REPORTER

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NOTICES

Calendar

13 February, Thursday. Lent Term divides.

23 February, *Sunday*. Preacher before the University at 11.30 a.m., The Revd Canon Professor James Walters, of Selwyn College, Professor in Practice and Director of the LSE Faith Centre and of the LSE Religion and Global Society Research Unit (*Hulsean Preacher*).

Discussions (Tuesdays at 2 p.m.)

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

1 March
29 March
5 April
11 April, 2 p.m. (degrees in absence only)

Discussion on 25 February 2025: Cancellation

The Vice-Chancellor gives notice that the Discussion announced for Tuesday, 25 February 2025 will not take place as there are no items for discussion. The next Discussion is currently scheduled for 18 March.

Report of the General Board on arrangements for the implementation of an Academic Career Pathways (Research) scheme: Notice in response to Discussion remarks

10 February 2025

The Council has received the remarks made at the Discussion on 10 December on the above Report (*Reporter*, 2024–25: 6761, p. 144; 6764, p. 200). The Council has consulted the General Board in the preparation of this response.

The Council and the General Board thank Dr Cave, Dr Drage, Dr Hodson, Professor Micklem, Dr Ó hÉigearteigh, and Professor Russell and Professor Wells (Chair and a member of the Working Group that developed the Report's proposals), for their observations in support of the Report's proposals.

Professor Evans and Dr Astle note that the new scheme does not address researcher precarity, with researchers still needing to identify funding to support their promotion. Professor Evans also observes that the new scheme does not offer promotion into an academic office. This is because the ACP (R) proposals are not intended to achieve these outcomes. Dr Astle acknowledges that the Working Group had 'no remit to address the problem of employment stability' for this group of staff. The University's ability to undertake research activity is dependent on funding provided from external sources – a position which has not changed. What the scheme is designed to do is create a more consistent approach to, and greater opportunities for, promotion in the researcher community.

As several speakers point out, the current gaps between researcher grades (at Grades 6, 8 and 10) make it more difficult for researchers to progress, and are out of line with the progression arrangements at other research-intensive institutions. These proposals will provide a dedicated career pathway for researchers who do not hold offices (i.e. the vast majority of those in the researcher community), with appropriate steps and titles to recognise each advancement. The proposals for the new scheme received very strong support from those of the University community who responded to the consultation, including a large number of researchers and a supportive response from the Postdocs of Cambridge Society, the University's officially recognised association for postdoctoral researchers.

Dr Hodson asks why there is no post of Research Professor (Grade 11) available in the new scheme for clinical researchers at that level. The ACP (R) arrangements mirror those in place for clinical academic officers, where there is no step at Grade 11.² This is because the salaries of clinical researchers and academic officers are determined by NHS salary scales and seniority. Therefore, for these staff, a successful application for promotion under a University scheme results only in a change in job title, with no change in salary.

Professor Evans queries the limitation placed on transfers into the ACP (R) track from other pathways, which are permitted only for those who 'choose to apply for an unestablished research staff vacancy and are successful in being appointed to it'. The intention of this is to discourage academics on the ACP (R&T) track from limiting or dispensing with their teaching responsibilities by transferring to the proposed ACP (R) track.

Dr Astle observes that the University already has 'a hierarchy of offices for research academics' and suggests that if adopted, the new scheme will 'loosen a foundation stone of the University's constitution' and offer few material benefits to the University's researchers. Whilst the University does have offices to which researchers without teaching duties can be appointed, they are not much used. Dr Astle suspects that the Report's 'central proposal is unlawful' but does not explain further, therefore the Council is unable to respond.

¹ The acronym for the proposed Academic Career Pathways (Research) scheme – ACP (R) – is used throughout this response.

² See the Report of the General Board on the introduction of Clinical Academic (Teaching and Scholarship) offices and posts (Reporter, 6745, 2023–24, p. 683).

Dr Astle quotes wording from the Report's Appendix E about the possibility of funding from School budgets but incorrectly assumes this to be funding for promotions. The proposals are clear that the cost of promotions will continue to be met from external grants. However, there may be occasions in the case of pay progression (as opposed to promotion) when an individual is nominated for the award of contribution increments, and the cost cannot be met from external funds, where a School might choose to meet the cost from its own budget (subject to School funding being available, as Professor Evans points out).

Dr Astle suggests that the indicators of excellence for the proposed ACP (R) scheme go further than the existing criteria for senior researchers for promotion to Grade 10 and above by 'making the award of funding itself a criterion for promotion'. The indicators relating to research staff at Grade 9 (G9) and above have been modelled on those already in existence for ACP (R&T) track academics with respect to the research criteria. The criteria for the proposed G9 Assistant Research Professor post mirror those already in place for the current G9 Senior Research Associate post.³ Currently, promotion to the posts of Principal Research Associate or Director of Research requires 'Confirmation that funding is available to support the higher salary costs' and 'Exceptional record of gaining external research funding'.⁴ The proposed indicators for excellence for senior research roles do not alter these requirements.

Dr Astle also claims that the Report's proposals reclassify researchers as academics but without any academic freedom. The Report proposes that the new scheme for researchers should be an academic career pathway, because it needs to align with and complement other ACP schemes for those carrying out the University's core teaching and research functions. However, the approval of the Report's recommendations will not have the effect of reclassifying researchers as academics. Researchers will retain their status as researchers with the same associated terms and conditions as now, in particular the requirement to demonstrate a high level of independence for those in posts at G9 and above.

Dr Astle reports that the Cambridge branch of the UCU opposes the proposals, 'partly because they are in flagrant violation of the 2004 Memorandum of Understanding (MOU) between the Association of University Teachers (the AUT, the predecessor union of the UCU) and the University and College Employers Association (UCEA)'. The Council acknowledges the Cambridge UCU branch's view, but it does not agree that the proposals are in violation of the 2004 MOU. This is because the Council understands that the MOU is obsolete.

The proposal to create a Grade 8 research position will not weaken the prospects for Grade 7 researchers aiming to be promoted to Grade 9, as Dr Astle implies. The new Grade 8 post provides an interim opportunity for promotion for a Grade 7 researcher who is not yet ready to meet the criteria for appointment to Grade 9, specifically the requirement for a high level of independence. As the proposals state, the possibility of promotion from Grade 7 to Grade 9 remains in place.

The Council is submitting a Grace (Grace 1, p. 270) for the approval of the recommendations of this Report.

- ³ See the generic role profile for a Senior Research Associate, available at https://www.hr.admin.cam.ac.uk/pay-benefits/grading/grading/role-template-library/generic-role-profiles [University account required].
- ⁴ See the Senior Researcher Promotions Scheme Guidance for the 2025 Exercise, available at https://www.hr.admin.cam.ac.uk/files/srp scheme guidance 2025 final.pdf.

VACANCIES, APPOINTMENTS, ETC.

Electors to the Dawson Professorship of Young People's Mental Health

The Council has appointed members of the *ad hoc* Board of Electors to the Dawson Professorship of Young People's Mental Health as follows:

Professor Bhaskar Vira, F, in the Chair, as the Vice-Chancellor's deputy

(a) on the nomination of the Council:

Professor Jon Simons, *EM*Professor Rachel Upthegrove, *University of Oxford*

(b) on the nomination of the General Board:

Professor Eveline Crone, *Leiden University* Professor Jeff Dalley, *CTH*

Professor Tamsin Ford, HH

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

Professor Francesca Happé, King's College London

Professor Pasco Fearon, CC

Professor Mark Johnson, K

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

LGBTQ+ History Month events:

Thursday, 13 February: 'Bowie love', a lecture with Professor Alex Sharpe (University of Warwick), from 6 p.m. to 7.30 p.m., in person at the Trinity Hall Lecture Theatre, Trinity Hall, Trinity Lane, CB2 1TJ; attendance free but ticketed

Monday, 24 February: 'In defence of what's there: Scavenging as queer and feminist methodology', a talk with Dr Sophie-Marie Niang, from 12.30 p.m. to 1.30 p.m., in person in S1, Alison Richard Building, 7 West Road, CB3 9DP, and online via Zoom; attendance free

For both events, see https://www.equality.admin.cam.ac.uk/events/lgbtq-events for further information and booking

MRC Laboratory of Molecular Biology

Francis Crick Lecture 2025: 'The DNA Quadruplex Helix', by Professor Sir Shankar Balasubramanian (University of Cambridge), on Wednesday, 19 February 2025 at 11 a.m.; online and in person at the Max Perutz Lecture Theatre, MRC Laboratory of Molecular Biology, Francis Crick Avenue; further details: https://www2.mrc-lmb.cam.ac.uk/news-and-events/scientific-seminars

NOTICES BY THE GENERAL BOARD

Academic Career Pathways Committees, 2025 exercises: Committee amendments

Further to the Notice published on 11 December 2024 (*Reporter*, 2024–25, 6763, p. 187), the following amendments to the membership of certain Committees for the Academic Career Pathways 2025 exercises have been made:

SCHOOL COMMITTEES

Humanities and Social Sciences

Professor Andreas Stylianides has been appointed as a member of the School Committee.

Biological Sciences

• Ms Addy Donnelly has been appointed as the Secretary to the School Committee.

FACULTY COMMITTEES

4. School of the Humanities and Social Sciences

Education

The Faculty Committee for Education was unable to appoint an external member of the committee, despite
approaching multiple academic colleagues. To ensure promotion standards within the scheme are maintained, the
School Committee for the School of the Humanities and Social Sciences will conduct additional checks of
assessment of these applicants by the Faculty Committee, to ensure sufficient scrutiny from academics external to
the Faculty of Education has been applied.

NOTICES BY FACULTY BOARDS, ETC.

Natural Sciences Tripos, Part II (Biological and Biomedical Sciences), 2025–26

The Faculty Board of Biology gives notice, in accordance with Regulation 30 for the Natural Sciences Tripos (*Statutes and Ordinances*, 2024, p. 411) that the following combinations of Major and Minor Subjects will be offered in the Natural Sciences Tripos, Part II (Biological and Biomedical Sciences), in 2025–26.

Subject to any restrictions announced in a particular year by the Faculty Board under the provisions of Regulation 30, candidates for the examination in Biological and Biomedical Sciences for Part II of the Natural Sciences Tripos are required to offer:

- (a) The examination requirements of one Major Subject;
- (b) The examination requirements of one Minor Subject;
- (c) A dissertation of not more than 6,000 words, excluding tables, figures and references.

All subjects make provision for candidates to offer a dissertation.

The subject's available and permissible combinations are listed below. Some subjects have restrictions on the number of candidates that can be accepted. Where possible this is indicated below – further information will be available as part of the Part II Subject Allocation process. A module taken as part of a Major Subject cannot be taken as a Minor Subject.

The Major Subjects for 2025-26 will be:

	Major Subject	Permissible Minor Subjects	Examination requirements
402	Pathology Maximum 25 candidates	107, 108, 114, 129 and 137	Four written papers of three hours each.
408	Pharmacology Maximum 15 candidates	107, 108, 109, 111, 113, 114, 120, 126, 127, 129, 132, 137, 142, 143, 144, 146, 147, 148, 149, 151 and 154	Four written papers: three papers of three hours (Papers 1–3) and one paper of three hours and 15 minutes (Paper 4)
409	Psychology Maximum 25 candidates	Students may choose additional Minor Subjects that do not have lecture clashes with the Psychology modules chosen – please consult the relevant lecture timetables.	Four written papers of three hours each <i>or</i> three written papers of three hours each and three oral examinations (PBS 7).
411	Biochemistry Maximum 7 candidates	107, 108, 114, 129, 137 and 151 – Students may choose additional Minor Subjects depending on their module choice in Lent Term. Students may choose Minor Subjects that do not have clashes with the Biochemistry modules chosen – please consult the relevant lecture timetables.	Five written papers of three hours each.
412	Plant Sciences (Choose two from PLM1, PLM2, PLM3 and Zoology ZM2, and two from PLL1, PLL2, PLL3 and Zoology ZL3, ZL4 and ZL5) Maximum 8 candidates	126, 134 and 137 – Students may choose Minor Subjects that do not have lecture clashes with the Plant Sciences modules chosen – please consult the relevant lecture timetables.	Four written papers of three hours each.
414	Genetics Maximum 10 candidates	107, 108, 113, 144, 145, 147, 151 and 152 – Students to choose a Minor Subject that does not have lecture clashes with the Genetics modules – please consult the relevant lecture timetables.	Four written papers of three hours each.
415	Physiology, Development and Neuroscience Maximum 25 candidates	A fifth PDN module can be taken as a Minor Subject. Students may choose Minor Subjects that do not have lecture clashes with the PDN modules chosen – please consult the relevant lecture timetables.	Four written papers of three hours each.

	Major Subject	Permissible Minor Subjects	Examination requirements
427	Zoology (Choose two from Zoology modules ZM1, ZM2, ZM5, ZM6, ZM7, ZM9 and ZM10, Plant Sciences M3 and two from ZL1 to ZL7) Maximum 25 candidates	143 and 149 – A fifth Zoology module can be taken as a Minor Subject. Students may choose Minor Subjects that do not have lecture clashes with the Zoology modules chosen – please consult the relevant lecture timetables.	Four written papers of three hours each.
429	Human Evolution, Ecology and Behaviour <i>Maximum 10+ candidates</i>	108, 137, 143, 144, 146, 147, 149 and 152. Students may choose Minor Subjects that do not have lecture clashes with the Human Evolution modules chosen – please consult the relevant lecture timetables.	Two core papers to be assessed by a three-hour written examination, plus the examination requirements of two optional papers.
430	History and Philosophy of Science and Medicine Maximum 12 candidates	105, 108, 109, 120, 121,126, 134, 135, 141, 143, 145, 146, 148, 149, 152 and 153.	Four written papers of three hours each.

The Minor Subjects for 2025–26 will be:

	Minor Subject	Examination requirements
104	Human Evolution (ARCH Paper B3) Maximum 10 candidates	One written paper of three hours' duration.
105	Human Ecology and Behaviour (ARCH Paper B2) Maximum 10 candidates	One written paper of three hours' duration.
107	Philosophy and Ethics of Medicine (History and Philosophy of Science) <i>Maximum 20 candidates</i>	One written paper of three hours' duration.
108	Health, Medicine, and Society (HSPS Paper Soc 13) Please note the number of candidates for this paper is capped. The capacity will be confirmed by the Department of Sociology on 16 September and students will be confirmed by the Faculty of Biology shortly after this date.	Invigilated in-person examination of three hours duration.
109	The Family (Psychological and Behavioural Sciences Paper 8) Maximum 10 candidates	One written paper of three hours' duration.
111	Higher Order Brain Function and Dysfunction (PDN Module N6) <i>Maximum 10 candidates</i>	One written paper of three hours' duration.
113	Early Medicine (History and Philosophy of Science) Maximum 12 candidates	One written paper of three hours' duration.
114	Modern Medicine and Biomedical Sciences (History and Philosophy of Science) Maximum 12 candidates	One written paper of three hours' duration.
120	Genetics of Health and Disease (Genetics Module 3) Maximum 10 candidates	One written paper of three hours' duration.
121	Evolutionary Genetics and Adaptation (Genetics Module 4, Zoology Module ZL5) Maximum 10 candidates	One written paper of three hours' duration.
124	Advanced Topics in Social and Applied Psychology (Psychological and Behavioural Sciences Paper 7) Maximum 7 candidates	Three oral examinations, each consisting of an 8-minute presentation followed by a 5-minute question and answer session.
126	Topics in Music and Science: Exploring Music Psychology (Music Paper 17) Maximum 3 candidates.	One written paper of three hours' duration.

	Minor Subject	Examination requirements
127	Conservation Science (Zoology Module ZM2)	One written paper of three hours' duration.
129	Applied Clinical Research (Department of Public Health and Primary Care) Minimum 9 candidates, maximum 12 candidates	One written paper of five hours' duration.
132	Evolution and Comparative Anatomy of Mammals (Zoology ZL1)	One written paper of three hours' duration.
134	From Genome to Proteome (Biochemistry) Maximum 10 candidates	One written paper of three hours' duration.
135	Cell Cycle, Signalling and Cancer (Biochemistry) Maximum 10 candidates	One written paper of three hours' duration.
137	Surgical and Radiological Anatomy (PDN) Maximum 30 candidates	One Single Best Answer Multiple Choice Question paper of one hour's duration (worth 20% of the Minor Subject mark), a report of 2,500–3,000 words on the chosen Lent option (worth 50% of the Minor Subject mark), and an individual presentation (worth 30% of the Minor Subject mark).
138	Developmental Neurobiology (PDN Module N1) Maximum 5 candidates	One written paper of three hours' duration.
141	Cellular Physiology (PDN Module P1) Maximum 5 candidates	One written paper of three hours' duration.
142	Development and Stem Cells (PDN Module P2) Maximum 5 candidates	One written paper of three hours' duration.
143	Systems and Clinical Physiology (PDN Module P8) Maximum 5 candidates	One written paper of three hours' duration.
144	Plant Signalling Networks in Growth and Development (Plant Sciences) Maximum 3 candidates	One written paper of three hours' duration.
145	Microbes: Evolution, Genomes and Lifestyle (Plant Sciences) Maximum 3 candidates	One written paper of three hours' duration.
146	Evolution and Ecosystems Dynamics (Plant Sciences) Maximum 3 candidates	One written paper of three hours' duration.
147	Plant Genomes and Synthetic Biology (Plant Sciences) Maximum 3 candidates	One written paper of three hours' duration.
148	Responses to Global Change (Plant Sciences) Maximum 3 candidates	One written paper of three hours' duration.
149	Exploiting Plant Metabolism (Plant Sciences) Maximum 3 candidates	One written paper of three hours' duration.
151	Comparative Human Biology (ARCH Paper B4) Maximum 10 candidates	One written paper of three hours' duration.
152	Neuroscience: Circuits and Systems (PDN Module N3) Maximum 5 candidates	One written paper of three hours' duration.
153	Cellular and Molecular Neuroscience (PDN Module N4) Maximum 5 candidates	One written paper of three hours' duration.
154	Applied Ecology (Zoology ZL4)	One written paper of three hours' duration.

OBITUARIES

Obituary Notice

Professor Roderick Arthur Smith, M.A., Ph.D., Sc.D., FREng, Honorary and former Official Fellow of Queens' College, sometime University Lecturer in the Department of Engineering, past President of the Institution of Mechanical Engineers, formerly Chief Scientific Advisor to the Department of Transport, died on 26 December 2024, aged 77 years.

GRACES

Grace submitted to the Regent House on 12 February 2025

The Council submits the following Grace to the Regent House. This Grace, unless it is withdrawn or a ballot is requested in accordance with the regulations for Graces of the Regent House (*Statutes and Ordinances*, p. 111), will be deemed to have been approved at **4 p.m. on Friday**, **21 February 2025**. Further information on requests for a ballot or the amendment of Graces is available to members of the Regent House on the Regent House Petitions site.§

- 1. That the recommendations in paragraph 12 of the Report of the General Board, dated 26 November 2024, on arrangements for the implementation of an Academic Career Pathways (Research) scheme (*Reporter*, 6761, 2024–25, p. 144) be approved.¹
 - ¹ See the Council's Notice, p. 264.
 - § See https://www.governance.cam.ac.uk/governance/key-bodies/RH-Senate/Pages/RH-Petitions.aspx for details.

E. M. C. RAMPTON, Registrary

END OF THE OFFICIAL PART OF THE 'REPORTER'

COLLEGE NOTICES

Elections

Corpus Christi College

Elected to a Fellowship in Class A from 3 February 2025: Richard Charles Leather, B.A., *Macquarie* (Bursar)

Vacancies

Clare College: Development Director; closing date: 3 March 2025; further details: https://www.clare.cam.ac.uk/development-director and https://www.minervasearch.com/current-opportunities/clarecollege

Downing College: Everitt Butterfield Research Fellowship 2025 (in the Biological Sciences related to Medicine or Clinical Sciences); tenure: three years from 1 October 2025; stipend: £35,116 (may also be non-stipendiary); closing date: 3 March 2025 at 12 noon; further details: https://dow.cam.ac.uk/people/vacancies/academic-vacancies

Kim and Julianna Silverman Research Fellowship 2025 (in Physical and Biological Natural Sciences, Engineering or Computer Science); tenure: three years from 1 October 2025 (with the possibility of renewal for a further two years); stipend: £35,116 (may also be non-stipendiary); closing date: 30 March 2025 at 12 noon; further details: https://dow.cam.ac.uk/people/vacancies/academic-vacancies

Gonville and Caius College: Cook—Crone Research Bye-Fellowship 2025–26 (in Biblical studies, the comparative study of religion, Ancient Eastern languages and literature, or the history and social anthropology of West Asia / the Middle East prior to c. 1750); tenure: one year from 1 October 2025 (or as agreed); stipend: up to £30,000; closing date: 22 April 2025 at 12 noon; further details: https://www.cai.cam.ac.uk/vacancies/cook-crone-research-bye-fellowship-2025-26

St John's College: College Research Associates Competition (up to eight posts available); tenure: up to three years from 1 September 2025; non-stipendiary but collegiate benefits apply; closing date: 26 March 2025 at 2 p.m.; further details: https://www.joh.cam.ac.uk/college-research-associates-competition-0

Events

Clare Hall

The Betty Behrens Seminar on Classics of Historiography

Seminars will take place on the following Thursdays in Lent Term, from 2.15 p.m. to 4 p.m., in the Richard Eden Suite, West Court, Clare Hall: 20 February (Tim Cornell), 27 February (John H. Arnold) and 13 March (Katherine Harloe). For further details and booking, see: https://www.clarehall.cam.ac.uk/events/the-betty-behrensseminar-on-classics-of-historiography-4

Emmanuel College

Cambridge Seminars in the History of Cartography

Finnian O'Cionnaith will present "A peculiar survey... for our peculiar purpose': Founding the Ordnance Survey of Ireland', on Tuesday, 25 February 2025 at 5.30 p.m., online via Zoom. All welcome. Further details and joining instructions at https://www.lib.cam.ac.uk/collections/departments/maps/cartographic-events/camsem

Jesus College

China Forum Seminar Series

'Avoiding catastrophic climate change: Technological possibilities, political challenges, and international cooperation', a virtual lecture by Lord Adair Turner (Chair, Energy Transitions Commission), will take place on Thursday, 13 February 2025 from 5 p.m. to 6.30 p.m.; further details and booking: https://www.jesus.cam.ac.uk/events/avoiding-catastrophic-climate-change-technological-possibilities-political-challenges-and

SOCIETIES, ETC.

Cambridge Antiquarian Society

Spring Conference 2025

The Conference, titled 'Villages in Archaeological and Historical Perspective' and focusing on Burwell, Cherry Hinton and Fletton, nonconformity and the last 200 years of change, will take place on Saturday, 15 March 2025 from 10.15 a.m. to 4.30 p.m. in the Faculty of Law, Sidgwick Avenue; keynote speaker: Professor Carenza Lewis; attendance £10 for members, £15 non-members; for programme and booking, see: https://www.camantsoc.org/meetings-and-events; enquiries: Ian Mason, Secretary (email: secretary@camantsoc.org).

Cambridge Philosophical Society

'Why there's no such thing as "the" scientific advice', a talk by Professor Stephen John (Cambridge University), will take place on Monday, 17 February 2025 from 6 p.m. to 7 p.m., in person at the Bristol-Myers Squibb Lecture Theatre, Yusuf Hamied Department of Chemistry, Lensfield Road. Free and open to all. Further details: https://www.cambridgephilosophicalsociety.org/events/event/why-theres-no-such-thing-as-the-scientific-advice

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