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UNIVERSITY OF
CAMBRIDGE

NOTICES

Calendar

14 June, *Friday*. Full Term ends.

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

25 June, *Tuesday*. Easter Term ends. Discussion by videoconference at 2 p.m. (see below).

26 June, *Wednesday*. Scarlet day. Congregation of the Regent House at 10 a.m. (General Admission).

27 June, *Thursday*. Scarlet day. Congregation of the Regent House at 10 a.m. (General Admission).

28 June, *Friday*. Scarlet day. Congregation of the Regent House at 10 a.m. (General Admission).

29 June, *Saturday*. Scarlet day. Congregation of the Regent House at 10 a.m. (General Admission).

Discussions (Tuesdays at 2 p.m.)

25 June

9 July

16 July

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

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

26, 27, 28 and 29 June (General Admission)

18, 19 and 20 July

Discussion on Tuesday, 25 June 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, 25 June 2024 at 2 p.m. The following items will be discussed:

1. Report of the Council, dated 21 May 2024, on the demolition of derelict buildings on the North West Cambridge Estate (*Reporter*, 6742, 2023–24, p. 598).
2. Report of the Council, dated 4 June 2024, on the term of office of the Chancellor and the High Steward (*Reporter*, 6744, 2023–24, p. 634).
3. Topic of concern to the University: MRC unit funding (p. 660).
4. Report of the Council, dated 7 June 2024, recommending the budget and allocations from the Chest for 2024–25 (p. 670).
5. Report of the General Board, dated 7 June 2024, on the introduction of Clinical Academic (Teaching and Scholarship) offices and posts (p. 683).
6. Report of the General Board, dated 7 June 2024, on the outcomes of the Academic Career Pathways (Research and Teaching) and (Teaching and Scholarship) 2024 exercises (p. 685).

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 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/.

Regent House membership for retired University staff: 15 August deadline

Under Special Ordinance A (i) (e), retired members of University staff who were previously on the Roll can reacquire Regent House membership (including, for example, those currently working as voluntary Directors of Research). To qualify, University staff:

- will have retired or be about to retire from an office or appointment in the University which previously qualified them for membership of the Regent House; *and*
- will not be eligible for membership of the Regent House in any other category, e.g. as a Fellow of a College; *and*
- will need to provide to the Registry by 15 August prior to the promulgation of the Roll each year written confirmation from their Head of institution that they are active participants in the University's affairs.

A form is available online at <https://www.governance.cam.ac.uk/governance/key-bodies/RH-Senate/Documents/RHmembershipforUnivstaff.pdf> for return to the Registry by email to UniversityDraftsman@admin.cam.ac.uk by **Thursday, 15 August 2024**, for inclusion on the Roll from 6 November 2024.

Topic of concern to the University: MRC unit funding

7 June 2024

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

Changes to the system of funding of those research units in the University sponsored by the Medical Research Council

The University has six research units (Biostatistics, Cognition and Brain Sciences, Epidemiology, Metabolic Diseases, Mitochondrial Biology, Toxicology) sponsored by the Medical Research Council (MRC), in which the University employs several hundred academics, researchers, laboratory, technical and administrative staff. Many of the units are long established, with distinguished academic histories. Five were created as departments of the MRC – one over a century ago – and transferred into the University during the last decade. All make leading contributions to biomedical research in Cambridge and all are recognised internationally as pre-eminent academic departments in their fields.

The MRC recently announced it intends to end long-term funding of research units, in favour of creating temporary Centres of Research Excellence. This will remove the job security of many of the staff presently employed in the MRC-sponsored units and diminish the academic freedom of the principal investigators. The University has established a project board, reporting to the Planning and Resources Committee, to consider its response to the change. Unless that project board decides to underwrite the posts of those presently employed in the units, redundancies and diminished terms and conditions of employment seem inevitable. Without such a commitment, when a unit closes, the University will deprive itself of superb fundamental research, much of which underpins exceptional clinical research. It also risks the closure of a number of outstanding taught Master's courses.

The undersigned call for a Discussion on this topic, which points to questions of general principle regarding the employment in the University of researchers and academics supported by external funds.

This request is supported by the 90 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 at 2 p.m. on Tuesday, 25 June 2024 by videoconference (p. 659).

ANNEX A

S. M. A. ABBAS	T. GOEHRING	D. B. OGILVIE
J. M. ADAMS	R. J. B. GOUDIE	A. C. ORBEN
A. L. AHERN	S. J. GRIFFIN	J. R. PANTER
R. A. ALEXANDER	F. M. L. P. GUERIT	A. N. L. PARRY-JONES
MICHAEL ANDERSON	M. T. HARTLEY	A. R. C. RAINE
D. E. ASTLE	O. HAUKE	D. S. ROBERTSON
W. J. ASTLE	R. HAYNES	O. M. RUEDA PALACIO
A. J. ATTAHERI	R. N. HENSON	J. RUPRECHT
K. D. BAKER	I. HUANG-DORAN	P. SAMARTSIDIS
J. K. BARRETT	G. F. HUMPHREYS	R. SAWARKAR
P. M. BAYS	C. H. JACKSON	S. SEAMAN
M. N. BEG	T. F. JAKI	T. M. S. SHUM
T. R. P. BISHOP	IRINA JAMES	P. N. TAYLOR
E. C. BLAIR	G. E. T. E. KARAVENGLEMAN	J. E. D. THAVENTHIRAN
C. S. BLOUET	A. P. A. KENT	R. J. E. THOMPSON
A. R. BRADSHAW	N. KERRISON	B. D. M. TOM
S. F. A. BRUGGRABER	P. M. KNOX	T. TREGAR
R. P. CARLYON	A. KOULMAN	J. VAN DEN AMEELE
G. J. CHANDLER	E. R. S. KUNJI	E. M. F. VAN SLUIJS
M. E. CHESTER-KADWELL	L. J. MACGREGOR	E. VIGORITO
M. CONSTÂNCIA	A. MACINTYRE	S. S. VILLAR MORESCHI
T. I. DALGLEISH	T. MANLY	J. E. WALKER
M. H. DAVIS	A. M. MASON	M. J. R. WHITE
E. DE LUCIA ROLFE	A. MELACHROU	S. R. WHITE
L. A. DEARDEN	F. T. MERKLE	V. L. WHITE
J. M. DEEKS	D. MITCHELL	A. J. WHITWORTH
G. R. EVANS	C. G. A. MOUHOT	R. WIGHTMAN
K. P. FLEMING	M. MORGADO CORREIA	J. D. WOODCOCK
P. J. GIRLING	M. P. MURPHY	A. WOOLGAR
E. GKRIANIA-KLOTSAS	C. L. M. NORD	G. S. H. YEO

Report of the General Board on the establishment of a Professorship of Social Anthropology: Notice in response to Discussion remarks

10 June 2024

The Council has received the remarks made at the Discussion on 28 May 2024 on the above Report (*Reporter*, 2023–24: 6740, p. 562 and 6744, p. 636). It has consulted with the General Board in preparing this response.

Dr Astle asks whether the Professorship will be held co-terminously with Professor Leach's position as Executive Director of the Cambridge Conservation Initiative. He also notes that the Board is proposing to dispense Professor Leach from discharging the duties of the office and asks for confirmation of the period of dispensation under Special Ordinance C (i) 2(b). The Council can confirm that the office is to be held co-terminously with the Executive Directorship. The Report's recommendation notes that the Professorship is to be established for the duration of Professor Leach's appointment to that post, therefore that is also the duration of the dispensation. The Professorship would nevertheless remain subject to other provisions in the University's *Statutes and Ordinances*, therefore it would expire on Professor Leach reaching the Employer Justified Retirement Age if she was still in post as Executive Director at that point.

In her remarks, Professor Evans recaps policy in the area of the establishment of personal Professorships. She asks whether the General Board will 'create Regulations making it clear what the rules are for the creation of Professorships outside the regular run'. The Board has already published information about its policy on personal Professorships (see *Reporter*, 6624, 2020–21, p. 729). It does not consider this proposal for a personal Professorship to be a material departure from its existing policy statement. It also does not believe any adjustment is necessary to Special Ordinance C (vii) A. 3 to enable this particular Professorship to be established. The sentence that Professor Evans quotes is about personal Professorships established on promotion. The last sentence of that provision notes the requirements to be met for proposing a Professorship by Grace, including in the case of a Professorship to be established for an individual.

The Council can confirm that the review of established and unestablished posts will take place in 2024–25.

The Council is submitting a Grace (Grace 1, p. 696) for the approval of the recommendation of this Report.

Topic of Concern to the University: Abolition of Forced Retirement *and* Joint Report of the Council and the General Board on the University's Retirement Policy and Employer Justified Retirement Age: Notice in response to Discussion remarks

10 June 2024

The Council has received the remarks made at the Discussion on 28 May 2024 on the above Topic of concern and Report and has agreed to reply to them in a single response (*Reporter*, 2023–24: 6741, p. 576 and p. 578; 6742, p. 595; 6744, p. 637). It has consulted with the General Board in preparing this reply.

Introduction

In 2011 the UK government phased out default retirement ages, after which employers could retain a compulsory retirement age, provided this could be objectively justified as a proportionate means of achieving a legitimate aim (referred to as an Employer Justified Retirement Age). A review at the University of Cambridge at that time resulted in a compulsory retirement age being retained for its University officers from 2012 onwards but abolished for other staff categories. The Report recommends that the Employer Justified Retirement Age (EJRA) should be increased to 69 for academic University officers and the Vice-Chancellor and Pro-Vice-Chancellors, and recommends the removal of the EJRA for academic-related University officers.

The Council acknowledges that the EJRA is a contentious issue at the University, giving rise to strongly held opinions both in support of and against default retirement ages. There were opposing views at the Discussion, with some supportive of the Review Group recommendations (including members of the Group)¹ and others arguing for the abolition of the EJRA for both academic and academic-related University officers. These differing views were also reflected in the Council's consideration of the Review Group's proposals, with four members of the Council signing a note of partial dissent appended to the Report. Given the volume of remarks, it is not possible to respond to every point; however the Council has set out its response to the key themes that emerged below.

The Review Group has been clear there was no perfect solution that would satisfy all. Instead, it has aimed to strike a balance that, using the words of Professor Penty (Chair of the Review Group), mitigates age discrimination against those approaching retirement and allows a steady flow of vacancies to those earlier in their careers. Voters in the ballot must weigh up the Report's recommendations and decide whether they support its proposals to achieve that balance. The Council urges those who have a vote to use it, so that the outcome is clear and has legitimacy.

¹ The following members of the Review Group provided Discussion remarks: Professor Penty (Chair), Professor Beard, Dr Gardner, Dr Holmes, Dr Joy, Dr Läubli and Professor Roulet.

Key themes

Abolition of the EJRA should be on the ballot paper

Several speakers, including those who signed the request for the discussion of the Topic of concern, recommend that the Council include abolition of the EJRA on the ballot paper in the forthcoming vote.

The Council does not feel able to support this proposal. To do so would suggest that the Council agrees that the abolition of the EJRA is an acceptable alternative to its Report's recommendations. The analysis in the Review Group's report² does not support the view that abolition of the EJRA is the best outcome *for the University as a whole*, taking into account the impact on all those who are currently academics or plan to be in the future. Abolishing the EJRA would have a negative impact on vacancies and opportunities for earlier career academics. Further, the EJRA is (to paraphrase some of the speakers) the price that Cambridge academics pay for the high level of academic freedom and autonomy they enjoy, in the absence of significant performance review. It would be highly problematic to abolish the EJRA without introducing career-long performance management reviews for all staff and without the introduction of further changes to the University's Statutes and Ordinances, to ensure that it was possible to dismiss officers for underperformance where appropriate at the conclusion of a performance review. Such changes would require a significant new piece of work and certainly could not be put into effect by 1 September 2024.

The EJRA does not achieve intergenerational fairness and career progression

Professors Baron-Cohen and Baert challenge the Review Group's conclusion that the EJRA supports intergenerational fairness and career progression on the basis that the data analysis is flawed (see further below). The Council supports Professor Penty's view (as Chair of the Retirement Policy and EJRA Review Group and speaker at the Discussion) that one of the key reasons for the Review Group's recommendations is that approximately half of vacancies for academic University officer posts at the University are created through the EJRA.³

This creates vacancies for those earlier in their careers who are seeking the stability of their first academic position. It also permits new research fields to be opened up with each new appointment. Raising the EJRA to 69 and permitting more than one extension is an appropriate balance between mitigating the impact on those subject to a retirement age and achieving the Aims of the Retirement Policy that the EJRA supports.

In contrast, and to answer Professor Baert's point, the EJRA does not create vacancies to any great extent for academic-related University officers. Many of the Aims of the Retirement Policy (for instance, academic autonomy and freedom) do not apply to them in the same way as they do to academic University officers. Hence, it is not appropriate, and unlikely to be objectively justifiable, to continue to maintain an EJRA for this group.

Professor Rau suggests that active senior academics will leave well in advance of the EJRA. However, the Council notes that the internal HR data shows that a significant proportion wait until the end of the academic year in which they reach 67 to vacate their office. The average age of academic University officers on appointment is 40.4, whilst the average age on retirement is 66.

The EJRA does not lead to Cambridge promoting its own junior academics

Professors Baert, Linton and Rau refer to the fact that the EJRA does not lead to Cambridge promoting its own junior academics (many appointees being external). Professor Evans and Dr Astle also suggest that the number of vacancies created by it will have a negligible effect in resolving precarity of employment for thousands of researchers at the University.

The Council notes that whilst more academic offices are filled by external candidates, not insignificant numbers are filled by internal candidates. Such opportunities to enter the academic career pathway at a critical stage in a career would be reduced significantly if the EJRA were abolished. The University's commitment to intergenerational fairness should also be wider than just providing internal vacancies.

Dr Astle suggests that a wholesale reform of the national system for funding higher education is needed to resolve the issues of precarious employment as an alternative to the EJRA. Professor Ansari and Mr Haynes make similar points. The Council is mindful that such reform could be a long way off, but acknowledges it should continue to press for sector-wide improvements and look for ways in which it can address concerns about casualisation at an institutional level. Some speakers suggest that additional academic offices should be created; however Dr Läubli questions the feasibility of that, pointing to static student numbers at Cambridge, which limit the potential for revenues capable of funding additional offices. Dr Holmes refers to the relative wealth of US universities, which are able to provide financial incentives to academics to vacate their posts and observes that Cambridge is not in such a position.

Forcing arbitrary retirement at 67 or 69 stops innovation

Professors Baron-Cohen and Baert question the assertion that the EJRA supports innovation, with Professor Baert suggesting that it 'seems to rest on the prejudicial premise that 'older' people are unable to generate innovative research'. The Council notes that the Review Group was very clear in its report that people are capable of innovation after 67 and that the Retirement Policy Aim of innovation concerns refreshing the academy with new people rather than younger people. New appointments enable departments to move into new areas of research, which is critical to the long-term research competitiveness of the University.

Dr Holmes and others refer to the fact that many retired academics are still research-active. The Report's more generous provision for extensions would facilitate the continuation of innovation for these academics (see below). Successors also produce their own innovations and it is important to maintain a pipeline.

² The Review Group report is available from the *Reporter* website at <https://www.admin.cam.ac.uk/cam-only/reporter/documents/ejra/EJRAReviewGroupReport2024.pdf> (University Account required).

³ The Review Group took the view that the primary reason for these vacancies was the EJRA, given the large number of employees choosing to vacate their office precisely at the end of the academic year in which they reached 67.

Top talent won't join Cambridge knowing they'll be forced out at 67 or 69

A number of speakers including Professors Ansari, Crowcroft, Foley and Baron-Cohen warned of the risk of losing experienced and productive staff members or failing to attract top talent due to the EJRA.

The Council acknowledges that the EJRA can be a reason for some staff leaving ahead of the EJRA and notes that a small number of applicants had withdrawn at the shortlisting or offer stage from professorial appointments as a result of the EJRA.

However, it is also apparent that there is a potential loss of talent if academic vacancies are significantly reduced through the abolition of the EJRA. Notably one of the speakers at the Discussion, Dr Crisp, highlights that he would have left the University had it not been clear, with the benefit of succession planning, that an established post was likely to be advertised during his second term. He cites the uncertainty and challenges facing researchers on fixed-term contracts, which would become worse if the availability of established posts were reduced.

Speaker Dr Joy highlights that competition for those aspiring to secure their first academic job is now unprecedented and poses the question, how many brilliant young scholars would have made an exceptional contribution to the University, had they been able to secure that first job, but defeated by the odds, chose another path instead?

Professor Guillén i Fàbregas suggests abolishing the EJRA for research-active staff but retaining it for others. The Council's view is that this would be impossible to administer fairly or consistently. Further, the impact of having a retirement age is mitigated to an extent by the extensions process, which is frequently granted for research purposes. The Council also notes that where University officers in their sixties apply for grants that run past their retirement date, employment extensions can be granted pending a successful funding application.

The EJRA is irrelevant to academic freedom

Professor Baert questions the link between academic freedom and autonomy and the EJRA. Mr Haynes argues that the abolition of the EJRA would not justify a change to the standard of tenure granted to established posts under the Schedule to Statute C or the introduction of performance management of academic staff. Yet for the Council and for some other speakers, there is a clear connection between academic freedom and the EJRA. Professors Padfield and Flewitt and Drs Läubli and Holmes identify the EJRA as a trade-off against the independence and academic freedom enjoyed by established academics and the extraordinary protections from dismissal under the Schedule to Statute C. Further, Dr Crisp argues that the uncertainty felt by researchers who are struggling to find a permanent post at the University stifles academic freedom. Further, the Council considers that the abolition of the EJRA would require forms of performance assessment that may impede academic freedom.⁴

The EJRA is not significantly improving equality and diversity at the University and it singles out persons on the basis of one characteristic (age)

The Council acknowledges that improving equality and diversity is not an Aim of the existing or proposed new Retirement Policy. However, the Council believes equality and diversity are nonetheless matters that needed to be considered as part of the review of the Retirement Policy and therefore asked the Review Group to consider the impacts, particularly for the purpose of the University's equality impact assessment processes.⁵

Generally speaking, female staff survey respondents tend to be more supportive of retaining the EJRA for academic University officers than abolishing it, although a sizeable proportion want to abolish it. Further analysis reveals that support by women for abolition generally increases with age, although there was marked support for retention in the 55–59 age bracket.

As Dr Joy and Ms Hockaday point out, whilst the EJRA is by no means the only relevant factor in promoting equality and diversity, internal HR data shows that the EJRA creates the conditions and opportunities for the academic community at the University to slowly become more diverse through opening up vacancies that would not otherwise have been available. This attracts more women and BAME appointees to University offices. Ms Hockaday suggests that there are better ways to tackle the impact on women than removing the EJRA.

Professors Ansari and Baron-Cohen speak of the unfairness and futility of forcing staff out of post due to their age, regardless of their ability or willingness to contribute, whilst other speakers such as Professor Roulet refer to the need to share life-changing opportunities with new generations of academics.

The Council notes that achieving intergenerational fairness necessarily requires balancing the interests of staff groups of different ages and sharing the University's resources across the generations. The Council considers that the Report's recommendations strike an acceptable balance between these matters (a sentiment shared by Professor Roulet, Drs Joy, Läubli and Moghaddam, Ms Hockaday and others).

Recent case law concerning the University of Oxford

Professor Gay,⁶ Mr Haynes and others draw comparisons with the situation at the University of Oxford.

Recent case law concerning Oxford employees has demonstrated that it is difficult to predict with absolute certainty how an Employment Tribunal may respond to EJRA. For instance, the Employment Appeal Tribunal recently upheld two opposing decisions relating to the same EJRA at Oxford.⁷ Employment Tribunal decisions are highly fact-sensitive, dependent upon the evidence presented by the parties, and also for the purposes of assessing the legitimacy of an EJRA, upon the particular circumstances of the institutions in which, and jobs to which, the EJRA applies.

⁴ The fact that academic freedom is of relevance only to academic offices, but not academic-related offices, is also one of the reasons for the recommendation to remove the EJRA in relation to the latter but not the former.

⁵ See the Equality Impact Assessment for the recommendations in the Report, available at <https://www.admin.cam.ac.uk/cam-only/reporter/documents/ejra/EJRAEqualityImpactAssessment2024.pdf> (University Account required).

⁶ Professor Gay claims that one member of the Review Group resigned. The only change made to the membership was an exchange of the UCU representative at the request of the UCU.

⁷ *Pitcher and Ewart v. The University of Oxford* [2022] ICR 338 EAT.

The Council also notes that there are several key points of difference between the situation at Cambridge and Oxford. In particular, the aims of their retirement policies, on which they rely to justify their respective EJRA, are different. It is also of note that in the Field-Johnson case,⁸ the Tribunal observed that nine in ten professor-level vacancies would have arisen irrespective of the EJRA applied by Oxford at the time; therefore the Tribunal did not consider that sufficient vacancies were generated by Oxford's EJRA to justify its application. In contrast, almost half of established academic vacancies arise through the EJRA at Cambridge, comparing favourably to Oxford.

It is also noteworthy that recent cases concerning Oxford employees relate to the EJRA the University of Oxford operated prior to revisions in 2022. Despite the Employment Tribunal cases, Oxford continues to operate an EJRA.

The relationship between academics and the University post-retirement

A number of speakers (Professors Beard, Luzio and Flewitt, Drs Joy and Moghaddam and others) highlight the importance of offering opportunities to engage in the intellectual life of the University post-retirement, even if not through formal employment, so that retirement is less of a cliff-edge.

Professor Beard calls for a wider look at the whole question of retirement and its processes and the role that the retired might play. Professor Foley suggests a tailoring and tapering of a career.

The Council notes that Professor Munir has committed to ensuring that further work is undertaken not only to simplify the extension and grant funding processes but also to identify appropriate ways in which retired colleagues can continue to contribute more broadly to academic life, including in voluntary capacities, whilst not undermining the EJRA.

The interaction between the EJRA and the University's distinction between established and unestablished staff

Professor Evans refers to a point raised in the notice of partial dissent by some Council members around the problematic nature of removing the EJRA from academic-related staff while some academic-related staff remain established.

The Council notes that there will be a separate review of established and unestablished posts in 2024–25 to consider, amongst other things, the position of academic-related University officers in relation to the Schedule to Statute C.

Paper authored by Linton and others

Some speakers (including Professors Baert, Linton, Rau and Gay) refer to a recently published paper on the arXiv economics server authored by Linton *et al.*⁹

Professor Baron-Cohen suggests that this paper demonstrates flaws in the analysis conducted by the Review Group and shows that the EJRA does not achieve meaningful effects on vacancies. Dr Holmes casts doubt on the alternative calculations and suggests that some assertions in this paper are incorrect.

The Council accepts that there are difficulties in attempting to conclusively demonstrate the effect of Cambridge's EJRA on vacancies. In part these arise from a high degree of volatility in the data compounded by the small sample sizes inherent in comparing a single institution with only 22 others. Nevertheless, any attempt to predict the effect of abolishing the EJRA on Cambridge academic faculty hiring must make a number of assumptions and estimates, not least concerning the future retirement patterns of academic staff at Cambridge should there be no compulsory retirement. The Council remains of the view that the detailed methodology used by the Review Group, which draws on actual retirement experience at Cambridge and elsewhere, and which is backed up by an independent peer review, remains a robust attempt at such a prediction.

Transparency of reporting

Mr Haynes contends that the data and analysis used in the EJRA Report is neither fully open, nor completely available for all and that the limitations on full disclosure or transparency unavoidably means that staff are asked to accept conclusions without the ability to follow the model choices, analysis steps or reproduce results. Professor Baert suggests that there is insufficient breakdown of the staff survey results.

The Council notes that the data from the HESA report is available to University staff and Regent House members via the Staff Hub.¹⁰ The raw data on which this report is based (i.e. personal data relating to individuals) cannot be shared on data protection grounds. The report does, however, set out its methodology and assumptions in full, from page 13 onwards, and its methodology was peer reviewed.

Similarly, the Review Group's report (which includes internal HR data at Annex E) is available to staff via the Staff Hub, together with results of the surveys of staff, retired academics, departments and Schools. Those survey results are broken down by gender, staff group and other categories. For instance, there is a breakdown of the percentage of those in favour of abolishing or retaining the EJRA according to staff category.

The Council is submitting a Grace (Grace 2, p. 696) for the approval of the recommendations of this Report, on which it has agreed to hold a ballot. The expected timetable for the ballot is set out in paragraph 13 of the Report.¹¹

⁸ Mr N. Field-Johnson and others v. The Chancellor, Masters and Scholars of the University of Oxford: 3301882/2020 and others – Reserved Judgment.

⁹ See <https://arxiv.org/abs/2405.14611>.

¹⁰ See <https://universityofcambridgecloud.sharepoint.com/sites/StaffHub/SitePages/Employer-Justified-Retirement-Age.aspx#key-documents> (University Account required).

¹¹ *Reporter*, 6741, 2023–24, p. 579.

Report of the Council on a University Code of Practice on Freedom of Speech: Notice in response to Discussion remarks

10 June 2024

The Council has considered the Discussion remarks made on 28 May 2024 concerning the above Report (*Reporter*, 2023–24: 6741, p. 587 and 6744, p. 655).

Professor Evans rightly draws attention to the fact that the Code of Practice on Freedom of Speech is designed to meet statutory and regulatory requirements and, in so doing, that it amalgamates a number of existing University documents on the topic of freedom of speech.

She refers to a number of expectations of the Office for Students (OfS), including that the Code of Practice should be suitably embedded into existing policies and promoted to all staff and students, that adequate training about freedom of speech and academic freedom is delivered to relevant staff, and that robust internal complaints mechanisms are in place to handle complaints about free speech matters. The Council can confirm that work to prepare for the provisions of the new legislation – including the OfS’s expectations as outlined in its draft regulatory advice – is underway and changes are being implemented to relevant University policies and processes where necessary and appropriate.

Professor Evans furthermore makes reference to the complexities of securing and promoting lawful speech, including how these duties interact with other legal requirements, such as the expression of protected beliefs under equalities legislation and the right to lawfully protest.

The statement at paragraph 5.2 of the proposed Code of Practice about non-disclosure agreements to which Professor Evans refers directly echoes the prohibition on such agreements in these particular circumstances as set out in the Higher Education (Freedom of Speech) Act 2023 itself, and accordingly does not refer to the use or otherwise of such agreements in other circumstances. Professor Evans also draws attention to the University’s processes to identify and manage risks to freedom of speech or academic freedom arising from the terms of certain overseas funding, noted at paragraph 5.3 of the proposed Code of Practice. These include processes run by the Committee on Benefactions and External and Legal Affairs, due diligence and contractual negotiation carried out within the Research Office, and partnership management by the Strategic Partnerships Office in line with the Principles for Managing International Risks (which amongst other things are designed to safeguard freedom of speech and academic freedom). All of these committees and offices are amongst those making suitable preparations for the various implications of the new legislation.

The Council remains content that the proposed Code in the Annex to its Report meets the necessary statutory requirements and adequately secures and promotes the right to freedom of speech and academic freedom within the law, and accordingly is submitting a Grace (Grace 3, p. 696) for the approval of the recommendations of this Report.

Elections to the Council, the Board of Scrutiny and the Nominating Committee for External Members of the Council

12 June 2024

This Notice sets out information on elections to fill vacancies on the Council, the Board of Scrutiny and the Nominating Committee for External Members of the Council, together with the nomination procedure and election timetable that will apply to all three elections.

Election to the Council

The Vice-Chancellor gives notice that an election is to be held to fill a casual vacancy for a member of the University Council in class (a) (Heads of Colleges) under Statute A IV 2, following the resignation of Professor Pippa Rogerson. The person elected would serve from 16 July 2024 until 31 December 2026, the remainder of Professor Rogerson’s term.

The Council is the principal executive and policy-making body of the University. It has general responsibility for the administration of the University, for defining its mission, for the planning of its work, and for the management of its resources. The Council deals with relations between the University and the Colleges, and conducts negotiations with outside bodies on many matters (other than those relating directly to the educational and research programmes of the University, which are dealt with on its behalf by the General Board of the Faculties). It is responsible for the appointment or nomination of certain members of internal and external bodies, and for many student matters (excluding undergraduate admissions, which is a College concern). Further information about the Council is available to members of the University on the Council website (<https://www.governance.cam.ac.uk/committees/council/>). Questions about its work can be addressed to the Registry by emailing Registry@admin.cam.ac.uk.

The University is committed to equality, which includes supporting and encouraging all under-represented groups, promoting an inclusive culture, and valuing diversity. Nominations from groups that are under-represented on the Council are welcomed.

Reasons for serving on the Council

The Council of the University of Cambridge is one of the few principal bodies in the higher education sector with a majority of members elected from internal constituencies; most equivalent bodies are made up predominantly of external members. The Council draws its strength from the expertise, engagement, and scrutiny of its members – those elected in its classes of senior members of the collegiate University as well as its external and student members. It is key to the continuing success of the University that elections to the Council attract strong candidates who are willing to share their knowledge and commit their time for the benefit of the University as a whole.

Duties and responsibilities of Council members

The University is both an exempt charity,¹ and a corporation established by common law. Council members are therefore both charity trustees of the University and, effectively, its corporate directors. They have associated legal responsibilities and duties, including the promotion of the interests of the University and acting with integrity, care, and prudence. Under regulatory guidance, Council members must be ‘fit and proper persons’.² It is important for candidates to recognise and accept the obligations that Council membership would confer upon them.

The Handbook for Members of the Council sets out the Council’s primary responsibilities and provides advice and guidance to members of Council on their legal and other responsibilities. Members of the Council are expected to attend all meetings of the Council. Members will not normally be able to take more than one term of leave during their period on the Council and may instead carry forward their leave entitlement. Potential nominees might wish to familiarise themselves with the key aspects of the University’s *Statutes and Ordinances* (<https://www.admin.cam.ac.uk/univ/so/>), and the most recent Budget Reports, Annual Reports and Financial Statements.³ A recording of an information session held in October 2022 with the Acting Vice-Chancellor and other members of the Council on the role of the Council is available at <https://www.governance.cam.ac.uk/committees/council/Pages/how-to-stand-for-election-to-Council.aspx>.

Further useful information is provided by the Office for Students (<https://www.officeforstudents.org.uk/advice-and-guidance/regulation/>) and the Charity Commission (<https://www.gov.uk/government/publications/the-essential-trustee-what-you-need-to-know-cc3>). This information includes details of the extent of a charity trustee’s personal liability. Instances of personal liability are rare and unlikely to occur, providing trustees act honestly, prudently, in good faith, in the best interests of the University, and in compliance with legislation and the University’s governing documents.

Election to the Board of Scrutiny

The Vice-Chancellor gives notice of an election to a casual vacancy on the Board of Scrutiny in class (c)(ii) (a member of the Regent House) under Statute A VII, following the death of Dr Saskia Murk-Jansen. The person elected would serve with immediate effect until 30 September 2027, the remainder of Dr Murk-Jansen’s term.

The Board of Scrutiny consists of:

- (a) the Proctors;
- (b) the two Pro-Proctors nominated by the Colleges;
- (c) eight members of the Regent House elected by the Regent House.

Under the provisions of Statute A VII 4, no person may be a member of the Board of Scrutiny who is a member of the Council, the General Board, or the Finance Committee of the Council, or who holds any of the University offices of Chancellor, Vice-Chancellor, Pro-Vice-Chancellor, University Advocate, Deputy University Advocate, Registry, Assistant Registry, or Secretary of a School. The Statute further prohibits from membership holders of offices with primarily administrative duties designated by Ordinance: Directors and Deputy Directors in the Unified Administrative Service and Assistant Treasurers have been designated as such prohibited offices. A retiring member of the Board who has served for four or more consecutive years is not eligible to serve again as a member in class (c) until one year has elapsed after the end of their previous period of service.

If no nominations are received in accordance with the timetable below, the Council shall be asked whether it wishes to appoint a member to the vacant place or for another election to be held, in accordance with Regulation 3 of the regulations for the election of members of the Board (*Statutes and Ordinances*, p. 118).

The University is committed to a proactive approach to equality, which includes supporting and encouraging all under-represented groups, promoting an inclusive culture, and valuing diversity. Nominations from groups that are under-represented on the Board of Scrutiny are welcomed.

Further information about the Board of Scrutiny can be found in the *Statutes and Ordinances* as noted above, on the Board’s website (<https://www.scrutiny.cam.ac.uk/about>), and obtained from Dr Robert Doubleday (email: rvld2@cam.ac.uk), Chair of the Board.

Nominating Committee for External Members of the Council

The Vice-Chancellor gives notice of an election to fill two vacancies on the above Committee in class (d) (members of the Senate elected by the Regent House), following an election in which there were insufficient candidates to fill all vacancies in this class. Those elected would serve with immediate effect until 30 September 2025.

No person may be a member of the Committee in class (d) who is a member of the Council or who holds any of the University offices of Pro-Vice-Chancellor, Registry, or Director or Deputy Director in the University Offices.

The Committee identifies candidates to serve as external members of the Council and recommends them to the Council for appointment by Grace. The next meeting of the Committee is expected to take place in the Michaelmas Term 2024 on a date yet to be agreed with members. Further information about the Committee is available in the *Statutes and Ordinances* (p. 119) and from the Registry (email: Registry@admin.cam.ac.uk).

¹ The University has charitable status but is exempt from the statutory requirement which otherwise obliges a charity to register with the Charity Commission. The Office for Students is the principal regulator of the University as regards its compliance with its legal obligations in exercising control and management of its administration as a charity.

² For a full definition of ‘fit and proper persons’, see: <https://www.officeforstudents.org.uk/advice-and-guidance/regulation/registration-with-the-ofs-a-guide/public-interest-governance-principles/>.

³ See respectively:

<https://www.governance.cam.ac.uk/committees/finance-committee/Pages/budget.aspx>,

<https://www.governance.cam.ac.uk/committees/council/Pages/council-annual-reports.aspx> and

<https://www.governance.cam.ac.uk/committees/finance-committee/Pages/fmi.aspx>.

Nomination procedure and election timetable

In order to be eligible, candidates for election are asked to send their nominations to the Vice-Chancellor, to be received not later than **12 noon on Friday, 28 June 2024**. The Vice-Chancellor asks candidates to address their nominations to the Registry by email including electronic signatures to registry@admin.cam.ac.uk. The nomination (which can be made on a form available on the governance site)⁴ should include (a) a statement signed by two members of the Regent House, nominating the candidate for election and specifying the class in which the candidate is nominated, and (b) a statement signed by the candidate confirming consent to be nominated. The candidate is also required to provide a personal statement by the same date (see below). Two periods of four years should normally be regarded as the maximum length of continuous service for elected members of the Council.

In accordance with the regulations governing the election (*Statutes and Ordinances*, p. 118), those standing for election should send to the Registry, by 12 noon on Friday, 28 June 2024, a statement in support of their nomination, which will be provided to voters. Each statement should be no more than 500 words in length and should cover the following points:

- the candidate's present position in the University;
- previous posts held, whether in Cambridge or in other universities or outside the university system, with dates;
- the candidate's reasons for standing for election, and the experience and skills they would bring to the role;
- a note of the candidate's particular interests within the field of University business.

The complete list of nominations will be published in the *Reporter* on Wednesday, 3 July 2024.

If the election is contested, it will be conducted by ballot under the Single Transferable Vote regulations. Online voting will open at 10 a.m. on Wednesday, 10 July and close at 5 p.m. on Monday, 22 July 2024. Hardcopy voting papers and supporting materials will be distributed not later than Wednesday, 10 July to those who opted in November 2023 to vote on paper; the last date for the return of voting papers is **5 p.m. on Monday, 22 July 2024**.

⁴ Nomination forms are available at:

<https://www.governance.cam.ac.uk/committees/council/Documentspublic/CouncilNominationFormET2024.pdf>; and
<https://www.governance.cam.ac.uk/committees/council/Documentspublic/ScrutinyNominationFormET2024.pdf>; and
<https://www.governance.cam.ac.uk/committees/council/Documentspublic/NomCtteeNominationFormET2024.pdf>.

Car parking on University central sites

The allocation of car park badges to Departments for 2024–25 shall continue to be issued under the current policy, which relates the number of permits issued to current staff numbers and site capacities. Normally permits are issued from 1 October each year. Details of the criteria for the issue of permits from 1 October 2024 are as follows:

- (i) The allocation of badges shall not exceed the ratio of 1.8:1 when measured against the parking capacity of any site. This ratio will be higher where shared permits are issued.
- (ii) Allocations will be adjusted where necessary to conform to the above ratio.
- (iii) Heads of Departments will be responsible for the issue of badges according to Departmental allocation. It is suggested that the following criteria should normally be applied in the order specified. However, it is recognised that Heads of Departments will use their own judgement in applying the criteria as appropriate:
 - (a) persons with a Blue badge;
 - (b) persons with other medical or physical conditions which necessitate that they should park in close proximity to their place of work;
 - (c) family commitments – a need to attend to dependent family members during the day (e.g. taking/collecting children to/from nursery or school, visiting elderly or hospitalised family members) in areas not immediately accessible by public transport;
 - (d) unsocial hours of work – a requirement to work unsocial hours on a regular and frequent basis, finishing and/or starting at a time when public transport provision does not provide a viable alternative;
 - (e) persons having a requirement to use a car for work purposes on a regular basis during the working day as an essential part of their duties;
 - (f) persons who are prepared to undertake a formal car-sharing arrangement;
 - (g) inadequate public transport – applicable to staff who reside beyond a distance where they could reasonably be expected to walk or cycle to work, in areas beyond reasonable reach of public transport;¹ (Staff applying on this basis should note why they need to drive into Cambridge rather than use the Park & Ride.)
 - (h) staff who are willing and able to park their vehicle at the University secure park and cycle facility and cycle, walk or take the University shuttle bus service to their place of work (only those staff working on central sites are eligible).

Permits should not be issued to former members of staff or for use other than in connection with current University employment. Undergraduate and postgraduate students are not eligible for a permit except by qualification under (a) or (b) above.

Able-bodied persons who already have adequate parking facilities at a central College should normally be ineligible for a badge. For this purpose the term 'central College' excludes those Colleges which are inside the City boundaries but not situated in the central area, i.e. Churchill, Fitzwilliam, Homerton, Hughes Hall, Lucy Cavendish, Murray Edwards, St Edmund's, and Wolfson. Girton College, which is outside the City boundary, is also excluded.

Further information can be found at <https://www.em.admin.cam.ac.uk/what-we-do/estate-operations/facilities-services/car-parking-applications>.

¹ Reasonable public transport provision is defined as follows: a total journey time not in excess of forty-five minutes each way including walking time.

VACANCIES, APPOINTMENTS, ETC.

Electors to the Professorship of European Law

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

Professor Graham Virgo, *DOW*, in the Chair, as the Vice-Chancellor's deputy

(a) *on the nomination of the Council:*

Professor Louise Gullifer, *CAI*

Professor Siofra O'Leary, *European Court of Human Rights*

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

Professor Michael Dougan, *University of Liverpool*

Professor Timothy Harper, *M*

Professor Sandesh Sivakumaran, *ED*

(c) *on the nomination of the Faculty Board of Law:*

Professor Mark Elliott, *CTH*

Professor Albertina Albors-Llorens

Professor Niamh Nic Shuibhne, *University of Edinburgh*

Vacancies in the University

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

Professorship of Applied Mathematics in the Department of Applied Mathematics and Theoretical Physics; informal enquiries: Professor Colm-cille P. Caulfield, Head of Department and Convenor of the Board of Electors (email: c.p.caulfield@damtp.cam.ac.uk); closing date: 15 July 2024; further details: <https://www.jobs.cam.ac.uk/job/46834/>; quote reference: LE41966

Professorship of the Public Understanding of Mathematics in the Department of Applied Mathematics and Theoretical Physics; tenure: part-time (40% FTE); informal enquiries: Professor Colm-cille P. Caulfield, Head of Department and Convenor of the Board of Electors (email: c.p.caulfield@damtp.cam.ac.uk); closing date: 8 July 2024; further details: <https://www.jobs.cam.ac.uk/job/46835/>; quote reference: LE41967

Professorship of Translational Auditory Neuroscience in the Department of Clinical Neurosciences; informal enquiries: Professor Alasdair Coles, Deputy Head of Department and Convenor of the Board of Electors (email: ajc1020@medschl.cam.ac.uk) or Professor Maria Spillantini, Professor of Molecular Neurology (email: mgs11@cam.ac.uk); closing date: 19 August 2024; further details: <https://www.jobs.cam.ac.uk/job/46808/>; quote reference: ZE41941

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.

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.

Equality, Diversity and Inclusion

Annual Gloria Carpenter Lecture: 'We must move the needle on inequality in academia' by Professor Ijeoma Uchegbu, University College London, on Tuesday, 18 June 2024, from 5.30 p.m. to 6.30 p.m., in person in the Darwin Room, The Pitt Building, Trumpington Street, and online via Zoom; further details and booking: <https://www.equality.admin.cam.ac.uk/events/annual-gloria-carpenter-lecture>

NOTICES BY THE GENERAL BOARD

Student Complaint Procedure

With effect from 1 October 2024

The General Board, on the recommendation of its Education Committee, has agreed to make changes to the Student Complaint Procedure (see <https://www.studentcomplaints.admin.cam.ac.uk/student-complaints>). The key changes are as follows:

- *Clarification of timeframes:* Change from ‘calendar days’ to ‘working days’.
- *Explicitly specifying the process for complaints about staff misconduct:* The proposed amendments formalise the existing process whereby the Office of Student Conduct, Complaints and Appeals (OSCCA) and HR work together to conduct a single investigation that meets the requirements of both the Student Complaint Procedure and the relevant HR conduct procedure.
- *Academic judgement:* Academic judgement has never been a permitted ground of complaint within any of the University complaint, appeal or review procedures, nor is it a permitted ground of complaint within the OIA complaint process or within a court of law; this is now explicitly stated with the Student Complaint Procedure so that there can be no confusion.
- *Clarification on the timing of complaints:* The Procedure has been amended to give examples of matters that would not normally be accepted as sufficient reason for delay, and the types of complaints that would be accepted beyond the 20 working day deadline.
- *Clarification on the scope of complaints:* These clarifications confirm that a matter of complaint can only be investigated once using the most appropriate procedure, that verification checks on evidence can be undertaken, that the Case Handler will determine the most appropriate procedure for the investigation of a complaint, and that Complainants have the right to request a review of a Case Handler’s decision if the complaint or any part of it is deemed ineligible for investigation.
- *Clarification on the reasonable adjustments process:* The Procedure is explicit that the Case Handler will check the student’s record for a Student Support Document and apply the recommended adjustments automatically, explicitly informing the Complainant that they are doing so.
- *Clarification on the use of representatives:* In line with amendments to the Student Disciplinary Procedure, the Procedure now states when representatives will be permitted and how to request permission to use a representative, as appropriate.
- *Complaints about OSCCA:* Where a complaint is made about OSCCA, the Procedure is now explicit about the process that shall be followed for alternative handling of the complaint.
- *Clarification on the standard of proof used to determine a complaint:* the Procedure is now explicit that matters of complaint will be determined on the balance of probabilities on the basis of the evidence submitted. This is not a change in Procedure and is in line with OIA expectations.
- *Complaint Officers:* Complaint Officers are required to be members of the Regent House. This change ensures that all Complaint Officers have appropriate authority within the University. All Complaint Officers are appointed by the Council and required to be trained in advance of considering any complaints.
- *Confirmation of Institutions’ responsibilities following a complaint outcome:* The revised Procedure clarifies that an Institution shall act on a remedy imposed by the Complaint Officer, consider any recommendations or observations made by a Complaint Officer, and provide an explanation for any recommendations or observations not acted upon. This process provides accountability for students and Institutions but also provides flexibility where circumstances beyond the complaint result in particular recommendations or observations being impractical or unnecessary to implement.
- *Review stage:* The revised Procedure includes an explicit option for new material to be provided at the discretion of the Case Handler or the Reviewer at the ‘Review’ stage of the Procedure. This is current practice but not specified within the Procedure.
- *Confirmation of the enactment of a complaint outcome:* Clarification is provided that regardless of further avenues that a Complainant may wish to pursue, once the Review stage has been completed, the University will enact that decision. This is current practice and in line with OIA recommendations.
- *Information sharing:* The revised Procedure provides further details about information sharing, in line with the University’s policy on the use of personal information under the Procedure and the relevant parts of the Student Disciplinary Procedure. The general approach is to enable information sharing to encourage trust and transparency but to acknowledge that there are limits to information sharing as required by GDPR, particularly where information is not relevant to the complaint or is personal information relating to an individual, which they do not give consent to be shared.

In order to ensure effective implementation of the changes, the Office of Student Conduct, Complaints and Appeals will be undertaking the following actions:

- Communication of the changes will be included in the Key Issues Bulletin.
- The OSCCA website will be updated with information about the revised Procedure.
- OSCCA will run briefing sessions in Michaelmas Term 2024 for those impacted by the changes to the Procedure, specifically for those who support Complainants and respond to complaints and for decision-makers linked to the Procedure.

REPORTS

Report of the Council recommending the budget and allocations from the Chest for 2024–25

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

1. The Council is required to make an annual Report to the Regent House recommending allocations from the Chest to Schools, institutions and centrally administered funds. Chest allocations and associated Chest expenditure cover the majority of the recurrent pay costs of the University's academic and professional services posts; however, Chest financial information excludes all research activity, some teaching activity and some other activities.¹

2. The University currently forecasts using two different approaches; a bottom-up, Chest-focused planning process linked to available funding sources, and a top-down, overall cash flow model built from most recent actual results. Enhanced Financial Transparency (EFT), once the new finance system has been brought in, will align bottom-up and top-down planning, meaning institutions can plan on an EFT basis and strategic modelling (at the level of the Finance Committee) can be transparently reconciled to the bottom-up approach. However, until the new finance system is brought in, institutions will continue to rely on planning that is focused on the Chest.²

3. The Finance Committee has agreed a roadmap for the Finance Transformation Programme (FTP), including the replacement of the University Finance System (CUFS) and a new chart of accounts that, together, enable achievement of EFT's goal to provide reliable and transparent financial information that empowers institutions to make better informed decisions and to plan and budget in generally accepted, straightforward, and efficient ways. FTP is proceeding to plan; the replacement finance system has been selected and contracted, and procurement of a System Integrator (SI) partner commenced.

4. In the meantime, Schools and Non-School Institutions (NSIs) continue to be resourced, in part, via Chest allocations, with the Council continuing to make an annual Report recommending allocations from the Chest to Schools, NSIs and centrally managed funds. This Chest allocations Report is made in the context of both the total Academic University position and the financial outlook of the University Group (including Cambridge University Press & Assessment).

The Academic University's financial position

5. The University Group as a whole (including Press & Assessment) continues to generate an annual cash flow surplus from its operations and distributions from the endowment. Nevertheless, the proposed 2024–25 Budget for the Academic University remains a concern. The overall operating cash flow position for the Academic University as reported to the Finance Committee was an overall deficit

of £32m in 2022–23. The projected deficit for 2023–24 is now £53m (a deterioration relative to a projection of £30m on a like-for-like basis for 2023–24 at this time last year³). On this basis, a deficit of £47m is predicted for 2024–25. 6. Energy costs are expected to decline from their peak level in 2023–24, and the University will benefit from the lower pension contribution requirements indicated in last year's Report. However, staff numbers continue to increase and this is reflected in a higher projection of pay costs in subsequent years. Other operating costs are, overall, increasing materially more than inflation. The February 2024 fEC rates were lower than forecast, reducing the projected contribution of research income towards non-direct costs in the Ten-Year Model (TYM) and only partially offset by a slightly increased assumption of forecast research activity. Projected income from the CUEF, donations and restricted grants remain insufficient to close the gap between core operating income and expenditure.

7. The projections in the latest version of the TYM suggest that, without corrective action, the deficit for the Academic University will exceed £35m for the foreseeable future. The same trajectory is indicated by the EFT prototype, as illustrated more fully in Annex 2 to this Report.

8. Recent Allocations Reports have emphasised that the established ambition of a sustainable annual cash flow surplus from core academic operations is only achievable in the medium term if appropriate revenue growth is secured, costs kept under control and cost saving programmes which do not reduce the academic potential of the University delivered. Cash flow deficits from core academic operations must be met from unrestricted reserves, while a failure to deliver a cash surplus from core academic operations leaves the University substantially reliant on Press & Assessment and philanthropy for the capital it needs for investment to remain a world-leading university.

9. Initiatives enabled by the Surplus Improvement Fund (SIF) – principally growth in Master's-level postgraduate students – have generated some net financial benefit to the University, but the scale of the benefit is modest in view of the overall change required to reach a sustainable operating surplus.

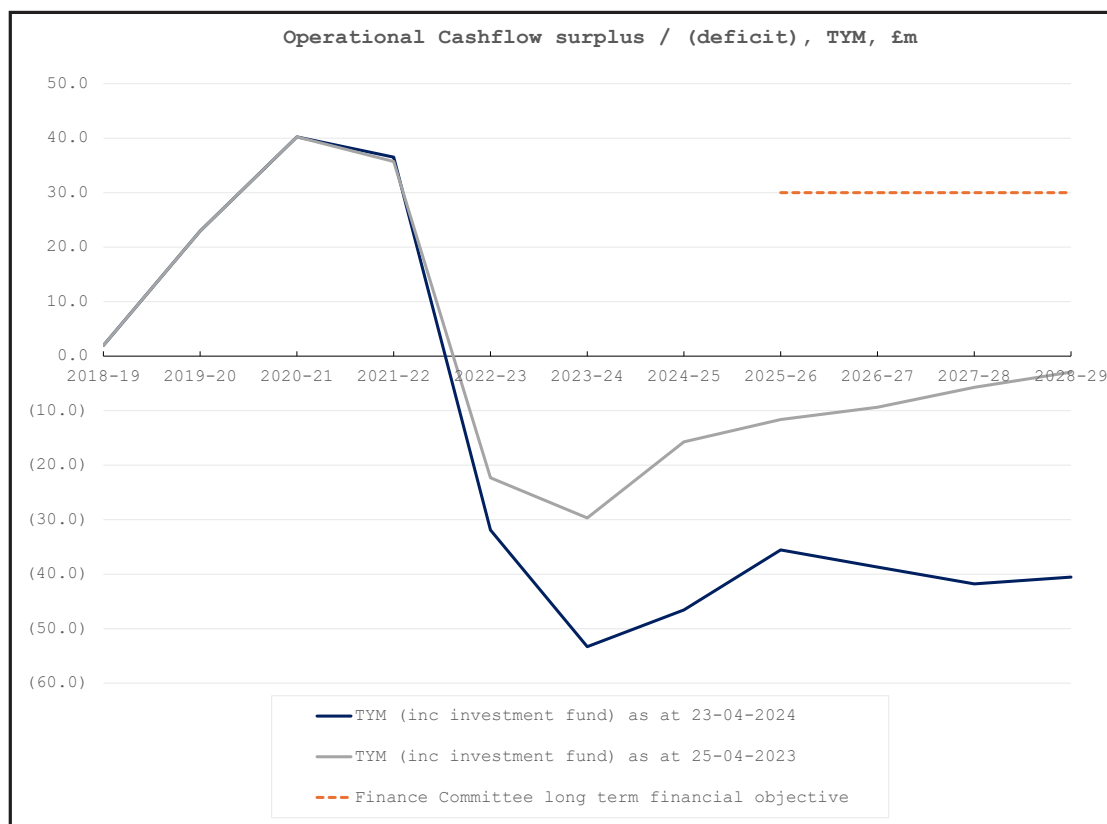
10. University-wide programmes, such as Reshaping our Estate, the Finance, HR and Research transformation programmes, and Reimagining Professional Services (RPS) will require University-wide collective leadership and engagement if the University is to achieve simpler, more standardised processes and realise the associated cost savings potential. This will allow greater investment in pay and the University's academic priorities.

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

² The Council reported to the Regent House in 2022 on the transition to EFT. Preliminary changes to the University's Statutes have now been made which support the ongoing oversight of the University's budget by the Regent House. The Regent House is reminded that these changes do not commit the University to the adoption of EFT or the removal of the Chest as a central part of the University's financial structures, which would need to be approved by separate Grace(s).

³ The headline measure of the surplus or deficit from the University's core academic operations has been updated in the last year, as reviewed by the Finance Committee and as detailed in Figure 1 below (p. 671). On this updated basis, the 2022–23 out-turn was a deficit of around £20m, the 2023–24 budget a deficit of around £30m, with a forecast recovery to a less than £10m deficit by 2027.

Figure 1: Academic University financial projections



11. Subsequent to last year's Report, several programmes have made progress in defining their contribution towards the University's financial sustainability as follows:

- *Reshaping our Estate* has made good progress in identifying opportunities to improve the quality of the University estate and reduce running costs and ongoing maintenance liabilities, informed by fact finding interviews with Schools, departments and NSIs. A substantive report will be made to the General Board in July 2024. During Michaelmas Term 2024, further engagement will take place to agree the prioritisation and sequencing of these opportunities, to inform a Strategic Estate Framework and 20-year Capital Plan for approval during Lent Term 2025. Early estimates indicate that it may be possible to reduce the size of the estate by 10–15% over time, potentially achieving an annualised cost reduction in the order of £10m–£15m per annum.
- The *Finance Transformation Programme* continues to make significant progress against its plan. While the goal is broader than cost efficiencies, the scope of the programme includes significant opportunities for both tangible and intangible financial benefits. The extent to which the University can fully realise these opportunities depends on:
 - how readily University institutions are able to achieve a more efficient and cohesive operating model;
 - the degree to which the University is able to standardise its finance processes; and
 - an ability to support better decision-making, leading to improved financial outcomes through business partnering.

A framework has been developed for the identification, baselining, evaluation and tracking of benefits throughout the duration of the programme.

- *Transforming Research Support (TRS)* will equip staff with the right skills, systems and ways of working, starting with a new collaborative research grants management system, Worktribe. This will be used for managing grants through pre-award, contracts and post-award stages, providing a range of benefits that will save time and resources. Worktribe will be introduced with pre-award and contracts in a phased manner, beginning with the School of Technology in July 2024. Other Schools and NSIs will follow later in 2024. Other benefits of the programme include:
 - simplified research support processes, reducing unnecessary costs and allowing staff to focus on high-value activities;
 - increased efficiency by integrating separate workflows;
 - improved access to accurate data to aid decision making;
 - reduced risk and administrative burden.
- The *HR Transformation Programme* will enable opportunities to save costs and/or time and will allow the University to exploit the advances in technology and ways of working that are currently unavailable due to current processes and systems. Examples include reducing administrative burden for staff and providing access to higher quality data that will improve decision-making. Work has commenced within HR Division to define key performance indicators to track the programme's benefits following implementation.

- By working with leadership across the University, *Reimagining Professional Services* has progressed from articulating the challenges presented by the University's current ways of working to identifying opportunities for operational effectiveness and efficiency, including the development of a target operating model. Putting the needs of the University at the heart of how we improve our professional services, RPS will focus on delivering simplification of processes and operations, moving to a first iteration of the implementation of some aspects of the operating model.

12. The sobering projections in the latest Ten-Year Model indicate, however, that the University cannot wait for transformation programmes to realise their savings potential. The scale of the operating deficit requires meaningful action now.

13. The Council and the General Board at their strategic away day in March 2024 discussed a 5% reduction in overall operating expenditure (Chest and non-Chest). The Planning and Resources Committee, at a joint meeting with the Finance Committee in May 2024, agreed that a 5% reduction in Chest expenditure will be implemented through a reduction in Chest allocations of 5% for all institutions across the next two financial years (2024–25 and 2025–26).

14. Achieving these targets will not be straightforward, and it will be important to complement the actions taken by Schools and institutions with an appropriate level of support to inform the difficult – but necessary – process of prioritising activity within a reduced quantum of resource, and to ensure that central bodies – including the Council and the General Board – understand the risks and opportunity costs if other activity is reduced, paused or ceased altogether.

15. Moreover, improvement over the next several years will not be achieved by transformation activity alone. The commitment that will be required in 2024–25 and 2025–26 – to prioritise the University's activity across education, research and professional services within a financially sustainable budget – must be maintained for the foreseeable future if the benefits anticipated by the transformation programmes are not to be absorbed by unplanned, incremental growth across the University.

The Chest position

16. Until the new finance system, with its new chart of accounts, is brought in, Schools and NSIs are partially resourced via Chest allocations. A practical mechanism to drive achievement of the overall reduction in expenditure endorsed by the Council and the General Board is, therefore, a reduction in Chest allocations. Chest allocations to Schools, Non-School Institutions and centrally administered funds will accordingly be reduced by 5% in real terms⁴ across the next two financial years.

17. Chest allocations are determined by a Chest allocations framework which agrees a baseline and applies an inflation rate aligned to the assumptions for pay and non-pay inflation that drive the TYM. The effective rate of

inflation on Chest allocations in 2024–25 is 0%; this is because provisions for pay inflation at 4% and non-pay inflation at 3.3% are offset by the effect of reduced pension contributions for both USS and CPS.⁵

18. The 4% provision for pay inflation will be fully allocated to compensation and benefits:

- An initial 2% will be allocated to Schools and institutions to cover the additional Chest pay costs of the expected UCEA⁶ pay award. These initial allocations may be increased if the pay award is more than 2%.
- To the extent that they are not covered by other budgets and cannot be absorbed within existing Chest funding: amounts to cover enhancing paid family leave and payment of visa and NHS surcharge fees for those new starters employed on a skilled worker or global talent visa (as agreed by the Human Resources Committee); and costs related to modification of the EJRA (subject to the outcome of the ballot on the recommendations of the Report published on 15 May 2024).⁷
- Additional pay (whether through an additional increment for employees, paid on the national pay spine, not already at the top of their grade; or a non-consolidated payment), starting with the University's lowest paid employees and extending as far up the pay scale as the residual central provision allows.

19. As a first step towards the 5% reduction in Chest allocations and expenditure that will be required by the end of 2025–26, the PRC has recommended for 2024–25 that allocations to Schools and NSIs are reduced, after inflation (including pay inflation) has been applied, by an initial 1%.⁸

20. The following paragraphs summarise the current forecast position of the Chest for 2023–24 and 2024–25; the trajectory is consistent with the projections of the Ten-Year Model and the EFT prototype indicated above.

2023–24

21. Chest income in 2023–24 was budgeted at £587.7m, with the 2023–24 in-year forecast now indicating that income at £590.3m. The University's recurrent research funding from Research England reduced by approximately £1.5m in 2023–24, reflecting revised calculations of QR funding for the supervision of Research Degree Programmes and charity support funding. This has been offset by non-recurrent funding allocations from Research England and a higher than forecast share of the 'overhead' element from research grant income, which is brought into the Chest to offset costs incurred in support of research.

22. Subsequent to last year's Report, employer contributions to the USS and CPS pensions schemes were reduced from the levels assumed in the 2023–24 budget, with the consequence that pensions contributions will cost less than planned and Chest allocations in support of these costs (estimated at approximately £13m) have not been required. However, the Chest's share of the overall increase in operating expenditure indicated in paragraph 6 means that there is unlikely to be an equivalent improvement in the Chest deficit position for 2023–24.

⁴ After allowing for inflation.

⁵ An effective Chest allocation inflation rate of 1% has been applied to the School of Clinical Medicine as a significant proportion of their staff costs relate to clinical staff in neither the CPS nor USS schemes.

⁶ University and Colleges Employers' Association.

⁷ See *Reporter*, 6741, 2023–24, p. 578 and p. 661 above.

⁸ A percentage of each Chest allocation is currently held back until a need is demonstrated. This 'holdback' was not introduced as a savings mechanism but was intended to lead to greater awareness of and focus on cost, resulting in a level of indirect savings or cost avoidance. To achieve a sharper focus on actual reductions in Chest expenditure driven by the recommended reduction in Chest allocations, the PRC has recommended that the holdback mechanism is withdrawn for 2024–25 and replaced with a single Chest allocation at the reduced target level.

2024–25

23. The principal increase to budgeted Chest income in 2024–25 is an increase in tuition fee income of £16.7m (Chest tuition fee income only, compared to Chest tuition fees in the Budget Report for 2023–24). This is driven by greater predicted numbers of international undergraduate, Master's-level taught postgraduate and doctoral students, informed by changes to the mix of Home and international students in 2023–24; overall growth in Home, Master's-level taught postgraduate students; and increases in unregulated fees.

24. Research England announced in March 2024 that the University's annual funding allocation for higher education museums, galleries and collections (HEMG) will increase by approximately £700k in 2024–25.

25. The University's recurrent allocation of charity support funding from Research England is expected to reduce slightly in 2024–25, and a potential reduction in funding for high cost subjects from the Office for Students is anticipated. This forecast is necessarily cautious pending the publication of the grant letters for 2024–25. It is possible that income may be approximately £2m higher than currently forecast, if the multiplication factors used by the OfS to calculate allocations remain as they were in 2023–24.

26. Most Schools and NSIs have proposed expenditure within the PRC's Chest framework for 2024–25. Schools proposing expenditure which exceeds the framework expect to use reserves to fund this expenditure.

27. Despite the increase in income, and even though most institutions are expecting Chest expenditure with the Chest framework, growth in Chest expenditure continues to outpace growth in Chest income. The impact on the budget for 2024–25, assuming a 1% reduction in Chest expenditure resulting from a 1% reduction in Chest allocations, is a projected expenditure deficit of £62.6m.

28. The principal exception to the Chest framework is the UIS, for which the PRC has accepted that additional Chest expenditure is necessary to continue the work of cyber security risk reduction recommended by the Information Services Committee and the Audit Committee. The proposed increases in expenditure were reviewed at meetings convened by the Chief Financial Officer during Lent Term 2024, and their recommendations considered by PRC at meetings in January and March 2024. While accepting the case for this additional Chest expenditure, PRC has emphasised the requirement for an overall, prioritised plan for University expenditure on computing and information services, to inform decisions that will be required as part of the University budget for 2025–26.

29. The recommended 1% reduction in Chest allocations to Schools and institutions is assumed to reduce Chest expenditure by £3.7m in 2024–25, and informs the predicted Chest expenditure deficit of £62.6m. The Chest expenditure deficit translates to a Chest allocations deficit (Chest income less Chest allocations) of £62.5m. The impact is summarised in the table immediately below.

Figure 2: Comparison between Chest expenditure and Chest allocations deficits, 2023–24 and 2024–25⁹



30. In addition to the reductions in Chest expenditure that will be necessary to operate within the reduced Chest allocation available in 2024–25, Schools and institutions will, during 2024–25, develop and begin to implement the actions that will be required to achieve the further reductions in Chest expenditure required in 2025–26.

Summary and recommendations

31. The University Group as a whole (including Cambridge University Press & Assessment) continues to generate an annual cash surplus from its operations and distributions from the endowment. The Group's balance sheet remains strong.

32. Nonetheless, the cost base of the Academic University remains high. Cash flow deficits from core academic operations must be met from unrestricted reserves, while a failure to deliver a cash surplus from core academic operations leaves the University substantially reliant on Press & Assessment and philanthropy for the capital it needs for investment to remain a world-leading university.

33. The ambition of a sustainable annual cash flow surplus from core academic operations, sufficient to provide the surplus headroom required for long-term renewal and academic investment is only achievable in the medium term if costs are kept under control and planned

⁹ School and NSI expenditure includes inflation.

cost saving programmes, which do not reduce the academic potential of the University, are – in due course – delivered to the bottom line.

34. Schools and institutions will be required to achieve 5% reductions in overall operating expenditure (Chest and non-Chest) by the end of 2025–26. An initial step towards achievement of that target is a 1% reduction of Chest allocations to Schools and institutions in 2024–25.

35. The University-wide transformation programmes offer the best opportunity to capture significant levels of efficiencies in the medium term; however, these are unlikely to deliver the desired level of cost savings by the end of 2025–26. Schools and institutions will be encouraged to work with central functions in exploring early opportunities to adopt aspects of transformation objectives, recognising these are likely to provide the best means of achieving University-wide, enduring, efficiency gains at scale.

RECOMMENDATIONS

36. Taken in the context of both the University Group and the Academic University's overall financial position, **the Council recommends:**

- I. That allocations from the Chest for the year 2024–25 be as follows:
 - (a) to the Council for all purposes other than the University Education Fund: £216.3m.
 - (b) to the General Board for the University Education Fund: £453.1m.
- II. That any supplementary grants from the Office for Students and UK Research & Innovation (through Research England), which may be received for special purposes during 2024–25, be allocated by the Council, wholly or in part, either to the General Board for the University Education Fund or to any other purpose consistent with any specification made by the OfS or UKRI, and that the amounts contained in Recommendation I above be adjusted accordingly.

ANNEXES:

Annex 1: Chest income and expenditure, including recommended Chest allocations for 2024–25 (p. 675).

Annex 2: EFT financial information for the Academic University (p. 677).

Annex 3: University business information (student and staff data, research financial performance) (p. 679).

7 June 2024

DEBORAH PRENTICE,
Vice-Chancellor

ZOE ADAMS

MADELEINE ATKINS

GAENOR BAGLEY

MILLY BODFISH

SAM CARLING

ANTHONY DAVENPORT

JOHN DIX

SHARON FLOOD

ALEX HALLIDAY

HEATHER HANCOCK

LOUISE JOY

FERGUS KIRMAN

ELLA MCPHERSON

SCOTT MANDELBROTE

SALLY MORGAN

SHARON PEACOCK

PIPPA ROGERSON

JASON SCOTT-WARREN

ANDREW WATHEY

MICHAEL SEWELL

PIETER VAN HOUTEN

ANNEX 1: CHEST INCOME AND EXPENDITURE

Annex 1 Chest income and expenditure £m	2021-22 Budget	2021-22 Actuals	2022-23 Budget	2022-23 Actuals	2023-24 Budget	2024-25 Draft Budget ¹⁸	2024-25 Proposed Allocations ¹⁸	2025-26 Indicative Budget ¹⁸
	£m	£m	£m	£m	£m	£m	£m	£m
Chest income								
Funding body grants ¹	158.4	165.4	148.4	165.8	164.0	160.2	160.2	160.0
Tuition fees and education contracts	292.2	289.9	313.7	303.1	326.0	342.7	342.7	364.0
Research grants and contracts ²	44.5	53.1	54.9	52.9	49.9	55.7	55.7	57.2
CUEF income and interest receivable (investment income)	22.4	22.0	24.0	24.2	26.5	26.7	26.7	27.2
Other operating income (includes donations and endowments) ³	24.3	20.5	25.9	21.4	21.3	21.6	21.6	22.1
Total income	541.8	551.0	566.9	567.3	587.7	606.9	606.9	630.6
Chest expenditure								
Schools								
School of Arts and Humanities	25.8	26.7	26.5	27.2	28.2	28.1	27.8	27.8
School of the Humanities and Social Sciences	43.2	44.1	45.9	46.4	48.9	49.3	47.7	48.7
School of the Physical Sciences ⁴	47.5	46.7	48.9	50.5	53.0	54.1	52.9	53.5
School of Technology	34.9	34.7	36.3	37.3	38.8	38.6	38.4	38.6
School of the Biological Sciences	42.2	43.6	41.7	44.7	46.7	46.4	45.9	45.9
School of Clinical Medicine	26.4	31.2	27.9	25.1	28.6	30.9	30.2	30.2
Total Schools	220.0	227.0	227.2	231.2	244.1	247.4	242.9	244.7
Academic Institutions and Services								
Fitzwilliam Museum	4.6	4.5	5.4	4.8	5.1	5.0	4.9	5.0
Hamilton Kerr Institute	0.2	0.2	0.2	0.2	0.2	0.2	0.2	0.2
Kettle's Yard	0.5	0.5	0.5	0.5	0.5	0.5	0.5	0.5
Institute of Continuing Education	0.3	0.4	0.4	0.4	0.4	0.4	0.4	0.4
HRH Prince Alwaleed Bin Talal Centre of Islamic Studies	-	0.0	-	(0.0)	-	-	-	-
Centre for Music Performance ⁵	-	0.1	0.1	0.1	0.3	0.3	0.3	0.3
Development and Alumni Relations ⁶	10.6	10.2	11.2	11.4	12.9	12.8	12.6	12.7
Cambridge in America ⁷	3.9	3.7	3.9	4.0	5.0	4.7	4.6	4.7
University Library and Affiliates	17.4	17.6	18.1	18.3	19.2	19.0	18.8	18.8
University Information Services ⁸	26.9	26.9	33.5	30.2	40.1	43.2	42.7	42.8
Unified Administrative Service ^{9, 10}	52.0	54.8	64.1	62.5	72.8	74.8	73.6	73.9
Total Academic Institutions and Services	116.4	118.9	137.4	132.4	156.5	161.0	158.6	159.2
Staff and Student Services								
Careers Service	1.5	1.5	1.6	1.6	1.8	1.7	1.7	1.7
ADC Theatre	0.0	0.0	0.1	0.0	0.0	0.0	0.0	0.0
Total Staff and Student Services	1.5	1.5	1.7	1.7	1.8	1.7	1.7	1.7
Administered Funds								
College Fee shares ¹¹	-	83.7	90.1	84.4	94.6	91.1	91.1	
Teaching and research ^{4, 10, 12}	137.8	28.4	52.5	41.2	47.7	42.9	41.1	
Contingency	5.8	(0.9)	0.9	2.0	0.4	0.4	0.4	
Human resources ¹³	2.9	0.6	7.0	0.3	5.0	1.7	1.7	
Operational	6.0	5.3	8.0	9.6	10.3	10.6	10.6	
General	3.6	2.6	4.0	3.9	4.2	3.9	3.9	
Estate related ^{3, 14}	14.3	6.2	14.3	8.2	15.9			
Utilities and rates ¹⁴	30.3	29.3	34.9	41.0	49.3			
Buildings maintenance ¹⁴	33.4	35.0	35.7	38.4	38.0			
Total Estates	77.9	70.5	84.9	87.6	103.2	92.7	92.7	
Adjustment to Administered Fund Spend	(3.0)	-	-	-	-			
Total Administered Funds¹⁵	231.0	190.2	247.4	229.0	265.5	243.4	241.6	235.9
Chest expenditure not picked up elsewhere	1.0	(2.3)	1.0	1.6	1.0	1.0	-	1.0
Subtotal chest expenditure	569.8	535.3	614.7	595.8	668.8	654.5	644.8	642.5
Subtotal chest operating surplus / (deficit)	(28.0)	15.7	(47.9)	(28.5)	(81.1)	(47.6)	(38.0)	(11.8)
Other Expenditure								
Approved SIF expenditure	3.7	-	6.3	4.1	5.6	10.5	10.5	10.8
Covid Contingencies (inc. approved Recovery Plan expenditure)	1.3	0.2	1.1	0.9	-	-	-	-
PRC Priorities	7.0	1.6	7.0	6.2	7.5	7.5	7.6	7.4
Other Expenditure	12.0	1.8	14.4	11.2	13.1	18.0	18.0	18.2
Pay provision held centrally ¹⁶	-	-	-	-	-	-	6.5	(0.3)
Building warrant transfers	-	7.4	-	16.7	-	-	-	-
Provision to recognise timing delay in budgeted expenditure ¹⁷	-	-	(19.6)	-	(4.8)	(3.0)	-	(1.5)
Total chest expenditure	581.8	544.5	609.5	623.7	677.2	669.4	669.3	658.9
Chest operating surplus / (deficit)	(40.0)	6.5	(42.7)	(56.4)	(89.4)	(62.6)	(62.5)	(28.3)

Notes

- 1 Higher Education Innovation Funding expenditure appears in the non-Chest thus is excluded from Funding Body Grant figures from 2023–24 Budget onwards. Teaching Grant and research charity support allocations are expected to reduce slightly. The forecast is cautious but there is a potential £2m upside from the OfS Teaching Grant, should the factors used for 2024–25 remain unchanged relative to 2023–24 allocations. Research England has announced an increased allocation for Higher Education Museums and Galleries funding.
- 2 RGC Chest overheads are forecast based on the TYM view of the research portfolio. The 2023–24 outlook for the research portfolio is now expected to be more optimistic than the original TYM forecast from May 2023.
- 3 Income received from CUP&A in respect of Capital Equipment Fund allocations to Schools will be routed to/from the investment fund (to match expenditure) from 2024–25, not via the Chest.
- 4 PRC approved Cambridge Zero transfer from Admin Funds to SPS, additional allocation £0.52m.
- 5 Centre for Music Performance had provision within NSIs and PRC Priorities Fund in the 2022–23 budget. For 2023–24 budget, these amounts were aligned only in the NSIs category, coupled with an additional amount of £68k to place CMP on a stable footing. 2024–25 Budget and subsequent years are uplifted for inflation as for other NSIs. It is assumed that CMP savings target is met entirely in 2025–26.
- 6 CUDAR is exploring several options to materially increase their output (over several years). A full business case for decision will be presented to the PRC in due course, this is not anticipated earlier than December 2024.
- 7 The Chest absorbs the impact of foreign exchange transactions in relation to the Cambridge in America allocation.
- 8 Increased Chest expenditure in the UIS since 2021–22 has been driven by the rising volume and price of IT licences and subscriptions; increased expenditure on digital services supporting education; and cyber security risk reduction. Chest expenditure (and allocations) *excludes* change and transformation programmes funded from the Investment Fund.
- 9 The increased Chest expenditure in the UAS between 2021–22 and 2023–24 results from activity to meet the University's needs in three areas: new internal initiatives agreed by the Council, the General Board and other committees; an increase in volume or complexity of existing activity; and new external regulatory or compliance requirements. Approximately 45% of the increase (£9m) is attributable to additional expenditure in Education Services (including responding to the Council's strategic review of student mental health provision and additional resource for exams, degree congregations and OSCCA) and HR (including support for the People Strategy, the creation of a specialist case management team and additional resource in the ED&I, policy and reward teams). The remainder is distributed fairly evenly across the rest of the UAS. Chest expenditure (and allocations) excludes change and transformation programmes, all of which are funded from the Investment Fund.
- 10 2024–25 sees Widening Participation funds transfer from Admin Funds to UAS on a cost neutral allocation.
- 11 The UG College fee share increased over the years following the outbreak of the Covid-19 pandemic owing to increased admission of home UG student entrants. However, as this exceptional increase in UG students have finished their studies, and as increased proportion of international UG students admitted (who pay College fees directly to Colleges), there is a divergence of the tuition fee income received from the UG College fee share expenditure.
- 12 Researcher Development Fund to transfer from Admin Funds to UAS and Schools with a cost neutral allocation.
- 13 In-year costs of individual promotion schemes will no longer be associated with the administered funds, but instead will be provided through the pay inflation, which includes promotion costs, applied to Schools and NSIs.
- 14 Estates Division will review expenditure plans at total portfolio during 2024–25, as indicated by the boxed rows, in order to prioritise expenditure within the PRC's framework.
- 15 Comparisons between budget and actuals are difficult at the individual Institution level due to the switch in funds budgeted for in the Administered Funds, but expensed in Schools and institutions. This value ranges between £25m to £30m annually.
- 16 A total of 4% has been assumed as a pay increase in 2024–25, with 2% embedded in institution calculations in respect of the anticipated national pay rise, and a further 2% provided centrally, as detailed in paragraph 18 of the Allocations Report.
- 17 Since the 2022–23 budget, a provision has been made to account for the timing difference between budgeted expenditure and when expenditure is actually incurred. This has reduced due to the effect of the holdback in 2022–23 and 2023–24, and due to the savings targets applied in 2024–25 and 2025–26, all of which have the effect of bringing actual expenditure closer to budget.
- 18 A 5% savings target for all institutions, applied after inflation, as a reduction in Chest allocations and respective Chest expenditure, have been calculated as follows:
Schools and NSIs including the UAS, 2024–25 -1% and 2025–26 -4%;
UIS, Centrally Administered Funds and Centre for Music Performance, 2024–25 0% and 2025–26 -5%.

ANNEX 2: ENHANCED FINANCIAL TRANSPARENCY

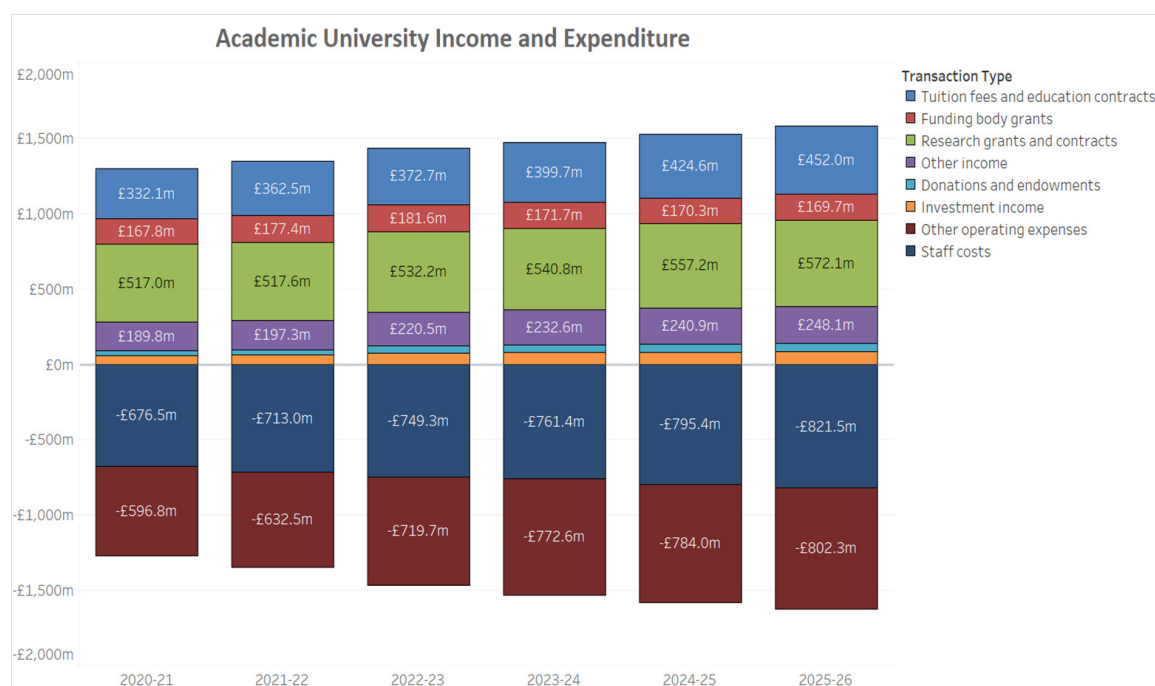
1. The University continues to develop its new approach to planning and budgeting as part of the EFT project within the Finance Transformation Programme (FTP).

2. EFT's goal is to provide reliable and transparent financial information so that institutions are empowered to make better informed decisions and to plan and budget in generally accepted, straightforward, and efficient ways. Through EFT, income will be attributed where earned, costs aligned to those income streams where incurred, and indirect costs such as libraries or the research operations office, attributed according to a fair and equitable set of drivers.¹ Regardless of whether institutions operate in surplus or deficit, it is hoped that EFT will support University leaders in taking actions that will improve financial outcomes and contribute to an improvement in overall financial sustainability.

3. A new chart of accounts, together with a planning module within the new finance system and new financial policies and regulations, are required to implement EFT in full. These are anticipated in spring 2027, alongside the planned change in the finance system. During the transition to EFT, preliminary financial information is available via a prototype income and expenditure model which maps real financial data from CUFS;² a process of sharing this prototype model with School and NSI leadership teams is ongoing, and will be supplemented in Michaelmas Term 2024 by a further round of engagement with Faculties and Departments. The prototype should not be considered a proxy for full EFT functionality.

4. EFT forecasts for 2023–24 and subsequent years are built on the 2022–23 actuals. Income includes updated information for student numbers and fee rates for 2024–25 and 2025–26 and the latest insights into the mix and volume of research grants and contracts. Expenditure includes the latest assumptions for pay and non-pay inflation.

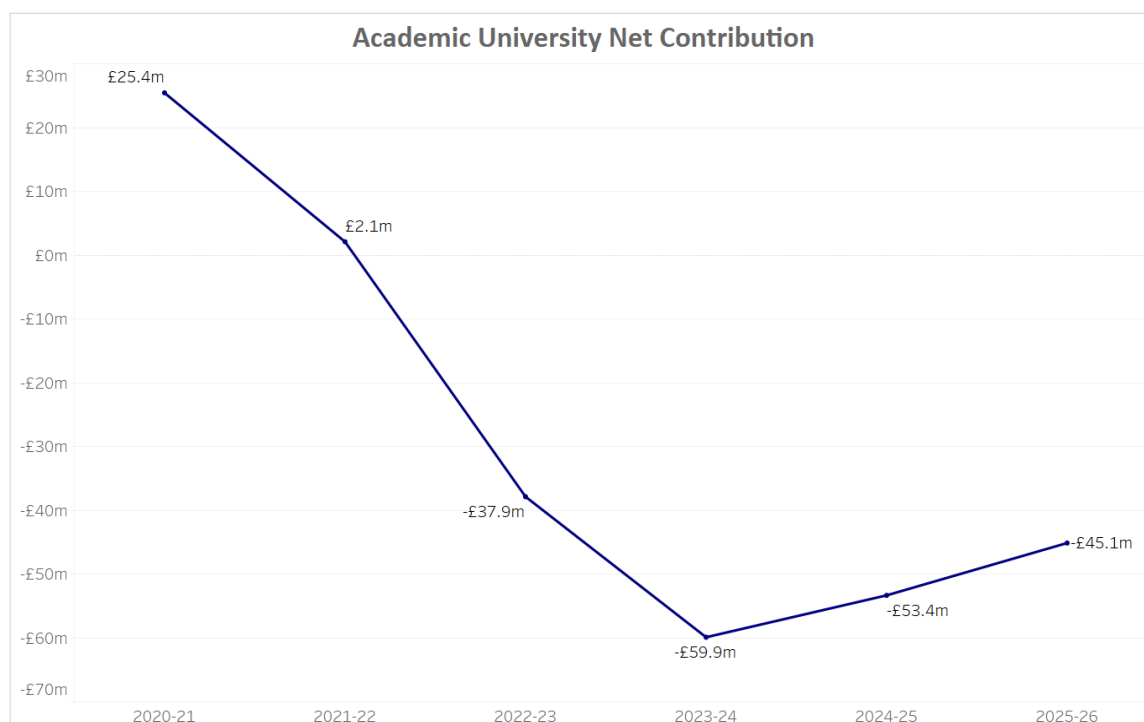
Figure 3: Academic University income and expenditure from EFT prototype



¹ A driver is an agreed method to share central income or costs, for example sharing the costs of the HR Division by staff numbers, or space costs per m². Once central costs have been shared out these are described as indirect costs.

² EFT will remove the distinction between Chest and non-Chest, and the prototype looks through Chest and non-Chest barriers to report on the totality of the Operational Academic University.

Figure 4: Academic University net contribution from EFT prototype

Figure 5: Academic University income and expenditure from the EFT prototype³

Academic University £m	Actuals Years			Plan Years		
	2020–21	2021–22	2022–23	2023–24	2024–25	2025–26
Tuition fees and education contracts	332.097	362.490	372.740	399.688	424.603	451.990
Total funding body grants	167.770	177.416	181.647	171.739	170.297	169.675
Research grants and contracts	516.968	517.630	532.152	540.826	557.159	572.091
Other income	189.838	197.315	220.510	232.607	240.918	248.135
Donations and endowments	34.522	29.553	48.361	50.997	52.578	53.882
Investment income	57.551	63.230	75.990	78.468	80.832	83.225
Total income	1,298.747	1,347.634	1,431.401	1,474.326	1,526.388	1,578.998
Staff costs	676.513	713.036	749.269	761.365	795.396	821.510
Other operating expenses	596.791	632.510	719.749	772.596	784.049	802.333
Total Expenditure	1,273.304	1,345.546	1,469.018	1,533.960	1,579.445	1,623.842
University surplus/deficit	25.443	2.088	-37.616	-59.635	-53.057	-44.845

What the EFT prototype tells us:

- 1 Compared to the previous iteration of the prototype, shared in May 2023:
 - (a) Forecast income is lower for Tuition fees and education contracts and Funding body grants.
 - (b) This is more than offset by higher income forecasts for other forms of income.
 - (c) However, at this stage the model only extrapolates from one year's data and 2022–23 may well have included distorting anomalies: the prototype cannot readily handle one-off anomalies.
 - (d) Forecast expenditure is higher due to higher than expected costs in 2022–23 and run rates in 2023–24 suggesting an increase in staff cost/headcount, giving rise to volume increases in addition to inflation.
 - (e) The net effect of the above is a forecast higher deficit position in future years.
 - (f) Improvements have been made to the handling of shared Triposes in particular in the last two Plan years (i.e. 2024–25 and 2025–26). In addition, further adjustments have been made to reflect consistently the split of the UG for Medicine course between the School of the Biological Sciences and the School of Clinical Medicine in past and future years.

³ The small discrepancy between the Figure 4 numbers and the Figure 5 numbers for the net contribution (a.k.a. surplus/deficit) in 2022–23 and later years is due to a build issue in the prototype that we hope to fix for the next iteration.

2. Two Schools are in surplus both before and after deduction of their share of central costs, with the other four showing surpluses at the gross contribution level but deficits at the net contribution level.

3. The figures for the Schools have remained relatively stable compared to the iteration of the prototype shared in May 2023; however, further work is required to isolate and improve internal accounting adjustments required for the Group accounts, which can impact some central CUFS departments including the centrally administered funds. The EFT/Chart of Account workstream is reviewing transactions and processes within three central departments with a view to identifying transactions relevant to academic departments and NSIs where appropriate, and where Group activity needs to be more clearly ring-fenced and excluded from the financial transactions of the Operating Academic University.

How the EFT prototype has been shared, and next steps in the project:

4. EFT prototype sharing sessions were held in April 2024 with each School and two sessions for NSIs to talk through the latest iteration and provide an opportunity for questions. The prototype output files have been shared and a user guide row-by-row explanation provided to aid understanding of where numbers come from.

5. Further work (that is unlikely to be completed in the prototype) is ongoing within FTP workstreams, including:

- (a) Treatment of central income and costs and where to draw the Operational Academic University boundary.
- (b) What central costs should be attributed and treated as 'above the line'⁴ and hence be included within the gross contribution on which targets are expected to be set.
- (c) Drivers to be used in attributing central costs.
- (d) Modelling contributions and funds flow (including year end sweep processes).
- (e) Identifying how we currently plan and budget and how we should do this in the future.
- (f) Working closely with the Finance System Replacement functional workstreams to ensure the new finance system will be able to do what EFT requires.
- (g) Identifying and consulting on governance and control processes which will be required to change to embed EFT in the new finance system.

6. A communications plan is being developed to support wider engagement on EFT principles and to share the EFT prototype with departments. The latter will be worked on in collaboration with School offices.

⁴ 'Above the line' is a way to describe which income and costs are included in the gross or net financial result. In the EFT prototype, the result line is described as 'contribution'. 'Gross contribution' is described as the result of direct income less direct costs. 'Net contribution' is described as the result of direct income, less direct costs, less central costs. EFT workstreams, including the governance workstream, will consult on which central costs should be included 'above the line' therefore in 'gross contribution'.

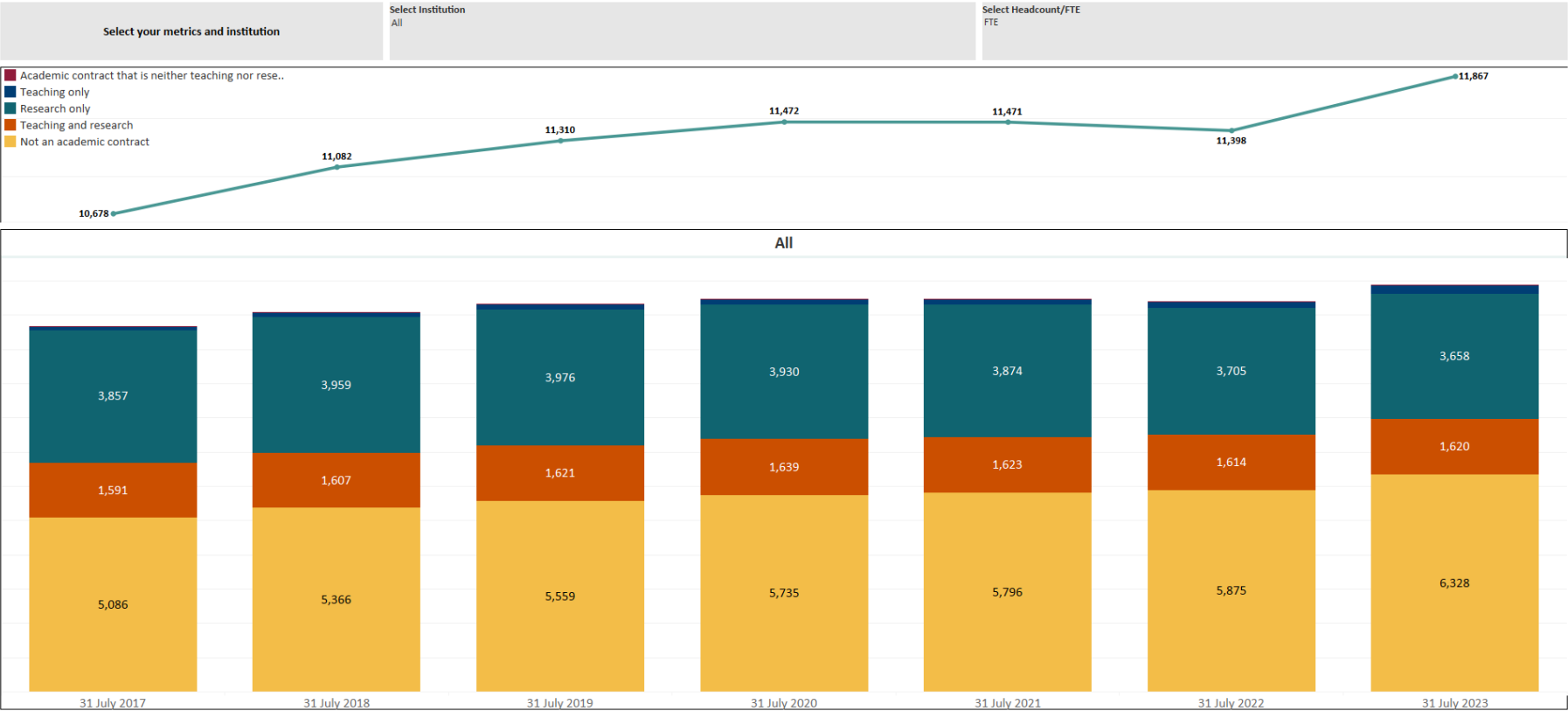
ANNEX 3: UNIVERSITY BUSINESS INFORMATION

Business information is shared with University committees to broaden the understanding of our levers to financial sustainability. University staff data are routinely published alongside the Allocations Report; the summary tables included below are a snapshot of the full data set available – along with some other key data sets – using this link (CRSid and UIS password required):

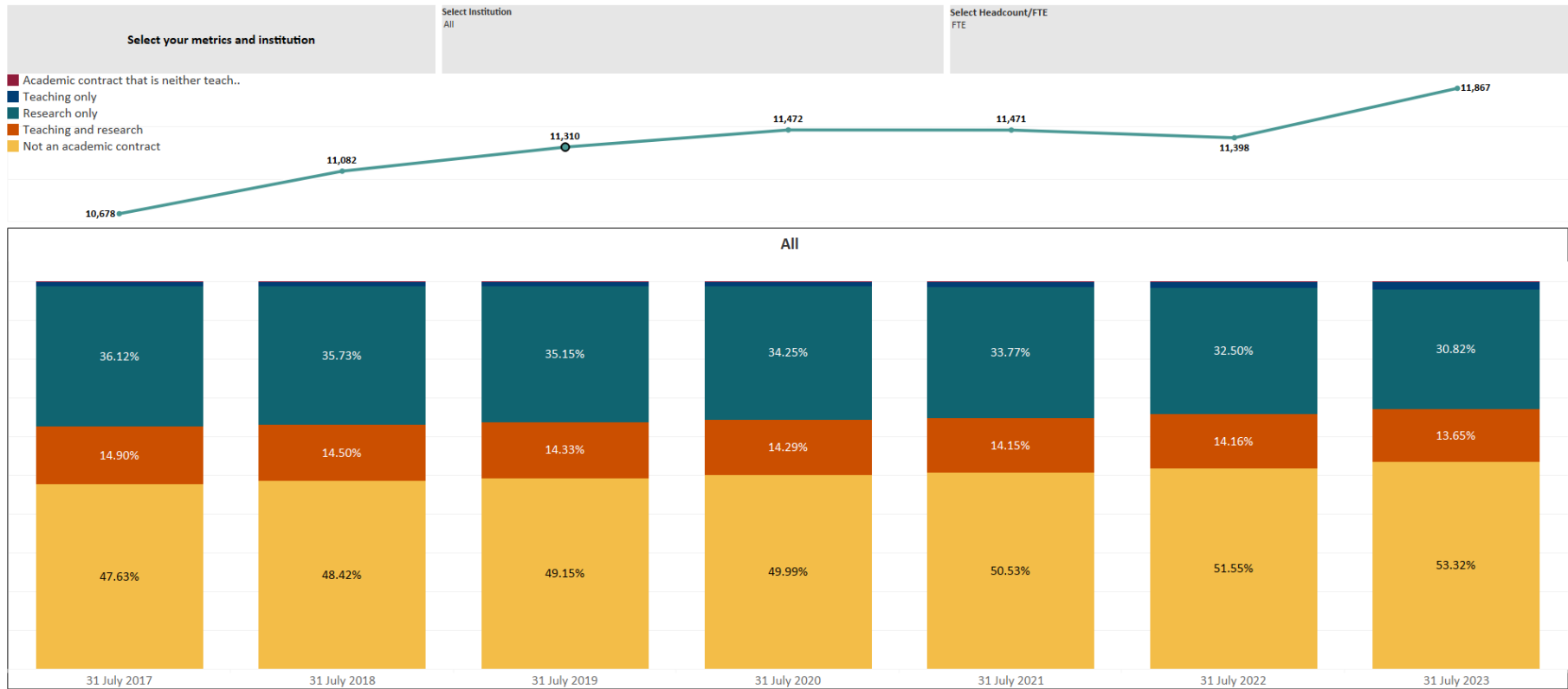
<https://tableau.blue.cam.ac.uk/#/site/InformationHub/projects/427>

- (i) **Student numbers by level of study and fee status** – this provides a time series presenting the changes in the size and shape of the University's student population. It provides an overview of student numbers by both total student population and new entrants and offers, at a glance, a view of the main trends such as a decrease in doctoral entrants, growth in PGT Masters and a gradual change in the balance of Home/International students across all levels of study. The latter is partially related to the change of fee status for EU students post-Brexit. A more detailed report is available by School.
- (ii) **Non-regulated fee rates** – this report shows the range of non-regulated fee rates by School. It illustrates patterns of clusters and outlier rates, and can support Schools in their consideration of setting any course-specific rates. It provides data on all rates side by side to encourage decisions towards greater alignment of fees and the banding of the fee rates wherever possible.
- (iii) **Staff numbers by academic employment function** – this dashboard provides a view of changing staff numbers across university institutions. It provides information on institution, headcount, FTE, and employment function to deliver a snapshot of staffing patterns. The data unveils a rise in non-academic contracts, driven by:
 - (a) *Transformation Programme activities*: University transformation developments account for the significant recent uplift in non-academic staff, reflecting the demand for project management, admin support and technical expertise.
 - (b) *Reprofiling of research support*: The complexity of research and related contract support has required growth in more specialist research support roles.
- (iv) **Research performance, using TRAC analysis** – this dashboard provides the full economic cost of research and allows the user to view income and expenditure in detail. Contributions to research recovery from individual Schools and Sponsors (Industry for example) can be filtered for analysis. Across the total University, research portfolio expenditure has grown at a quicker rate than income, leading to a growing under-recovery. Financial sustainability of research continues to decline in major funder categories.

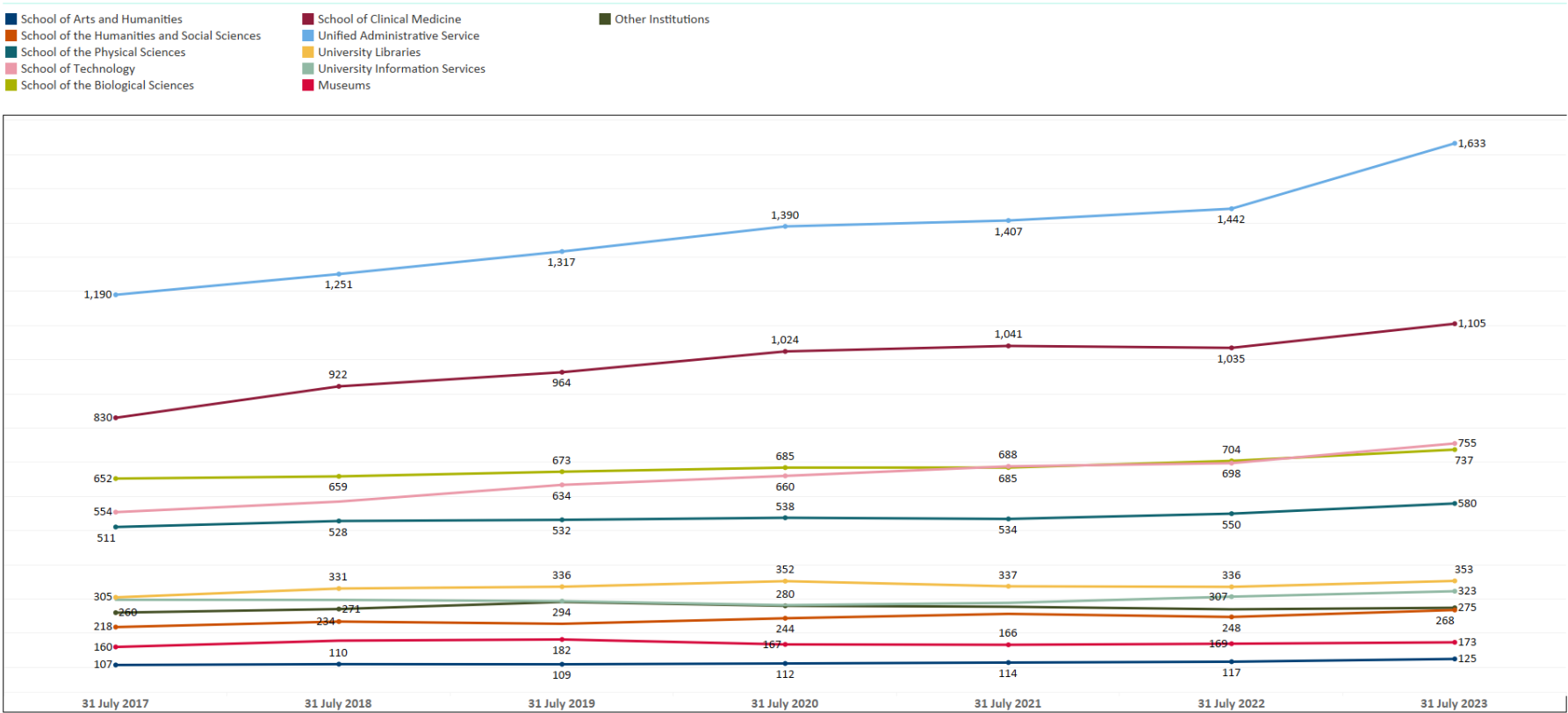
University Staff FTE



University Staff Percentage of Total FTE



Non-Academic Contracts Time Series Schools/Institutions FTE



Report of the General Board on the introduction of Clinical Academic (Teaching and Scholarship) offices and posts

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

1. This Report proposes the creation of clinical academic offices and posts in the Academic (Teaching and Scholarship) career pathway.

2. The recommendations of a Joint Report of the Council and the General Board, creating a new category of academic staff: Academic (Teaching and Scholarship), were approved on 21 May 2021 (*Reporter*, 2020–21: 6612, p. 454; 6616, p. 559). The new category recognised the status of staff whose primary responsibilities are the delivery of teaching, whilst maintaining the distinction between those staff and the majority of academic staff whose responsibilities include both teaching and research – referred to here as Academic (Research and Teaching).

3. At the time, the offices and posts created were all non-clinical in nature as no requests for clinical posts were put forward during the consultation exercise with institutions and other stakeholders. However, the Schools of Clinical Medicine and the Biological Sciences now wish to create Clinical Academic (Teaching and Scholarship) offices and posts.

4. Those working as clinical academics at the University must hold an honorary clinical contract, i.e. be registered with the General Medical Council (GMC), the Nursing and Midwifery Council (NMC) or the Health and Care Professions Council (HCPC) with a licence to practice and, if GMC-registered at consultant level, be on the specialist register. Doctors who are clinical academics are paid on the NHS consultant pay scales based on their clinical seniority and not their academic seniority and thus on promotion a clinical academic only receives a new title, not an increase in pay.

5. This proposal is to create Clinical Academic (Teaching and Scholarship) offices and posts to recognise the status of clinical staff whose primary responsibilities are the delivery of teaching. It reflects the same thought processes behind the creation of the office of Clinical Professor on the Academic (Research and Teaching) career pathway.

6. The majority of the appointments to the new offices and posts would be in the School of Clinical Medicine and the School of the Biological Sciences, although clinical academic appointments have also been made in other Schools.

7. There are the following reasons for proposing the creation of academic clinical offices and posts in the Academic (Teaching and Scholarship) career pathway:

- (a) to provide an appropriate employment contract for new posts, where recruiting to a clinical, teaching-focused role is considered in the strategic and operational interests of the Department or Faculty;
- (b) to provide existing Clinical Academic (Research and Teaching) staff the opportunity to transfer to the new Clinical Academic (Teaching and Scholarship) offices and posts where this is the best fit with their duties and responsibilities and in the best interests of the individual and their career development (allowing officers to retain their established status until retirement);

- (c) it would enable clinical academic staff whose primary responsibilities are the delivery of teaching to apply for promotion under the Academic Career Pathways (Teaching and Scholarship) scheme;
- (d) to offer support tailored to the needs of this group of staff.

8. Subject to the approval of the recommendations of this Report, clinical staff on the Academic (Research and Teaching) career pathway whose main responsibility is the delivery of teaching will be eligible to apply to transfer to the Academic (Teaching and Scholarship) pathway via the process for transfers between the academic career pathways (*Reporter*, 2022–23, 6677, p. 135 and p. 141).

9. A new Clinical Academic (Teaching and Scholarship) contract will be required with terms and conditions similar to a Clinical Academic (Research and Teaching) contract, with a co-terminous appointment dependent on an honorary contract from an NHS body which is required to enable that individual to undertake clinical duties and responsibilities.

10. The transfer of existing teaching-focused staff to the new Clinical Academic (Teaching and Scholarship) contract will not trigger a probationary requirement, as this will be treated as a continuation in post. The HR Division will provide advice on an individual basis to clarify any changes to terms and conditions of employment and to ensure that each individual is able to reach an informed decision.

11. Staff on the Clinical Academic (Teaching and Scholarship) career pathway will not be granted an automatic right to sabbatical leave to conduct research and scholarship, but they may be eligible – in exceptional circumstances and for very specific purposes – to apply for relief from teaching to undertake a significant body of work, in line with principles agreed at School level.

12. Clinical Academic (Teaching and Scholarship) staff will normally have a higher teaching load than Academic (Research and Teaching) staff, with stint models (allocation to teaching sessions) determined at institutional level as is the case for Academic (Research and Teaching) staff, aligned to School-level principles. Stint models are expected to include time for scholarship and other forms of contribution. School Councils will agree principles across their institutions and cognate disciplines in relation to the granting of teaching relief, expectations of the use of time available outside of teaching commitments for scholarship, and teaching load and stint models.

13. Recruitment to Clinical Academic (Teaching and Scholarship) roles would follow the standard clinical appointment processes for academic clinical roles, including to the office of Clinical Professor as set out in Ordinance (*Statutes and Ordinances*, p. 760).

14. The following table below provides a summary of the Clinical Academic (Teaching and Scholarship) offices and posts:

Grade of equivalent Academic (Teaching and Scholarship) staff*	Proposed office	Proposed unestablished post
Equivalent to Professor at Grade 12**	Clinical Professor	Clinical Teaching Professor
Equivalent to Associate Professor (Grade 10)	Associate Professor (Grade 10)	Associate Teaching Professor (Grade 10)
Equivalent to Assistant Professor (Grade 9) and (post-probation) Associate Professor (Grade 9)	Assistant Professor (Grade 9) and (post-probation) Associate Professor (Grade 9)	Assistant Teaching Professor (Grade 9) and (post-probation) Associate Teaching Professor (Grade 9)

* Clinical academics are paid on the NHS consultant pay scales.

** Unlike the recruitment of non-clinical Professors where there is a standard role profile for both Grade 11 and Grade 12 Professors and their pay is correspondingly differentiated, there is no mechanism or legitimate basis under the UCEA agreements to differentiate pay on the NHS pay scales nor to have differential recruitment processes, so arrangements for all Clinical Professors need to be the same and each Professorship assigned to the Schedule to Special Ordinance C (vii) 1.

15. Those currently holding the offices of Reader and Professor (Grade 11) would be invited to transfer to the new office of Clinical Professor. Clinical Academic (Teaching and Scholarship) staff will be eligible to apply for promotion under the Academic Career Pathways (Teaching and Scholarship) scheme. (Please see paragraph 4 for details on pay arrangements on promotion.)

16. The Academic Career Pathway (Teaching and Scholarship) scheme guidance will be updated to include Clinical (Teaching and Scholarship) roles. The Schools of Clinical Medicine and of the Biological Sciences will create relevant assessment criteria for clinical roles that can be included in the Academic Career Pathways (Teaching and Scholarship) scheme guidance.

17. The General Board recommends that, with effect from 1 September 2024, the Clinical Academic (Teaching and Scholarship) offices and posts set out in paragraph 14 of this Report be added to the Academic Career (Teaching and Scholarship) pathway and the amendments to Ordinances as set out in Annex A be approved.

7 June 2024

DEBORAH PRENTICE,
Vice-Chancellor
CAREDIG AP TOMOS
MADELEINE ATKINS
TIM HARPER

ELLA MCPHERSON
PATRICK MAXWELL
NIGEL PEAKE
RICHARD PENTY
EMILY SO

PIETER VAN HOUTEN
BHASKAR VIRA
CHRIS YOUNG

ANNEX A: CHANGES TO ORDINANCES

The following change to Ordinances will be made if this Report's recommendation is approved:

Ordinance for the office of Clinical Professor (*Statutes and Ordinances*, p. 760): By amending Regulation 3 to read as follows:

3. The duties of a Clinical Professor, which shall include clinical responsibility, shall be determined by the Faculty Board or other body concerned, subject to the approval of the General Board, and those duties shall apply throughout the year save for such period or periods not exceeding six weeks in all in any one academic year as may be agreed.

Report of the General Board on the outcomes of the Academic Career Pathways (Research and Teaching) and (Teaching and Scholarship) 2024 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 2024 have been completed. The General Board, at its meeting on 29 May 2024, 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:
 - (i) Personal Professorships (Grade 12);
 - (ii) Clinical Professorships;
 - (iii) Professorships (Grade 11);
 - (iv) Associate Professorships (Grade 10); and
 - (v) Grade 10 for staff with curatorial, conservation and associated responsibilities.
- For applications under the **Academic Career Pathways (Teaching and Scholarship) scheme**, promotions to:
 - (i) Personal Professorships (Grade 12) and Teaching Professorships (Grade 12);
 - (ii) Professorships (Grade 11) and Teaching Professorships (Grade 11);
 - (iii) Associate Professorships (Grade 10) and Associate Teaching Professorships (Grade 10);
 - (iv) Associate Professorships (Grade 9) and Associate Teaching Professorships (Grade 9); and
 - (v) Senior Teaching Associates (Grade 8).

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;
- Costing 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 42 Professorships (Grade 12) from 1 October 2024, as set out in Recommendation I. 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 2 Clinical Professorships from 1 October 2024, as set out in Recommendation II. 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 establishment of 40 Professorships (Grade 11) from 1 October 2024, as set out in Recommendation III. 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 20 individuals to Associate Professorships (Grade 10) from 1 October 2024, as set out in Recommendation IV, in accordance with Special Ordinance C (ix) (*Statutes and Ordinances*, p. 93).
- The appointment of 3 individuals with curatorial, conservation and associated responsibilities to Grade 10 offices or positions from 1 October 2024, as set out in Recommendation V. The specific offices or posts to which these individuals will be appointed will be determined by the institutions concerned.

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

- The appointment of the 2 individuals listed in Recommendation VI to unestablished Teaching Professorships (Grade 12) from 1 October 2024.
- The establishment of 1 Professorship (Grade 11) from 1 October 2024, as set out in Recommendation VII. The establishment of this Professorship (Grade 11) is proposed on condition that 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 3 individuals listed in Recommendation VIII to unestablished Teaching Professorships (Grade 11) from 1 October 2024.
- The appointment of the 1 individual listed in Recommendation IX to an Associate Professorship (Grade 10) from 1 October 2024.
- The appointment of the 6 individuals listed in Recommendation X to unestablished Associate Teaching Professorships (Grade 10) from 1 October 2024.
- The appointment of the 9 individuals listed in Recommendation XI to unestablished Associate Teaching Professorships (Grade 9) from 1 October 2024.
- The appointment of the 7 individuals listed in Recommendation XII to unestablished Senior Teaching Associate (Grade 8) from 1 October 2024.

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. The promotion of those named in this Report's recommendations remains contingent on those individuals continuing to be employed by the University on 1 October 2024.

6. The estimated total additional cost in the first year of the proposals for promotion under the Academic Career Pathways (Research and Teaching) scheme will be approximately £950,000. For the first time this year, no central fund was provided to support the costs of promotion under the Academic Career Pathways (Research and Teaching) scheme, and so all costs of promotions will be funded by the employing department. In-year costs of

individual promotion schemes will no longer be associated with the administered funds, but instead will be provided through the pay inflation, which includes promotion costs, applied to Schools and Non-School Institutions. This change is a result of the transition towards Enhanced Financial Transparency.

7. The estimated total additional cost in the first year of the proposals for promotion under the Academic Career Pathways (Teaching and Scholarship) scheme will be

approximately £125,000. Similarly to the above, no central fund was provided to support the costs of promotion under the Academic Career Pathways (Teaching and Scholarship) scheme, and so all costs of promotions will be funded by the employing department. Since its introduction, the Academic Career Pathways (Teaching and Scholarship) scheme has not received a central fund, as it was introduced following the implementation of Enhanced Financial Transparency.

ACADEMIC CAREER PATHWAYS (RESEARCH AND TEACHING) RECOMMENDATIONS

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

I. That, *with effect from 1 October 2024*, **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 KATHARINE JULIA DELL, *CTH*, assigned to the Faculty of Divinity

Professor KATRIONA JANE BODDY, *F*, assigned to the Faculty of English

Professor LAURA CHARLOTTE WRIGHT, assigned to the Faculty of English

Professor MARTIN PAUL VERNON CROWLEY, *Q*, assigned to the Faculty of Modern and Medieval Languages and Linguistics

Professor BERT VAUX, *K*, assigned to the Faculty of Modern and Medieval Languages and Linguistics

School of the Biological Sciences

Dr EMMA LOUISE RAWLINS, assigned to the Department of Physiology, Development and Neuroscience

School of Clinical Medicine

Professor SIMON MENDEZ-FERRER, assigned to the Department of Haematology

School of the Humanities and Social Sciences

Dr TOKE SKOVGAARD AIDT, *JE*, assigned to the Faculty of Economics

Professor TIAGO VANDERLEI DE VASCONCELOS CAVALCANTI, *T*, assigned to the Faculty of Economics

Professor SARA THERESA BAKER, *DAR*, assigned to the Faculty of Education

Professor HILARY JOY CREMIN, *HO*, assigned to the Faculty of Education

Professor JENNY LOUISE GIBSON, *N*, assigned to the Faculty of Education

Professor HELEN MCCARTHY, *JN*, assigned to the Faculty of History

Professor SIAN LAZAR, *CL*, assigned to the Department of Social Anthropology

Professor DENNIS CHRISTIAN GRUBE, assigned to the Department of Politics and International Studies

Professor PETER JACK SLOMAN, *CHU*, assigned to the Department of Politics and International Studies

Professor GRAHAM ARTHUR NEILL WILLIS, *Q*, assigned to the Department of Politics and International Studies

Professor KATHLEEN MARY LIDDELL, assigned to the Faculty of Law

Professor HELEN XIAOHUI BAO, *N*, assigned to the Department of Land Economy

School of the Physical Sciences

Professor CHARLOTTE LUCY LEMANSKI, assigned to the Department of Geography

Professor NEIL STUART ARNOLD, *JN*, assigned to the Scott Polar Research Institute

Professor WILLIAM GARETH REES, *CHR*, assigned to the Scott Polar Research Institute

Professor BLAKE DANIEL SHERWIN, assigned to the Department of Applied Mathematics and Theoretical Physics

Professor ULRICH SPERHAKE, assigned to the Department of Applied Mathematics and Theoretical Physics

Professor PERLA SOUSI, *EM*, assigned to the Department of Pure Mathematics and Mathematical Statistics

Professor ROBERT JAMES PHIPPS, *ED*, assigned to the Yusuf Hamied Department of Chemistry

Professor RACHEL CLAIRE EVANS, *JE*, assigned to the Department of Materials Science and Metallurgy

Professor NICHOLAS GWILYM JONES, *PEM*, assigned to the Department of Materials Science and Metallurgy

Professor JAVIER EDUARDO MOYA RAPOSO, *CHU*, assigned to the Department of Materials Science and Metallurgy

Professor AKSHAY RAO, assigned to the Department of Physics

School of Technology

Dr JOCHEN IMMANUEL MENGES, assigned to the Judge Business School

Professor DAVID JOHN STILLWELL, assigned to the Judge Business School

Professor NICHOLAS DONALD ATKINS LANE, *JN*, assigned to the Department of Computer Science and Technology

Professor THOMAS MICHAEL SAUERWALD, *EM*, assigned to the Department of Computer Science and Technology

Professor JAMES OLIVER VICARY, *K*, assigned to the Department of Computer Science and Technology

Dr ÖZGÜR BARIŞ AKAN, assigned to the Department of Engineering

Professor CESARE ALAN HALL, *K*, assigned to the Department of Engineering

Professor AJITH KUMAR NARAYANAN PARLIKAD, *HH*, assigned to the Department of Engineering

Professor STUART ASHLEY SCOTT, *G*, assigned to the Department of Engineering

Dr LJILJANA FRUK, *SID*, assigned to the Department of Chemical Engineering and Biotechnology

Professor ANDREW JOHN SEDERMAN, *T*, assigned to the Department of Chemical Engineering and Biotechnology

Professor SAMUEL DAVID STRANKS, *CL*, assigned to the Department of Chemical Engineering and Biotechnology

II. That, *with effect from 1 October 2024*, **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 CATHERINE ELIZABETH MARGARET AIKEN, *T*, assigned to the Department of Obstetrics and Gynaecology

Dr RAJESH JENA, *CAI*, assigned to the Department of Oncology

III. That, *with effect from 1 October 2024*, **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 ALESSANDRO LAUNARO, *CAI*, assigned to the Faculty of Classics

Dr JÖRG HAUSTEIN, *SE*, assigned to the Faculty of Divinity

Dr JUSTIN JAMES MEGGITT, *W*, assigned to the Faculty of Divinity

Dr DANIEL HASKELL WEISS, *DAR*, assigned to the Faculty of Divinity

Dr CHRISTOPHER GRAHAM WARNES, *JN*, assigned to the Faculty of English

Dr ROSS MICHAEL WILSON, *EM*, assigned to the Faculty of English

Dr MIRANDA HELEN GRIFFIN, *MUR*, assigned to the Faculty of Modern and Medieval Languages and Linguistics

School of the Biological Sciences

Dr TRISTAN ANDRES BEKINSCHTEIN, *Q*, assigned to the Department of Psychology

Dr LUCY GAIA CHEKE, *SID*, assigned to the Department of Psychology

Dr ANTON JAMES ENRIGHT, *TH*, assigned to the Department of Pathology

Dr CATHERINE JILL MERRICK, assigned to the Department of Pathology

Dr HANNAH FRANCES CLARKE, *DOW*, assigned to the Department of Physiology, Development and Neuroscience

Dr MILKA SARRIS, *T*, assigned to the Department of Physiology, Development and Neuroscience

Dr TIMOTHY LEE WILLIAMS, *F*, assigned to the Department of Veterinary Medicine

School of Clinical Medicine

Dr JANET ELWYN DEANE, assigned to the Department of Clinical Neurosciences

Dr MIGUEL CONSTÂNCIA, *K*, assigned to the Department of Obstetrics and Gynaecology

School of the Humanities and Social Sciences

Dr GABRIEL NOAH GLICKMAN, *F*, assigned to the Faculty of History
 Dr PEDRO RAMOS PINTO OLIVEIRA DA SILVA, *TH*, assigned to the Faculty of History
 Dr CHRISTOPHER ROBERT BROOKE, *HO*, assigned to the Department of Politics and International Studies
 Dr SHARATH SRINIVASAN, *K*, assigned to the Department of Politics and International Studies
 Dr JEFFREY MICHAEL SKOPEK, *HH*, assigned to the Faculty of Law
 Dr LARS ROLAND VINX, *HH*, assigned to the Faculty of Law
 Dr PAOLO CAMPANA, *DAR*, assigned to the Institute of Criminology
 Dr JUSTICE TANKEBE, *ED*, assigned to the Institute of Criminology
 Dr MARY AUGUSTA BRAZELTON, *JE*, assigned to the Department of History and Philosophy of Science

School of the Physical Sciences

Dr ARON CLARK WALL, assigned to the Department of Applied Mathematics and Theoretical Physics
 Dr VARUN SUHAS JOG, assigned to the Department of Pure Mathematics and Mathematical Statistics
 Dr QINGYUAN ZHAO, *CC*, assigned to the Department of Pure Mathematics and Mathematical Statistics
 Dr ALEXANDER CHARLES FORSE, *TH*, assigned to the Yusuf Hamied Department of Chemistry
 Dr CHIARA GIORIO, *CHR*, assigned to the Yusuf Hamied Department of Chemistry
 Dr TIJMEN GODFRIED EUSER, *M*, assigned to the Department of Physics

School of Technology

Dr LIONEL JULIEN PAOLELLA, assigned to the Judge Business School
 Dr NIYAZI UFUK TANERI, assigned to the Judge Business School
 Dr CARL HENRIK EK, *PEM*, assigned to the Department of Computer Science and Technology
 Dr TOM GUR, assigned to the Department of Computer Science and Technology
 Dr FERENC HUSZÁR, assigned to the Department of Computer Science and Technology
 Dr LORENZO DI MICHELE, *PEM*, assigned to the Department of Chemical Engineering and Biotechnology

Institute of Continuing Education

Dr GILLIAN CLARE CARR, *CTH*, assigned to the Institute of Continuing Education

University Library

Dr BENJAMIN MATHEW OUTHWAITE, *CHR*, assigned to the University Library

Fitzwilliam Museum

Dr VICTORIA JANE AVERY, *JN*, assigned to the Fitzwilliam Museum

IV. That, with effect from 1 October 2024 to the retiring age, the following be appointed to **University Associate Professorships (Grade 10)**. The asterisked appointments are to unestablished Associate Professorships from 1 October 2024, the period of appointment being to the end of the current appointment.

School of Arts and Humanities

Dr DARSHIL UPENDRA SHAH, <i>JN</i>	Faculty of Architecture and History of Art
Dr CHARIS EILEEN OLSZOK, <i>N</i>	Department of Middle Eastern Studies
Dr LAURA MARIA CASTELLI, <i>CLH</i>	Faculty of Classics
Dr REBECCA ANNE BARR, <i>JE</i>	Faculty of English
Dr PHILIP MICHAEL KNOX, <i>K</i>	Faculty of English
Dr HELEN LUCY THAVENTHIRAN, <i>R</i>	Faculty of English
Dr KIRSTY ELIZABETH MCDUGALL, <i>SE</i>	Department of Theoretical and Applied Linguistics
Dr JESSIE CLARE MUNTON, <i>JN</i>	Faculty of Philosophy

School of the Biological Sciences

Dr PAUL STEVEN MILLER	Department of Pharmacology
Dr CATHERINE HELEN WILSON, <i>W</i>	Department of Pharmacology

School of Clinical Medicine

*Dr HELLE FÆRK JØRGENSEN	Department of Medicine
--------------------------	------------------------

*School of Clinical Medicine**Dr BENJAMIN RUSSELL UNDERWOOD, *M*

Department of Psychiatry

*School of the Humanities and Social Sciences*Dr ANNOUCHKA CASSANDRA BAYLEY, *DAR*

Faculty of Education

Dr HAIRA EMANUELA GANDOLFI

Faculty of Education

Dr ELIZABETH JANE TREGONING MABER

Faculty of Education

Dr GUY SHERWIN JACOBS, *CL*

Department of Archaeology

Dr ALASTAIR JOHN MASTERS KEY

Department of Archaeology

School of Technology

Dr STEFAN MATTHIAS GÖTZ

Department of Engineering

Dr ANDRÉ GONZALEZ CABRERA HONORIO
SERRENHO, *CL*

Department of Engineering

Dr SEBASTIAN WILLIAM PATTINSON

Department of Engineering

V. That, *with effect from 1 October 2024* to the retiring age, the following individuals with curatorial, conservation and associated responsibilities be appointed to Grade 10 offices or posts, the titles of which will be determined by the institutions concerned.

*Fitzwilliam Museum*Dr ANASTASIA CHRISTOFILOPOULOU, *JN*

Fitzwilliam Museum

Ms CHRISTINE SLOTTVED KIMBRIEL, *Q*

Fitzwilliam Museum

Dr LUCY JANE WRAPSON, *JN*

Fitzwilliam Museum

ACADEMIC CAREER PATHWAYS (TEACHING AND SCHOLARSHIP) RECOMMENDATIONS

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

VI. That, *with effect from 1 October 2024*, the following be appointed to **unestablished Teaching Professorships (Grade 12)**:

*School of the Biological Sciences*Professor CECILIA BRASSETT, *M*, assigned to the Department of Physiology, Development and NeuroscienceProfessor MARIE-AUDE ANNETTE CHRISTIANE GENAIN, *G*, assigned to the Department of Veterinary Medicine

VII. That, *with effect from 1 October 2024*, a **Professorship (Grade 11)** be established, as follows, and that the General Board be authorised to appoint to the Professorship (Grade 11) the person for whom its establishment is proposed:

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

VIII. That, *with effect from 1 October 2024*, the following be appointed to **unestablished Teaching Professorships (Grade 11)**:

School of the Biological Sciences

Dr CHIARA ADAMI

Department of Veterinary Medicine

*School of the Physical Sciences*Dr WILLIAM PETER NOLAN, *R*

Yusuf Hamied Department of Chemistry

Institute of Continuing Education

Dr TIMOTHY JOHN BRITTAİN-CATLIN

Institute of Continuing Education

IX. That, *with effect from 1 October 2024*, the following be appointed to a **University Associate Professorship (Grade 10)**:

School of Arts and Humanities

Mr FELIPE SCHUERY SOARES, *M*

Faculty of Modern and Medieval Languages and
Linguistics

X. That, *with effect from 1 October 2024*, the following be appointed to **unestablished Associate Teaching Professorships (Grade 10)**:

School of Arts and Humanities

Ms MIRANDA JEAN TERRY

Dr ELENA FILIMONOVA, *SE*

Department of Architecture

Faculty of Modern and Medieval Languages and
Linguistics

School of the Biological Sciences

Dr ANDRE JOBST KORTUM, *G*

Department of Veterinary Medicine

School of Technology

*Dr MONIQUE INGRID BODDINGTON, *M*

Dr DAVID CENYDD MORGAN, *CTH*

Dr JOANNA RENATA STASIAK, *HO*

Judge Business School

Department of Engineering

Department of Chemical Engineering and
Biotechnology

* *Individuals in the Judge Business School use the title Management Practice Associate Teaching Professor (Grade 10)*

XI. That, *with effect from 1 October 2024*, the following be appointed to **unestablished Associate Teaching Professorships (Grade 9)**:

School of Arts and Humanities

Mr ANDRII SMYTSNIUK

Faculty of Modern and Medieval Languages and
Linguistics

Ms HUA ZHENG

Language Centre

School of the Humanities and Social Sciences

Dr JOANNA HAYWOOD, *HO*

Mr JOHN-MARK WINSTANLEY, *HO*

Dr STEFANIA FIORENTINO, *DOW*

Faculty of Education

Faculty of Education

Department of Land Economy

School of the Physical Sciences

Dr STEVEN THOMAS GRATTON

Department of Applied Mathematics and Theoretical
Physics

School of Technology

Dr EMRE USENMEZ

University of Cambridge Institute for Sustainability
Leadership

Cambridge Centre for Teaching and Learning

Dr MARY BETH BENBENEK, *LC*

Centre for Teaching and Learning (Education and
Student Outcomes, Education Services)

Dr SOPHIA ELIZABETH OGILVIE PICKFORD, *K*

Centre for Teaching and Learning (Education and
Student Outcomes, Education Services)

XII. That, *with effect from 1 October 2024*, the following be appointed as **unestablished Senior Teaching Associates (Grade 8)**:

School of Arts and Humanities

Mr PAUL ALBERT HÖGGER, *F*

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

Mr PEDRO BARRIUSO-ALGAR

Language Centre

Ms LYDIA COLLINGS

Language Centre

School of Clinical Medicine

Dr TIMOTHY JOHN HEARN, *N*

Department of Medical Genetics

School of the Humanities and Social Sciences

Dr LOTTIE HOARE, *N*

Faculty of Education

Ms ENGY ALAA SADEK MOHAMED MOUS-SA, *HH*

Department of Politics and International Studies

School of Technology

Dr ZACHARIAH WILLIAM MICHAEL BOND, *M*

Department of Chemical Engineering and
Biotechnology

7 June 2024

DEBORAH PRENTICE,
Vice-Chancellor

PATRICK MAXWELL
NIGEL PEAKE

PIETER VAN HOUTEN
BHASKAR VIRA

MADELEINE ATKINS

RICHARD PENTY

CHRIS YOUNG

TIM HARPER

ANNA PHILPOTT

ELLA MCPHERSON

EMILY SO

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, although the University is aware of the limitations of the term.

Note, gender and ethnicity data is suppressed for reasons of confidentiality where the number of applicants is less than 5, indicated by ‘N/A’.

ACADEMIC CAREER PATHWAYS (RESEARCH AND TEACHING) 2024 EXERCISE
STATISTICAL SUMMARY OF OUTCOMES

PROFESSORSHIPS (GRADE 12)

School Committee	Successful	Unsuccessful	Total
Arts and Humanities	5	1	6
Biological Sciences	1	–	1
Clinical Medicine	1	1	2
Humanities and Social Sciences	12	2	14
Physical Sciences	11	1	12
Technology	12	1	13
Other Institutions (General Board)	–	1	1
Total	42	7	49
Gender breakdown of total			
Men	N/A	N/A	30
Women	N/A	N/A	19
Ethnicity breakdown of total			
BAME	N/A	N/A	N/A
White	34	5	39
Not known	N/A	N/A	N/A

CLINICAL PROFESSORSHIPS

School Committee	Successful	Unsuccessful	Total
Arts and Humanities	–	–	–
Biological Sciences	–	–	–
Clinical Medicine	2	1	3
Humanities and Social Sciences	–	–	–
Physical Sciences	–	–	–
Technology	–	–	–
Other Institutions (General Board)	–	–	–
Total	2	1	3

Gender breakdown of total			
Men	N/A	N/A	N/A
Women	N/A	N/A	N/A

Ethnicity breakdown of total			
BAME	N/A	N/A	N/A
White	N/A	N/A	N/A
Not known	N/A	N/A	N/A

PROFESSORSHIPS (GRADE 11)

School Committee	Successful	Unsuccessful	Total
Arts and Humanities	7	6	13
Biological Sciences	7	3	10
Clinical Medicine	2	1	3
Humanities and Social Sciences	9	3	12
Physical Sciences	6	–	6
Technology	6	5	11
Other Institutions (General Board)	3	–	3
Total	40	18	58

Gender breakdown of total			
Men	30	12	42
Women	10	6	16

Ethnicity breakdown of total			
BAME	N/A	N/A	N/A
White	31	16	47
Not known	N/A	N/A	N/A

ASSOCIATE PROFESSORSHIPS (GRADE 10)

School Committee	Successful	Unsuccessful	Total
Arts and Humanities	8	1	9
Biological Sciences	2	1	3
Clinical Medicine	2	–	2
Humanities and Social Sciences	5	5	10
Physical Sciences	–	–	–
Technology	3	–	3
Other Institutions (General Board)	3	–	3
Total	23	7	30

Gender breakdown of total			
Men	N/A	N/A	13
Women	N/A	N/A	17

Ethnicity breakdown of total			
BAME	N/A	N/A	N/A
White	15	7	22
Not known	N/A	N/A	N/A

ACADEMIC CAREER PATHWAYS (TEACHING AND SCHOLARSHIP) 2024 EXERCISE
STATISTICAL SUMMARY OF OUTCOMES

PROFESSORSHIPS AND TEACHING PROFESSORSHIPS (GRADE 12)

School Committee	Successful	Unsuccessful	Total
Arts and Humanities	–	–	–
Biological Sciences	2	–	2
Clinical Medicine	–	–	–
Humanities and Social Sciences	–	–	–
Physical Sciences	–	–	–
Technology	–	–	–
Other Institutions (General Board)	–	–	–
Unified Administrative Service	–	–	–
Total	2	–	2

Gender breakdown of total			
Men	N/A	N/A	N/A
Women	N/A	N/A	N/A

Ethnicity breakdown of total			
BAME	N/A	N/A	N/A
White	N/A	N/A	N/A
Not known	N/A	N/A	N/A

PROFESSORSHIPS AND TEACHING PROFESSORSHIPS (GRADE 11)

School Committee	Successful	Unsuccessful	Total
Arts and Humanities	1	–	1
Biological Sciences	1	–	1
Clinical Medicine	–	–	–
Humanities and Social Sciences	–	–	–
Physical Sciences	1	–	1
Technology	–	–	–
Other Institutions (General Board)	1	1	2
Unified Administrative Service	–	–	–
Total	4	1	5

Gender breakdown of total			
Men	N/A	N/A	N/A
Women	N/A	N/A	N/A

Ethnicity breakdown of total			
BAME	N/A	N/A	N/A
White	N/A	N/A	N/A
Not known	N/A	N/A	N/A

ASSOCIATE PROFESSORSHIPS AND ASSOCIATE TEACHING PROFESSORSHIPS (GRADE 10)

School Committee	Successful	Unsuccessful	Total
Arts and Humanities	3	1	4
Biological Sciences	1	2	3
Clinical Medicine	–	–	–
Humanities and Social Sciences	–	–	–
Physical Sciences	–	–	–
Technology	3	–	3
Other Institutions (General Board)	–	1	1
Unified Administrative Service	–	–	–
Total	7	4	11

Gender breakdown of total			
Men	N/A	N/A	5
Women	N/A	N/A	6

Ethnicity breakdown of total			
BAME	N/A	N/A	N/A
White	N/A	N/A	9
Not known	N/A	N/A	N/A

ASSOCIATE PROFESSORSHIPS AND ASSOCIATE TEACHING PROFESSORSHIPS (GRADE 9)

School Committee	Successful	Unsuccessful	Total
Arts and Humanities	2	–	2
Biological Sciences	–	–	–
Clinical Medicine	–	–	–
Humanities and Social Sciences	3	1	4
Physical Sciences	1	–	1
Technology	1	1	2
Other Institutions (General Board)	–	1	1
Unified Administrative Service	2	–	2
Total	9	3	12

Gender breakdown of total			
Men	N/A	N/A	5
Women	N/A	N/A	7

Ethnicity breakdown of total			
BAME	N/A	N/A	N/A
White	N/A	N/A	11
Not known	N/A	N/A	N/A

SENIOR TEACHING ASSOCIATES (GRADE 8)

School Committee	Successful	Unsuccessful	Total
Arts and Humanities	3	2	5
Biological Sciences	—	—	—
Clinical Medicine	1	—	1
Humanities and Social Sciences	2	2	4
Physical Sciences	—	—	—
Technology	1	—	1
Other Institutions (General Board)	—	—	—
Unified Administrative Service	—	—	—
Total	7	4	11

Gender breakdown of total			
Men	N/A	N/A	5
Women	N/A	N/A	6

Ethnicity breakdown of total			
BAME	N/A	N/A	N/A
White	N/A	N/A	7
Not known	N/A	N/A	N/A

TEACHING ASSOCIATES (GRADE 7)

School Committee	Successful	Unsuccessful	Total
Arts and Humanities	—	—	—
Biological Sciences	—	—	—
Clinical Medicine	—	—	—
Humanities and Social Sciences	—	—	—
Physical Sciences	—	—	—
Technology	—	—	—
Other Institutions (General Board)	—	—	—
Unified Administrative Service	—	—	—
Total	—	—	—

Gender breakdown of total			
Men	N/A	N/A	N/A
Women	N/A	N/A	N/A

Ethnicity breakdown of total			
BAME	N/A	N/A	N/A
White	N/A	N/A	N/A
Not known	N/A	N/A	N/A

GRACES

Graces submitted to the Regent House on 12 June 2024

The Council submits the following Graces to the Regent House. A ballot has been called by the Council on Grace 2.¹ 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), Graces 1, 3 and 4, will be deemed to have been approved at **4 p.m. on Friday, 21 June 2024**. 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 5 of the Report of the General Board, dated 2 May 2024, on the establishment of a Professorship of Social Anthropology (*Reporter*, 6740, 2023–24, p. 562) be approved.²
2. That the recommendations in paragraph 14 of the Joint Report of the Council and the General Board, dated 14 May 2024, on the University's Retirement Policy and Employer Justified Retirement Age (*Reporter*, 6741, 2023–24, p. 578) be approved.¹
3. That the recommendations in paragraph 7 of the Report of the Council, dated 14 May 2024, on a University Code of Practice on Freedom of Speech (*Reporter*, 6741, 2023–24, p. 587) be approved.³
4. That in Regulation 4(a) of the Ordinance for University Composition Fees (*Statutes and Ordinances*, p. 155) the reference to 'the table of fees attached to these regulations' be replaced with a reference to 'the table of fees as approved by the General Board and the Council and published from time to time on the University's website', with a footnote to read 'The fees approved by the Planning and Resources Committee under delegated authority from the General Board and the Council are available at: [<https://www.afpa.admin.cam.ac.uk/our-work/tuition-fee-rates/fee-schedules>].'⁴

¹ See the Council's Notice, p. 661.

² See the Council's Notice, p. 661.

³ See the Council's Notice, p. 665.

⁴ The Council, on the recommendation of the General Board, has agreed to make this change, which will refer those wishing to see past, current and future fee tables to the information online instead of to a table for the current year's fees reproduced in *Statutes and Ordinances*.

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

ACTA

Approval of Grace submitted to the Regent House on 30 May 2024

The Grace submitted to the Regent House on 30 May 2024 (*Reporter*, 6743, 2023–24, p. 621) was approved at 4 p.m. on Friday, 7 June 2024.

E. M. C. RAMPTON, *Registrary*

END OF THE OFFICIAL PART OF THE 'REPORTER'

COLLEGE NOTICES

Elections

Wolfson College

Elected to a University Official Fellowship (Title A) with effect from 1 May 2024:

Anna Hollis, B.Vet.Med., *RVC*, M.Sc., *Birmingham*,
P.G.Cert.TLHE, P.G.Cert.Med.Ed., Dip.ACVIM,
Dip.ECEIM, *Cantab*, SFHEA, FRCVS

Karel Kruger, B.Eng., M.Sc.Eng., Ph.D., *Stellenbosch*

Leonardo Zailbert, J.D., *Universidad Santa María*,
Ph.D., *SUNY Buffalo*

Elected to an Extraordinary Fellowship (Title D) with effect from 1 May 2024:

Habda Rashid, B.A., *Northumbria*, M.A., *London*
Metropolitan

Elected to a Bye-Fellowship (Title G) with effect from 2 February 2024:

Devon Airey, B.Sc., *LSE*, B.A., *LC*, P.G.Dip., *City*
University of London

Nicola Padfield, KC (Hon.), M.A., *Oxford*, P.G.Dip.
Crim., *DAR*, D.E.S., *Aix-Marseille*

Jennifer Skinner

Vacancies

Lucy Cavendish College: College Assistant Professor (College Teaching Officer) in English and Bye Fellow; tenure: nine months from 1 October 2024 (maternity cover); closing date: 7 July 2024; further details: <https://www.lucy.cam.ac.uk/vacancies/college-assistant-professor-english-college-teaching-officer-and-bye-fellow>

Awards

Jesus College

Chadwick essay prizes for University members, 2024–25

The College is offering one or more prizes of £500 in 2025 for essays concerning Theology, the Philosophy of Religion, the History of Religious Thought or Scriptural Interpretation by members of the University who meet the qualifying criteria. Essays of approx. 4,000 words, submitted in accordance with the rules for the Prize, should be submitted by the first day of Easter Full Term 2025. Further details: <https://www.jesus.cam.ac.uk/articles/chadwick-essay-prizes-university-members-2024-2025>

EXTERNAL NOTICES

Oxford Notices

All Souls College: Examination Fellowships 2024 (two available); tenure: seven years from November 2024 (not renewable); closing date: 12 August 2024 at 4 p.m.; further details: <https://www.asc.ox.ac.uk/examination-fellowships>

Visiting Fellowships, 2025–26 (any subject, several available); tenure: for one, two, or three terms between October 2025 and June 2026; non-stipendiary but accommodation provided and other benefits apply; closing date: 2 September 2024 at 4 p.m.; further details: <https://www.asc.ox.ac.uk/visiting-fellowships>

Post-Doctoral Research Fellowships in Archaeology, Classics, Mathematics, Modern Languages, Politics, and Theoretical Physics (one in each subject available); tenure: five years from October 2025 or other agreed date (not renewable); closing date: 6 September 2024 at 12 noon; further details: <https://www.asc.ox.ac.uk/post-doctoral-research-fellowships>

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