This content and pages 477-478 have been removed as they contain personal information.

OBITUARIES

Obituary Notices

SHAHARYAR MUHAMMAD KHAN, M.A., Honorary Fellow of Corpus Christi College, sometime Foreign Secretary of Pakistan and formerly Ambassador to Jordan, the United Kingdom and France, died on 23 March 2024, aged 89 years.

Professor ROSS JOHN ANDERSON, M.A., Ph.D., FRS, FRSE, FEng, Fellow of Churchill College, member of Trinity College, Director of Research in the Department of Computer Science and Technology, Emeritus Professor of Security Engineering, Lovelace Medallist, died on 28 March 2024, aged 67 years.

Professor PETER WARE HIGGS, CH, (Hon.) Sc.D., FRS, FRSE, (Hon.) FInstP, Professor of Theoretical Physics Emeritus, University of Edinburgh, Copley Medallist and Nobel Laureate, died on 8 April 2024, aged 94 years.

ACTA

Approval of Graces submitted to the Regent House on 20 March 2024

All the Graces submitted to the Regent House on 20 March 2024 (*Reporter*, 6735, 2023–24, p. 456) were approved at 4 p.m. on Friday, 29 March 2024.

Congregation of the Regent House on 23 March 2024

A Congregation was held at 10 a.m. The Graces submitted to the Regent House (*Reporter*, 6735, 2023–24, p. 462) were approved.

The following degrees were conferred:

This content and pages 480-485 have been removed as they contain personal information.

Congregation of the Regent House on 6 April 2024

A Congregation was held at 10 a.m. The Grace submitted to the Regent House (*Reporter*, 6735, 2023–24, p. 463) was approved.

The following degrees were conferred:

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This content has been removed as it contains personal information.

E. M. C. RAMPTON, *Registrar*

END OF THE OFFICIAL PART OF THE 'REPORTER'

REPORT OF DISCUSSION

Tuesday, 19 March 2024

A Discussion was convened by videoconference. Deputy Vice-Chancellor Professor Johan van de Ven, *CTH*, was presiding, with the Registry's deputy, the Senior Proctor, the Junior Proctor and seven other persons present.

Remarks were received as follows:

Annual Reports and Financial Statements for the year ended 31 July 2023

(*Reporter*, 6731, 2023–24, p. 298).

Dr S. J. COWLEY (Faculty of Mathematics):

Deputy Vice-Chancellor, I am a member of the Board of Scrutiny but I speak in a personal capacity. I was previously a member of the Board (2001–2005) and a member of the Council (2007–2014 and 2017–2020). I served on the Resource Management Committee (RMC) (2007–2014) the Planning and Resources Committee (PRC) (2011–2014) and the Finance Committee (2017–2020). Given my background one might hope that I could make sense of the Financial Statements but I am about to disappoint you since I am not a trained accountant. However, I can read the commentary, Tables 1 and 2 and Appendix 1.

To quote from the commentary,

The Group considers the best measure of underlying recurrent operating performance to be the adjusted operating surplus/(deficit) for the year shown in Appendix 1 (p. 386).¹

[...] The University considers the best measure of underlying recurrent operating performance to be the adjusted operating surplus/(deficit) for the year, being the surplus for the year adjusted for gains and losses on investments, the CPI-linked bond fair value adjustment, the change in USS pension deficit recovery provision, donations, endowments, and capital grant income, and the CUEF income on a distribution basis.²

[...] Management regard the most representative measure of underlying performance to be the adjusted operating deficit for the year of £9.5m (2021–22: surplus of £25.4m) reflected above and in Appendix 1 to the financial statements.²

What I find of concern about the adjusted operating surplus/(deficit) is that it is a deficit. This is the whole Group deficit, including Cambridge University Press & Assessment (CUPA) (which conventionally has been the University's sugar daddy, cf. OUP for Oxford). For context, the surpluses for recent years were £25.4m (2021–22), £19.8m (2020–21), -£42.3m (2019–20) and £50.8m (2018–19). From my time on the Council, the pre-Covid figure for 2018–19 seems reasonable and leaves scope for investment whether in staff, buildings and equipment, or other capital expenditure; the current figure does not.

However, the Group deficit is not the worst news. According to Table 2, the Academic University adjusted operating deficit is £72m (£47m in 2021–22) which, to my surprise, includes the £39m 'Add-back' uplift from CUPA (a sum traditionally used for capital expenditure), without which the Academic University deficit would be £111m. Again, from my time on the Council, the hope was at least breakeven for the Academic University. Apparently, that is still the case. To quote again from the commentary:

Our ambition remains to achieve a modest, sustainable surplus for the Academic University cash flow in the long run, in order to maximise the funds available for reinvestment into the University's mission and provide greater resilience across funding sources.

[...] Within the Academic University, we are targeting a sustainable annual surplus over time, through raising revenues and utilising collective resources more efficiently, while enhancing the academic strengths of the University and investing in our people.³

Aspirations to balance the books are of course commendable, particularly if the deficit was not predictable, and of course the pandemic and world events have not helped particularly on the energy front. However, as I recalled in last July's Discussion of the Allocations Report for 2023–24 (predicting a Chest deficit of approximately £90m for the coming year), I signed Notes of Partial Dissent for both editions of the 2020–21 Allocations Report⁴ objecting to an operating cost base that was growing beyond the funding available to meet it, and which needed to be clawed back. Yes, I know that there was and is the Surplus Improvement Fund (of which there is no mention in the Financial Statements) and other initiatives such as *Reimagining Professional Services* (one mention), but my view was and is that these initiatives were never going to deliver at the level required to eliminate the deficit in a desirable time frame.

Does the Council need to take this deficit more seriously? I hope that the process that evolved during my third term on Council, whereby some intra-year spending decisions were made by the Council itself rather than through the planning process (and which the RMC was expected to fund via a magic-money tree), has now ceased. I also hope that I have mis-read the level of complacency in some of my recent conversations. On the plus side, I gather that the Vice-Chancellor is sufficiently concerned that she is now Chair of the PRC (although in my time the key allocation decisions were thrashed out at the RMC).

Again, on the plus side, following my aforementioned remarks on the Allocations Report for 2023–24, I was pleasantly surprised that the Council made a substantive response in the *Reporters* of 26 July 2023 and 11 October 2023.⁵ I highlight three points:

- The Council observed that: 'Running operating deficits, while manageable for Cambridge in the short term, does erode capital from the CUEF, reducing the future annual drawdown needed to balance the operational budget every year'. I am not sure that I can parse that sentence. To my mind there should never be a need for a drawdown from the CUEF to balance the operational budget, and as I have observed repeatedly before both in the Council and in this House, drawing down capital from the CUEF reduces future distributions (which I presume was the gist of the statement). The recent drawdown of £150m for the Cambridge Multi-Asset Fund (CMAF) potentially reduces the annual distribution by, say, £7.5m.
- To my questioning of the cost of the maintenance contract, it was stated that

The Estates Division is taking a very firm commercial position to minimise the overall cost impact to the University. It is not yet possible to provide a clear quantum; the considered view of the Estates Division is that the final outcome of this exercise will see an increase in the annual maintenance costs but that this will be within contained and manageable proportions. It is not expected to be anywhere near the rumoured £150m.⁶

Is the final outcome now known?

• I also asked for the *Tables and Appendices* section of the Allocations Report to reappear. The Council agreed to publish the ‘management information pack prepared for the PRC alongside the draft Allocations Report [that] included staff data similar to the table previously published for the information of the Regent House’. This ‘similar’ data appeared in the *Reporter* of 11 October 2023,⁵ but in a far less detailed form than previously, e.g. with Academic-related (administrative), Academic-related (computing), Academic-related (other groups) and Assistant Staff all grouped together as ‘Not an academic contract’. While this combination is apparently HESA approved, it makes the data far less informative, and I would have thought that the expanded Academic and Financial Planning and Analysis (AFPA) section might have been able to cobble together data in the old form. However, we have what we have. According to that data, over the period 2015–16 to 2021–22, Teaching & Research Staff, Research-only Staff and ‘Not an Academic Contract’ Staff have increased by 1.7% (1587 to 1614), -0.4% (3722 to 3705) and 19.8% (4902 to 5875) respectively (so non-Academic staff now comprise over 50% of staff). Going back further, and from figures that I have easily to hand, from 2010 to 2019, technical assistant staff increased by 4%, academic staff by 8%, research staff by 43% and academic-related and assistant staff by 49% (where the numbers come from a July 2020 paper to the HR Committee).

Maybe one of the causes of the deficit is now slightly clearer. Costing a post at, say, £50k, indicates that the increase in expenditure on non-Academic Staff since 2015–16 is £48.6m (and this is without taking into account any potential decrease in staff numbers as a result of contracting out services). Increased regulation from HMG and quangos will explain some of the increase, but one might have thought that the *ourcambridge* and *Reimagining Professional Services* programmes, which have been running for a number of years, might have started to deliver the ‘significant potential to increase the levels of efficiency and effectiveness’ referred to in the commentary.

I have no magic wand or magic money tree. I am under no illusion that reducing the deficit is going to be easy or painless, and I do not envy those Officers, or those on the Council (i.e. our Charity Trustees), whose responsibility it is. However, I have suggestions:

There are various rumours about the successor for the Pro-Vice-Chancellor for Strategy & Planning, e.g. renaming the role as PVC for Resources & Operations (or similar) and/or recruiting from outside the University. The old role of PVC for Planning & Resources worked, as did much slimmer forerunner of the AFPA, i.e. the PRAO. I am not saying resurrect the former role or the PRAO, but I have been surprised in recent conversations of the lack of awareness of the University’s relatively recent history where it has twice successfully tackled deficits. Those who cannot learn from history are doomed to repeat it, and the history of Enhanced Financial Transparency, the new HR system, etc., suggests repetition.

Rightly or wrongly, PVCs are not responsible for running parts of the administration. The University Administrative Service (UAS) is firmly in the remit of the Registry and the Directors of Divisions, e.g., unless something has changed, the Registry is responsible for the running of the Finance Division, not

the Chief Financial Officer (CFO). Operations are administrative, so having a PVC for X & Operations, without reorganising the UAS is, in my opinion, a non-sequitur. Maybe the University needs to return to an administrative triumvirate. Pre-Wass there was the Registry, the Treasurer (who was responsible for the Finance Division), and the Secretary-General. If I have been reading the runes correctly, the CFO is morphing into the role of the Treasurer. Maybe we do not need to resurrect the Secretary-General, but if it is true that a PVC for X & Operations is being considered, would not a Chief Operating Officer be a better alternative?

Whatever structure is decided, the right person needs to be appointed. So, an anecdote. At the very end of my second term on the Council, a PVC was to be appointed. My view was that an alternative to the proposed appointment would have been better, but I did not object since I could not face being the lone voice of dissent on Council yet again. At the end of the meeting, a senior academic turned to me and said that the appointment was not going to work. I questioned why he did not say so, because I would then have supported him. Some months later it was reported that the aforementioned PVC was resigning to spend more time with his research, at which point another member of the Council said they knew the appointment would not work, as did the Deputy Chair of the Council. All four of us should have initiated a discussion at Council before the appointment was confirmed. We failed in our duty.

One of the morals of the above anecdote is that members of the Council, as well as the Senior Officers, need to be in touch with the feelings of the Regent House (which is where I had picked up my concerns). I am told that the Senior Leadership were surprised that the vote on the PVC for Sustainability went south. Did no one read the Discussion remarks? Why wasn’t a more detailed case made for the post? Why organise the vote to make it look like it was trying to be forced through? Again, I have no easy solution. However, if the mood of the Regent House is not taken into account, then the vote on the Employer Justified Retirement Age could turn into a car crash, and if the rumours of the disposal of parts of the Old Schools have any validity, then a quick review of the history of the ‘lift’ saga might be expedient.

Finally, where is the Senior Officer introducing this Discussion? There should be somebody here explaining the deficit, and willing to be called to account, either in Discussion or by being button-holed virtually or in person after the Discussion.

¹ *Reporter*, 6731, 2023–24, p. 298.

² *Reporter*, 6731, 2023–24, p. 300.

³ *Reporter*, 6731, 2023–24, p. 312.

⁴ See *Reporter*: 6586, 2019–20, p. 512 and 6593, 2020–21, p. 96 at p. 101.

⁵ See *Reporter*: 6710, 2022–23, p. 882 and 6713, 2023–24, p. 32.

⁶ *Reporter*, 6710, 2022–23, p. 884 (para 2).

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

Deputy Vice-Chancellor, the Financial Statements say that the ‘senior leadership team is responsible for identifying and managing risks across the University’s activities’. I am conscious that I have raised a concern about the use of this expression before. Perhaps the Council could offer a constitutional justification in its reply to this Discussion? The *Statutes and Ordinances* mention ‘risks’ many times, but award no such responsibility to any such ‘team’. Only Press and Assessment has a ‘Leadership Team’ in those pages. ‘Seniority’ is accorded constitutionally on academic rather than managerial grounds, for example to Associate / Assistant Lecturers and in order to list the ‘seniority of graduates’.

Cambridge’s constitutional norm is to do its business through committees whose membership and remit is expected to be published and clear. The drafting of the present Statements seems to accept that, when it says that ‘the Council has delegated to the Audit Committee the responsibility for reviewing the University’s risk management processes to ensure that they are adequate and effective’ and ‘the Audit Committee considers risk management as a standing item in its meetings to ensure routine monitoring, and will report to the Council on internal controls and alert the Council to any emerging issues as necessary’. This ‘team’ forms no such committee. Perhaps it should, if the Regent House is prepared to give its permission for it to be established?

But we have not heard the last of that ‘team’ in the Statements. They continue ‘In parallel to the risk management framework, the University’s senior leadership team have identified a set of University risks’. These may be found online in a statement approved by the Council on 2 February 2024.¹ That explains that:

The Vice-Chancellor, the Registry, and the Council have ownership of all the institutional risks. However, to ensure that risks are managed appropriately, responsibility for each of the risks has been delegated to an appropriate academic lead, supported by an administrative lead and a Committee that has responsibility for oversight of the risk.

But that delegation surely required an Ordinance (Statute A II 6)? Indeed a Special Ordinance (Statute A IX 8), neither of which the Regent House has been invited to Grace.

Secondly, some key strategic risk areas have relevance to the current review of the Employer Justified Retirement Age, on which a ballot is promised in June. One is the University’s alleged:

inability to attract and retain the best academics and adequately resource professional staff through a failure to compete with escalating levels of international reward levels, growth in the University’s complexity and scale, and high costs of living and housing in the Cambridge area.

The Statements explain what is being done to address this in financial terms, by ‘seeking economy, efficiency and effectiveness in its operations to accommodate pay and pension inflation as necessary’ and making ‘an additional cost of living-related payment of 2% of salary to all staff, and implemented part of the 2023–24 sector agreed pay award in February 2023, six months early’. The University is stated to be ‘offering a flexible working environment’.

I suppose that may be taken to include the growing confusion of established and unestablished posts making some academic staff but not others subject to forced retirement. This is not the place to go into that at length, but it surely calls for the Report and Discussion which should follow as soon as the Council receives the Report of the EJRA Review Group. University Officers at risk of forcible retirement this September need to know where they stand.

¹ https://www.governanceandcompliance.admin.cam.ac.uk/system/files/cam-only/universityriskregister-councilapproved12february2024_0.pdf.

First-stage Report of the Council, dated 23 February 2024, on the alteration and redevelopment of the Hutchison Building on the Cambridge Biomedical Campus site

(Reporter, 6732, 2023–24, p. 419).

No remarks were made on this Report.

Report of the Council, dated 23 February 2024, to revise the length of co-opted membership of the Finance Committee

(Reporter, 6732, 2023–24, p. 420).

No remarks were made on this Report.

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

Elected to a Guild Fellowship from 8 March 2024:

David Henry Mogford, M.A., *CC*
Susan Mary Taylor

Peterhouse

Elected to a Honorary Fellowship with effect from 23 October 2023:

Professor Michael Moriarty, M.A., Ph.D., *CAI*, FBA
The Rt Hon. Sir Ernest Ryder, TD, KC, AWS, DL,
M.A., *PET*, M.A., *Oxford.*, (Hon.) LL.D., *Lancaster*,
(Hon.) LL.D., *Bolton*, FRSA

Elected to an Official Fellowship and College Lectureship in Physics with effect from 23 October 2023:

Alireza Mashayekhi, B.Sci., M.Sc., Ph.D., *Toronto*

Elected to an Official Fellowship and College Lectureship in Natural Sciences with effect from 27 November 2023:

Alexander James William Thom, M.A., M.Sci., Ph.D., *TH*

Elected to an Official Fellowship and College Lectureship in Architecture and Design with effect from 22 January 2024:

Michal Gath-Morad, B.Arch., M.Sc., *The Technion Israel*, Ph.D., *ETH Zurich*

Elected to an Official Fellowship and College Lectureship in Modern and Medieval Languages with effect from 19 February 2024:

Doyle David Calhoun, B.A., *Boston*, M.A., M.Phil.,
Ph.D., *Yale*

St Catharine's College

Elected to an Honorary Fellowship with immediate effect:

Mr David Isaac, CBE
Dame Margaret Ebinoluwa Aderin-Pocock

Sidney Sussex College

Elected to an Honorary Fellowship from 28 June 2023:

Professor John Bennet, M.A., Ph.D., *SID*, FSA
Dame Joanna da Silva, DBE, M.A., *T*, FREng, FICE, RDI

Elected into a Fellowship in Class 1 from 13 March 2024:

Matthew Ireland, M.A., *CHU*

Elected into a Research Fellowship in Class 2 with effect from 1 September 2024:

Rose Ryan Flinn, M.Math.Phil., *Oxford*
Victor Seixas Souza, B.Sc., *State University of Campinas, Brazil*, M.Sc., *IMPA, Brazil*, M.A.St., *T*

Elected into a Bye-Fellowship with effect from 21 February 2024:

Martin Parker-Dixon, B.A., *Royal Conservatoire of Scotland*, M.Mus., *Edinburgh*, Ph.D., *W*

Vacancies

Gonville and Caius College: Postdoctoral Research Associateships; tenure: from 1 October 2024 for a maximum of three years subject to funding; non-stipendiary but dining rights apply; closing date: 7 May 2024 at 12 noon; further details: <https://www.cai.cam.ac.uk/vacancies>

Hughes Hall: Deputy Senior Tutor (Admissions); tenure: part-time (0.70 FTE); salary: £45,585–£56,021 (pro rata); closing date: 8 May 2024 at 12 noon; further details: <https://www.hughes.cam.ac.uk/about/vacancies/>

Hughes Hall: Deputy Senior Tutor (Teaching and Outreach); salary: £45,585–£56,021; closing date: 8 May 2024 at 12 noon; further details: <https://www.hughes.cam.ac.uk/about/vacancies/>

Lucy Cavendish College: College Assistant Professorship (College Teaching Officer) in Physics and Fellowship; tenure: five years from September 2024; salary: £39,775; closing date: 6 May 2024; further details: <https://www.lucy.cam.ac.uk/vacancies/college-assistant-professor-physics-teaching-officer-fellow>

Magdalene College: Armstrong T. S. Eliot Research Fellowship (Junior Research Fellowship); tenure: three years from 1 October 2024 (not renewable); stipend: £26,315; closing date: 31 May 2024 at 12 noon; further details: <https://www.magd.cam.ac.uk/about/vacancies/academic>

Newnham College: Postdoctoral Affiliates (up to nine posts available); tenure: one year from 1 October 2024 with the possibility of renewal for up to three years; non-stipendiary but collegiate benefits apply; closing date: 8 May 2024; further details: <https://newn.cam.ac.uk/vacancy/postdoctoral-affiliates-4/>

Robinson College: Baxandall Visiting Fellowship; tenure: one to three terms, from either Michaelmas (October 2024), Lent (January 2025) or Easter (April 2025); closing date: 31 May 2024; further details: <https://www.robinson.cam.ac.uk/news/baxandall-visiting-fellowship-applications-open>

Events**Henry Sidgwick Memorial Lecture**

Professor Augusta McMahon (University of Chicago) will deliver the Henry Sidgwick Memorial Lecture, titled 'Third Places and happiness: 15-Minute cities in ancient Mesopotamia', on Friday, 3 May 2024 at 5.30 p.m. in the Lucia Windsor Room, Newnham College; all welcome; further details: <https://newn.cam.ac.uk/newnham-news/augusta-mcmahon-to-explore-ancient-mesopotamian-15-minute-cities/>

Memorial Service

Dr Saskia Murk Jansen

A Memorial Service for Dr Saskia Murk Jansen (Barker), Fellow of Peterhouse, sometime Fellow of Robinson College, member of Newnham College and member of the Board of Scrutiny (*Reporter*, 6732, 2023–24, p. 420), will take place on **Saturday, 11 May 2024, at 2.30 p.m.**, in Great St Mary's, the University Church. A reception will follow at The Cambridge Union Society. To help with preparations, please indicate your intention to attend using the following link: <https://www.tickettailor.com/events/greatstmarys/1215041>. Members of the University of Cambridge are requested to wear gowns at the service (black gowns without hoods) if they are able to do so without inconvenience.

EXTERNAL NOTICES

Oxford Notices

Merton College: Peter J. Braam Early Career Research Fellowship in Global Wellbeing 2024 (Biological and Medical Sciences); tenure: three years from October 2024 to January 2025 or as soon as possible thereafter; salary: £37,099 plus allowances; closing date: 1 May 2024 at 12 noon; further details: <https://www.merton.ox.ac.uk/vacancies>

New College: Stipendiary Lectureship in History; tenure: 11 months from 1 September 2024 (part-time); stipend: £16,166, plus allowances; closing date: 3 May 2024; further details: <https://talent.sage.hr/jobs/7498bc8c-57e8-4079-a7aa-1a61488e4733>

University College: Scott Family Junior Research Fellowship in Autism and Related Disorders; tenure: three years from October 2024; stipend: £37,099 plus benefits; closing date: 22 April 2024 at 12 noon; further details: <https://www.univ.ox.ac.uk/jobs-at-univ-2>

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