

# CAMBRIDGE UNIVERSITY REPORTER

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UNIVERSITY OF  
CAMBRIDGE

## NOTICES

### Calendar

29 May, *Thursday*. Scarlet Day. Ascension Day.

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

8 June, *Sunday*. Scarlet Day. Whitsunday. Preacher before the University at 11.30 a.m., Bishop Minerva G. Carcaño, Global Migration Leader for the Council of Bishops and Strategic Leader for the Holistic Strategy for Latin America and the Caribbean of The United Methodist Church. Ramsden Preacher.

15 June, *Sunday*. Scarlet Day. Trinity Sunday.

17 June, *Tuesday*. Discussion by videoconference at 2 p.m.

20 June, *Friday*. Full Term ends.

25 June, *Wednesday*. Easter Term ends. Congregation of the Regent House at 2.45 p.m. (Honorary Degrees).

#### Discussions (Tuesdays at 2 p.m.)

3 June

17 June

1 July

15 July

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

25 June, 2.45 p.m. (Honorary Degrees)

2, 3, 4 and 5 July (General Admission, see below)

24, 25 and 26 July

### Discussion on Tuesday, 3 June 2025

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, 3 June 2025 at 2 p.m. The following item will be discussed:

1. Joint Report of the Council and the General Board, dated 19 May 2025, on a revised approach to examination allowances (*Reporter*, 6784, 2024–25, p. 560).

Those wishing to join the Discussion by videoconference should email [UniversityDraftsman@admin.cam.ac.uk](mailto: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](mailto:contact@proctors.cam.ac.uk), copying [ReporterEditor@admin.cam.ac.uk](mailto:ReporterEditor@admin.cam.ac.uk), by no later than 10 a.m. on the day of the Discussion for reading out by the Proctors,<sup>1</sup> 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 House<sup>2</sup> 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](mailto: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/>.

<sup>1</sup> 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.

<sup>2</sup> <https://www.scrutiny.cam.ac.uk/> and [https://www.admin.cam.ac.uk/reporter/regent\\_house\\_roll/section1.shtml](https://www.admin.cam.ac.uk/reporter/regent_house_roll/section1.shtml).

### General Admission to Degrees 2025: Procedure

The Vice-Chancellor gives notice that at the Congregations for General Admission to Degrees to be held on 2, 3, 4 and 5 July 2025. The Congregations will take place at 10 a.m. in the Senate-House.

Tickets will be required for admission to the Senate-House. Graduands should apply through their Colleges for tickets for their intended guests and other members of the University who wish to be present are also asked to obtain tickets from their Colleges. The safe seating capacity has been reviewed and although fifteen places will be available during each session for any gowned member of the University who wishes to attend and who presents when the loading of ticket-holders for that session begins, any College wishing to seat groups of Fellows etc. in their session is requested to issue them with guest tickets from within their permitted limit and to contact the University Marshal (email: [universitymarshal@admin.cam.ac.uk](mailto:universitymarshal@admin.cam.ac.uk)) well in advance to ensure that they can be seated appropriately.

The Ceremonies will be divided into separate sessions, with intervals between the presentation of graduands by successive Colleges, although those from Murray Edwards College and Wolfson College, and those from St Edmund's College and Hughes Hall, will proceed together in single sessions and some larger Colleges will divide their session. Guests may not leave except in the intervals. Members of the University attending should wear academical dress. A member who is not acting as an officer at the Congregations or presenting for admission to or receiving a degree and who holds a degree of another university or degree-awarding institution may wear the dress of that degree on this occasion. The days of General Admission to Degrees are 'scarlet' days, so Doctors should wear their festal gowns.

## TIMETABLE FOR THE CEREMONIES

**Wednesday, 2 July**

The doors of the Senate-House will be opened at 9.30 a.m. The ceremony will begin at 10 a.m. and graduands are asked to arrive by the following times (for those Colleges with divided sessions, only the time for the first part is given). Timings given are provisional.

King's College	9.50 a.m.
Trinity College	10.45 a.m. (Session 1)
St John's College	12.10 p.m. (Session 1)
Peterhouse	2.20 p.m.
Clare College	3.05 p.m. (Session 1)
Pembroke College	4.25 p.m.

The ceremony will end at about 5.15 p.m.

**Thursday, 3 July**

The doors of the Senate-House will be opened at 9.30 a.m. The ceremony will begin at 10 a.m. and graduands are asked to arrive by the following times (for those Colleges with divided sessions, only the time for the first part is given). Timings given are provisional.

Gonville and Caius College	9.50 a.m. (Session 1)
Trinity Hall	11.15 a.m.
Corpus Christi College	12.10 p.m.
Queens' College	1.40 p.m. (Session 1)
St Catharine's College	3 p.m.
Jesus College	3.55 p.m. (Session 1)
Christ's College	5.15 p.m.

The ceremony will end at about 6 p.m.

**Friday, 4 July**

The doors of the Senate-House will be opened at 9.30 a.m. The ceremony will begin at 10 a.m. and graduands are asked to arrive by the following times (for those Colleges with divided sessions, only the time for the first part is given). Timings given are provisional.

Magdalene College	9.50 a.m.
Emmanuel College	10.40 a.m. (Session 1)
Sidney Sussex College	12 p.m.
Downing College	12.50 p.m.
Girton College	2.20 p.m. (Session 1)
Newnham College	3.40 p.m.
Selwyn College	4.35 p.m.

The ceremony will end at about 5.20 p.m.

**Saturday, 5 July**

The doors of the Senate-House will be opened at 9.30 a.m. The ceremony will begin at 10 a.m. and graduands are asked to arrive by the following times (for those Colleges with divided sessions, only the time for the first part is given). Timings given are provisional.

Fitzwilliam College	9.50 a.m.
Churchill College	10.50 a.m.
Murray Edwards College <i>and</i> Wolfson College	11.50 a.m.
Robinson College	1.30 p.m.
Lucy Cavendish College	2.25 p.m.
St Edmund's College <i>and</i> Hughes Hall	3.15 p.m.
Homerton College	4 p.m. (Session 1)

The ceremony will end at about 5.20 p.m.

## General Admission to Degrees: Registry's Notice

The Registry gives notice that the latest time for the receipt of supplicats and any necessary certificates of terms for persons who propose to take degrees at General Admission on Wednesday, 2 July, Thursday, 3 July, Friday, 4 July, or Saturday, 5 July 2025, is 10 a.m. on Friday, 20 June 2025. No further additions to degree lists can be accepted after that date.

## Joint Report of the Council and the General Board on reform of undergraduate admissions governance: Notice in response to Discussion remarks

22 May 2025

The Council has received the remarks made at the Discussion on 13 May 2025 concerning the above Report (*Reporter*, 2024–25: 6781, p. 534; 6784, p. 564). It has consulted with the General Board in preparing this response.

Professor Evans comments on the centrality of Colleges in the admission of undergraduate students and notes that the reconstituted Undergraduate Admissions Committee would not have power to make decisions binding on the Colleges, unless it is explicitly asked to do so with the agreement of all Colleges, or implicitly as a result of a decision made with the agreement of all Colleges. Professor Evans also makes a connection between admissions and the commitment contained in the University's Access and Participation Plan (APP) to address barriers to equality of opportunity across the undergraduate student lifecycle, and enquires about the scope of 'equality' in this context. The Council notes that the APP contains details of the specific forms of inequality the University seeks to address, and the range of activities it will undertake to that end from 2025 to 2029. The Council agrees with Professor Evans' implicit assumption that delivery of the University's objectives in addressing inequality is contingent on coherent admissions policies and practices in the context of an admission process that continues to respect College autonomy.

The Council joins Dr Thompson in expressing thanks to the many colleagues involved in developing the proposals for reform of undergraduate admissions.

The Council is submitting a Grace (Grace 1, p. 583) for the approval of the recommendations of this Report.

## Report of the Council on the disposal of the Mill Lane North site to King's College: Notice in response to Discussion remarks

22 May 2025

The Council has received the remarks made at the Discussion on 13 May 2025 on the above Report (*Reporter*, 2024–25: 6781, p. 537; 6784, p. 565).

The Council thanks Professor Srinivasan and Dr Tett, both of King's College, for their observations in support of the Report's proposals.

Mr Knight notes the role of the Programme Board in planning the sequence of relocations required to achieve vacant possession of the site by the end of July 2027. The Programme Board is meeting regularly to ensure oversight and timely progress on the relocation programme: this will include consideration of the impact on teaching space, where appropriate. Mr Knight asks how the disposal of the site to King's College fits into the University's Reshaping our Estate strategy and the associated Capital Plan. The disposal is aligned to the principles and aims of Reshaping our Estate and will:

- (a) provide more appropriate accommodation over the long-term for the site's occupants;
- (b) reduce the lifecycle cost liability associated with the operational estate;
- (c) realise the revenue potential for a site which is no longer fit for purpose;
- (d) avoid significant decarbonisation and refurbishment costs; and
- (e) generate a material reduction in carbon emissions.

At its May 2025 meeting, the Estates Committee recommended a Strategic Estate Framework and Strategic Estate Capital Plan to the General Board and the Council for approval. The Framework and Plan include allowances for the disposal and relocations and will be discussed by the General Board and Council this term.

Mr Humbles anticipates that the disposal of the site will 'entail the termination of leases or licences of non-University occupants of parts of the site, including at least three popular and well-used businesses, namely The Anchor pub, S&G Cycles, and Café Aristo'. He notes that he 'would be sorry to see the Regent House authorising the expulsion of these facilities.' Mr Humbles also questions how 'the wilful expulsion of one of the last centrally-located bicycle shops in Cambridge would fit into the University's commitment to green travel.' Facilities such as the regular bookable Dr Bike sessions<sup>1</sup> illustrate the breadth of provision for University staff across the city.

The disposal will entail the transfer of leases over parts of the site, including those for the Anchor pub, S&G Cycles, and Café Aristo, to King's College as the purchaser of the site. The Council understands that it is the College's intention to work with continuing leaseholders to explore future options as the site is developed over a number of years. As Professor Srinivasan states in his remarks, 'the College is eager to protect this site for the benefit of the collegiate University and the wider Cambridge community.' King's College has confirmed to the Council its strong commitment to environmental concerns, as evidenced in other recent developments to its estate such as its Passivhaus student accommodation development at Cranmer Road, and has indicated its willingness to facilitate green travel to the site wherever possible.

The Council is submitting a Grace (Grace 2, p. 583) for the approval of the recommendations of this Report.

<sup>1</sup> See the Events section at [https://universityofcambridgecloud.sharepoint.com/sites/UoC\\_EnvironmentalSustainability/](https://universityofcambridgecloud.sharepoint.com/sites/UoC_EnvironmentalSustainability/) (University account required).

## Fly-sheets

28 May 2025

The Council has made some changes to the arrangements for the publication of fly-sheets and other statements provided to voters when there is a ballot, so that groups who sign fly-sheets are treated in the same way. Fly-sheets signed only by registered students and sabbatical officers of the University of Cambridge Students' Union or only by University employees who are not members of the Regent House, and the signatures of those groups on joint fly-sheets, will in future be reproduced in the *Reporter* (starting with the fly-sheets on p. 595). An amendment has also been made to the threshold for the inclusion of signatures on joint fly-sheets, which will take effect from the next ballot.

The Council has therefore made changes to the Notice confirming these arrangements (reproduced in *Statutes and Ordinances*, p. 116), revising paragraph 11 to read as follows and removing the last sentences of paragraphs 9 and 10:

*Statements issued by more than one group of authorised signatories*

11. Joint statements, signed by the required number of signatories in at least one of the above groups, will be accepted (for example, a fly-sheet signed by ten members of the Regent House that is also signed by three University employees who are not members of the Regent House).

## VACANCIES, APPOINTMENTS, ETC.

### Election

The following election has been made:

Professor DUNCAN KELLY, M.A., *University of York*, Ph.D., *University of Sheffield*, Professor of Political Thought and Intellectual History, Department of Politics and International Studies, elected Professor of Politics with effect from 1 July 2025.

### Vacancies in the University

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

**Unestablished Teaching Associate in the Faculty of Education;** tenure: full-time (part-time considered); salary: £35,116–£45,413 (or *pro rata*); closing date: 8 June 2025; further details: <https://www.jobs.cam.ac.uk/job/51400/>; quote reference: JR46046

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

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

## NOTICES BY THE GENERAL BOARD

### Fitness to Practise Procedure

**With effect from 1 October 2025**

The General Board, on the recommendation of its Education Committee, has agreed to make changes to the Fitness to Practise Procedure. The key changes are to add the Postgraduate Diploma in Child and Adolescent Counselling (P.D.C.A.C.), accredited by the Universities Psychotherapy and Counselling Association, to the list of relevant courses and professional bodies in the procedure.

The Council is submitting a Grace (Grace 3, p. 583) to seek approval for the following changes to the Fitness to Practise Procedure (*Statutes and Ordinances*, p. 225):

(a) in Regulation 1.1 by amending the definition of the Student Progress Panel to read as follows:

A group of staff who monitor and, where needed, provide additional support to students who are pursuing professional courses of study; the Student Progress Panel for preclinical and clinical medical and veterinary students is the Medical and Veterinary Student Progress Panel (MVSPP), and for P.G.C.E. and P.D.C.A.C it is the relevant examination board

(b) in Regulation 2.1 by inserting the following new final bullet:

- Postgraduate Diploma in Child and Adolescent Counselling (P.D.C.A.C.) students. The Universities Psychotherapy and Counselling Association has a duty to ensure that P.D.C.A.C. students are fit to practise.

(c) In Regulation 2.3 by inserting the following new final sub-paragraph:

(d) for P.D.C.A.C. students, the P.D.C.A.C course manager.

(d) In Regulation 4.1 by amending sub-paragraph (c) to read as follows:

- (c) a member of the Regent House who shall not be registered with the professional body, appointed by the Faculty Board of Biology for medical and veterinary students, and by the Faculty Board of Education for P.G.C.E. and P.D.C.A.C. students.

(e) In Regulation 4.2 by amending sub-paragraph (c) to read as follows:

- (c) be prohibited from entering specified preclinical and/or clinical facilities as a medical student, or veterinary facilities as a veterinary student, or specified educational facilities as a P.G.C.E. student, or other specified facilities as a P.D.C.A.C. student;

## **Academic Career Pathways (Research) scheme implementation plan**

The General Board has agreed an implementation plan for the new Academic Career Pathways (Research) scheme, approved following a ballot in May 2025.<sup>1</sup>

The new titles for researchers introduced under the pathway will take effect from 1 October 2025.

A new Contribution Reward Scheme, bringing together the existing schemes for academic staff and the new scheme for research staff,<sup>2</sup> will launch in February 2026, with awards under that scheme being effective from 1 August 2026.

The Academic Career Pathways (Research) promotion scheme will launch in the 2026–27 academic year. As part of this launch, new researcher roles at Grades 6, 8 and 10 will be introduced, in addition to the existing Grades 5, 7, 9, 11 and 12.<sup>3</sup> Further information and guidance on the new arrangements will be provided ahead of the launch.

<sup>1</sup> *Reporter*, 2024–25: 6778, p. 456; 6784, p. 563.

<sup>2</sup> See Appendix E of the Report, *Reporter*, 6761, 2024–25, p. 144.

<sup>3</sup> See paragraph 7(e) of the Report, *Reporter*, 6761, 2024–25, p. 144.

## **CLASS-LISTS, ETC.**

### **Approved for degrees**

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

#### **Doctor of Philosophy**

(under the regulations for the degrees of Ph.D., M.Sc., M.Litt. and M.Phil. (by thesis))

*This content and pages 581 and 582 have been removed as they contain personal information.*

## GRACES

### Graces submitted to the Regent House on 29 May 2025

The Council submits the following Graces to the Regent House. These Graces, unless they are withdrawn or a ballot is requested in accordance with the regulations for Graces of the Regent House (*Statutes and Ordinances*, p. 111), will be deemed to have been approved at 4 p.m. on Friday, 6 June 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.<sup>§</sup>

1. That the recommendation in paragraph 12 of the Joint Report of the Council and the General Board, dated 27 April 2025, on reform of undergraduate admissions governance (*Reporter*, 6781, 2024–25, p. 534) be approved.<sup>1</sup>
2. That the recommendation in paragraph 7 of the Report of the Council, dated 30 April 2025, on the disposal of the Mill Lane North site to King's College (*Reporter*, 6781, 2024–25, p. 537) be approved.<sup>2</sup>
3. That, with effect from 1 October 2025, the Fitness to Practise Procedure be amended to include references to the Postgraduate Diploma in Child and Adolescent Counselling (PDCAC) and other changes as set out in the General Board's Notice, p. 579.
4. That PricewaterhouseCoopers LLP be reappointed, in accordance with Statute F I 2, to be the qualified accountants for the audit of the University's financial statements for the financial year 2024–25.<sup>3</sup>
5. That Ernst & Young LLP be appointed, in accordance with Statute F I 2, to be the qualified accountants for the audit of the University's financial statements for the financial year 2027–28.<sup>4</sup>
6. That on the nomination of Queens' College, MARTIN JOHN DIXON, of that College, be appointed a Pro-Proctor for the academic year 2025–26.
7. That on the nomination of Homerton College, DANIEL TROCMÉ-LATTER, of that College, be appointed a Pro-Proctor for the academic year 2025–26.
8. That on the nomination of the Vice-Chancellor and the Proctors Designate, MARKUS WILHELM GEHRING, of Hughes Hall, be appointed an additional Pro-Proctor for the academic year 2025–26.<sup>5</sup>
9. That on the nomination of the Vice-Chancellor and the Proctors Designate, FRAZ ARIF MIR, of King's College, be appointed an additional Pro-Proctor for the academic year 2025–26.<sup>5</sup>

<sup>1</sup> See the Council's Notice, p. 578.

<sup>2</sup> See the Council's Notice, p. 578.

<sup>3</sup> The Audit Committee has recommended the reappointment of PwC for the current financial year.

<sup>4</sup> The Audit Committee has recommended the appointment of E&Y as external auditors to the University for the 2027–28 financial year following a competitive tender exercise. PwC is expected to continue as the University's external auditors for the 2025–26 and 2026–27 financial years. Graces for the approval of those reappointments of PwC will be submitted nearer the time.

<sup>5</sup> Also nominated under Special Ordinance C (iii) 3 for election on 1 October 2025 as a Deputy Proctor for the year 2025–26.

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



**ACTA****Approval of Graces submitted to the Regent House on 14 May 2025**

The Graces submitted to the Regent House on 14 May 2025 (*Reporter*, 6783, 2024–25, p. 555) were approved at 4 p.m. on Friday, 23 May 2025.

**Congregation of the Regent House on 23 May 2025**

A Congregation of the Regent House was held at 10 a.m. All the Graces that were submitted to the Regent House (*Reporter*, 6784, 2024–25, p. 562) were approved. The Master of Sidney Sussex College and the Master of Trinity College presented to the Deputy for the Vice-Chancellor, in the presence of the Deputy for the Registry, MARTIN JAMES CHRISTIAN PARKER DIXON, of Sidney Sussex College, and BENJAMIN JAMES SPAGNOLO, of Trinity College, nominated by those Colleges for election on 1 October 2025 to the office of Proctor for the academic year 2025–26.

The following degrees were conferred:

*This content and pages 585 to 589 have been removed as they contain personal information.*



*This content has been removed as it contains personal information.*

### **Congregation of the Regent House on 24 May 2025**

A Congregation of the Regent House was held at 10 a.m. All the Graces that were submitted to the Regent House (*Reporter*, 6784, 2024–25, p. 562) were approved.

The following degrees were conferred:

*This content and pages 591 to 593 have been removed as they contain personal information.*

*This content has been removed as it contains personal information.*

E. M. C. RAMPTON, *Registrar*

**END OF THE OFFICIAL PART OF THE 'REPORTER'**

**FLY-SHEETS REPRINTED****Fly-sheets relating to the ballot on Grace 1 of 12 February 2025 (ACP (R) proposals)**

In accordance with the Council's Notice on Discussions and Fly-sheets as amended (see p. 579), the seven fly-sheets received for the ballot on the Academic Career Pathways (Research) scheme proposals (Grace 1 of 12 February 2025) are reprinted below. Fly-sheets are reprinted in the order in which they appeared in the ballot booklet, which was random. For the result of the ballot see *Reporter*, 6784, 2024–25, p. 563.

**Fly-sheet in favour of the implementation of  
an Academic Career Pathways (Research) scheme**

The Academic Career Pathways (Research) (ACP (R)) scheme aims to create an equitable and transparent single promotion and reward scheme for research staff, replacing the current arrangements which are outdated, out of step with other institutions and keep researchers in defined roles with limited opportunities for progression. The ACP (R) scheme was developed after extensive consultation across the University, including with the Schools, the Postdoc Academy and individual researchers. All groups were overwhelmingly supportive of the new grades and proposed titles.

The University's mission is to contribute to society through the pursuit of education, learning and research at the highest international levels of excellence. In recent years, considerable progress has been made to recognise and reward individuals who have a primary role delivering excellence in teaching via the ACP (Teaching & Scholarship) scheme. This is not the case for our community of over 4,000 researchers who underpin our research excellence. At present, a grade structure (Grades 5, 7, 9, 11 and 12) makes promotion difficult for many and, especially at the postdoctoral researcher and senior researcher levels, is a barrier to recruitment. Introducing additional Grades (6, 8 and 10) offers stepwise opportunities for career progression that are more accessible to researchers at Cambridge.

The idea that the introduction of the missing grades is a barrier to career progression is nonsensical. Currently, there are limited opportunities to progress beyond Grade 5 for Research Assistants and the ability to recognise excellence by introducing a Senior Research Assistant at Grade 6 should be welcomed. At Grade 7 the situation is worse, as progression to Grade 9 requires evidence of substantial independence which can be difficult for those employed on research grants. A new Grade 8 provides a stepwise transition to independence that will allow recognition and progression far more widely than at present. In addition, it provides a route for recruitment at more senior levels where experience and expertise are required for research projects.

The claim that the ACP (R) scheme will stretch pay scales is unfounded and the claim that the new grades will reduce lifetime earnings is unsupported. The introduction of a Grade 10 position, as with the current ACP schemes for Research & Teaching and Teaching & Scholarship, provides graduated career progression opportunities for those more senior researchers who work independently. Examples here include those who have obtained prestigious career development fellowships (e.g., Royal Society, UKRI, Wellcome) with funding often exceeding five years. As the proposals make clear, the circumstances whereby researchers at Grade 5 can still be promoted to Grade 7, or those at Grade 7 to Grade 9, remain unaffected by the introduction of the ACP (R) scheme.

It would be egregious for the University to recognise excellence for its conventional academics and those on a teaching track with internationally understood titles but not do so for researchers. Nowhere is this disparity more evident than with senior researchers at Grades 11 or 12. Such individuals lead very substantial research programmes or centres in the University but have antiquated titles that are unrecognised outside of Cambridge. The lack of appropriate titles is a barrier to recruitment to these prestigious research leadership roles and can be a barrier to funding opportunities from international sources where Principal Investigators are expected to hold professorial titles. The idea that this devalues or confuses the use of titles for other roles in the University is counter-intuitive, the ACP (R) scheme proposes a clear terminology – Assistant Research Professor, Associate Research Professor and Research Professor.

Those opposed to the ACP (R) scheme make unsubstantiated claims about academic freedom. Yes, research positions are most often supported by external funders; however, at senior levels, including the G9 Assistant Research Professor, these are demonstrably leadership positions where funders expect independence. Yes, appointment at or promotion to a particular grade requires external funding, but this is no different from the situation with the current outdated scheme. The University's Research Office will prepare guidance on how to cost promotions into funding applications where funder rules allow it. Role profiles and indicators of excellence for the proposed grades and titles do not substantially differ for those already in place at Grades 9, 11 and 12.

The proposal also seeks to bring the currently disjointed Contribution Reward schemes for researchers into line with schemes for salary increments available to most other staff in the University. The move to an annual rather than termly scheme is a matter of fairness and equity for all staff in the University, where excellence above the normal expectations for a role can be rewarded by increased remuneration. Moving to an annual scheme also provides for fairness and transparency by using a single gathered field when assessing applications for School or Faculty funding for salary increments where external funds are not available.

Finally, the case against the ACP (R) scheme makes much of the sector-wide issue of researcher precarity and pay. These very real issues are outwith the remit of this career progression scheme and are being explored in other areas of the University and more widely in the sector. While recognising this proposal does not address these important issues, it is unfair to our researchers to conflate these concerns with a scheme designed to provide better recognition and improved career progression opportunities.

**We therefore urge you to vote in favour of the recommendations for the introduction of an ACP (R) scheme in Grace 1 of 12 February 2025 and to reject the proposed amendment. [Give first preference to Option A.]**

Signed by the following members of the Regent House:

A. M. SANTOS ALMEIDA	B. HENDRICH	E. L. RAWLINS
A. BAEZ-ORTEGA	J. M. HIBBERD	J. C. RAYNER
M. E. BARTLETT	A. B. L. HOCHER	R. J. READ
N. S. BAYIN	M. A. HOLMES	S. RENGARAJU
T. M. BOHNE	C. HUGHES	R. A. W. REX
C. BONFIO	M. T. INOUE	J. H. RICHENS
E. M. BOYD-McMILLAN	L. S. R. ITZHAKI	J. J. W. A. ROBINSON
M. D. M. BRADLEY	S. JAFFER	D. RON
S. J. BROOKS	F. Ji	A. ROSELLÓ-DIEZ
S. S. G. BROWN	P. B. JONES	A. ROSHAN
A.-M. BURN	S. JOSEPH	P. J. E. ROWLING
A. T. J. CAGAN	S. M. JOY	F. J. RUSSELL
J. P. CARR	F. E. KARET	S. RUSSELL
M. D. CASTLE	J. H. KEELER	H. E. P. SALJE
S. J. CAVE	V. R. KNIGHT-SCHRIJVER	R. SAWARKAR
S. CHAN	K. M. KNILL	J. C. SAXTON
JEONGMIN CHOI	J. P. KOSMALA-ANDERSON	S. SCHORNACK
M. CHONDRONIKOLA	A. J. KRUPPA	M. SEGAL
E. A. CLARK	K. KUBERSKA	E. SETTANNI
A. J. COLES	H. LAMAN	E. L. SIMMONDS
C. E. COLES	M. LANDGRAF	J. S. SIMONS
W. H. COLLEDGE	C. LANGLEY	R. J. SIPPY
A. R. CONWAY MORRIS	REBECCA LAWSON	C. W. J. SMITH
D. A. COOMES	C. Y. LEE	E. ST. J. SMITH
N. J. CUNNIFFE	JUAN LI	J. S. SRAI
J. W. DALLEY	T. LI	B. J. STEVENTON
J. M. DAVIES	A. LISTON	M. A. STORER
P. P. D'AVINO	S. L. LLOYD-FOX	LI SU
J. A.-L. DEANE	V. LULLA	C. SUMMERS
A. DEGASPERI	M.-E. LYNALL	J. T. TAYLOR
M. M. DIXON-WOODS	H. E. MACHADO	M. D. K.-E. TISCHKOWITZ
M. A. DUQUE CORREA	R. G. McMAHON	P. J. TRACEY
C. J. EDMONDS	N. MAVADDAT	K. TZELEPIS
C. A. EDWARDS	P. H. MAXWELL	J. VAN DEN AMEELE
S. J. EGMEN	C. S. MELLERSH	J. W. VAN DER SCHEER
N. W. ENGLAND	T. G. MICKLEM	R. M. A. VROOMANS
S. EVES-VAN DEN AKKER	S. MORELL HITA	J. R. WARD
C. J. FARR	K. K. NAKASHIMA	N. J. WAREHAM
C. J. P. FARRUKH	L.-M. E. NEEDHAM	T. T. WEIL
A. C. FERGUSON-SMITH	J.-P. NG-BLICHFELDT	J. J. WELCH
S. D. FITZGERALD	D. NUZZACI	G. N. WELLS
T. J. FORD	C. J. O'KANE	M. J. R. WHITE
J. P. GARDNER	K. OKKENHAUG	J. C. WHITTAKER
G. D. GARLAND	B. M. OUTHWAITE	A. E. WILLIS
H. GE	J. E. PAGE	M. R. WILLS
C. GONG	N. J. PATRON	K. E. WOODEY
B. GOTTGENS	N. PEAKE	T. A. WORTHINGTON
N. HABIB	S. PENZA	J. M. WYBURD
C. JACOB HARRIS	R. V. PENTY	M. E. H. ZAKI
I. R. HENDERSON	E. RAFFAN	

Signed by the following University employees who are not Regent House members:

C. A. A. ALCAINO AYALA

M. M. H. ALHUSSEIN

W. A. ALI

M. ALLER

J. L. ALSOP

A. E. ARGUELLO

E. J. ARRANT

M. BATTISTARA

R. M. A. BOGGAN

M. I. BUGAJE

L. CAPALBO

H. J. C. CHEN

C. CHONG

H. M. CRAVEN

L. P. DE SILVA

P. M. P. DE SILVA

F. L. DEARDEN

N. P. DISSANAYAKE MUDIYANSELAGE

C. E. DUMAS

G. C. EVANS

I. FOKAS

M. A. FRENCH

D. J. S. FROST

H. GAINS

C. M. GARCIA

R. GOMES ALVES DA CONCEICAO

E. HERRERO

N. K. HORST

A. T. HUANG

R. I. IVES

A. J. JAYAPRAKASH

W. JING

M. KELEMEN

D.-S. KER

S. L. KIGAR

S. KOLESNIKOV

M. P. P. LAKER

N. F. LÄUBLI

J. A. LONDON

S. MAZZAFERRO

L. PACCHIARDI

R. PALMULLI

L. A. PATTISON

T. PETTINI

K. RAINBOW

M. RENKO

K. L. RICHARDS

D. A. RUSSELL

A. L. RUTTER

C. A. SMITH

K. T. C. SMITH-LITIERE

L. C. TAYLOR

T. J. THIRKELL

M. A. H. WAHEDALLY

K. C. WEI

E. M. WILLIAMS

L. ZHANG

### Fly-sheet in support of the amended Academic Career Pathways (Research) proposals

The career track for researchers within the University has not received the same level of attention in recent years when compared to academic career tracks that have been prioritised. The current system for researchers is unclear and can be very different between different Departments and Faculties across the University, especially at Grade 9 and below.

In general, those on the research track represent some of the most insecure (and disproportionately female and non-citizen) staff at the University, with titles that may allow them to be confused for students and otherwise undermined in professional settings. For example, ‘Senior Research Associate’ is a title used in North America to describe research assistants who are Master’s students. The current system for researchers makes them unable to apply for some grants and otherwise find permanent roles in other institutions.

Recent work in the University has led to a range of suggested changes across all researcher grades, resulting in a proposal<sup>1</sup> to create an Academic Career Pathway (Research) scheme. These changes include a conversion of titles to better reflect the underlying roles (e.g. changing ‘Senior Research Associate’ to ‘Assistant Research Professor’). We recognise the large amount of work that has been done in developing these proposals.

One item of note was that the Contribution Reward Scheme for researchers would be changed by these proposals to run annually rather than termly (as is done currently; see paragraph 7(d)(i) of the proposals<sup>1</sup>). An amendment to the proposals has been submitted that would maintain the Contribution Reward Scheme as termly.<sup>2</sup>

As research staff join the University throughout the year on short-term contracts, restricting the Contribution Reward Scheme to an annual round would severely limit the ability of researchers to apply for these awards. Because researchers must be in post for at least a year before being able to apply for an award, if they started just after the scheme had closed it would be almost 2 years before a researcher could apply for an award, and with a contract of a duration of 2 years or less they may never be able to receive one. The proposal as originally put forward would benefit from an acknowledgement of the circumstances of researchers on short-term contracts in the form of this amendment that will allow for termly pay increments as opposed to the annual increments currently proposed.

While moving to an annual Contribution Reward Scheme may decrease the administrative burden, it will have an immediate and negative impact on research staff, and we therefore believe the amendment strengthens the ACP (R) proposals. As the ballot will be on the basis of the single transferable vote, we strongly encourage members to provide both a first and second preference: for example, if you support some version of the proposal over a rejection, you could vote: amended version (1); original proposal (2). If you support the amended version but would reject otherwise, you could vote: amended version (1); rejection (2). [*Give first preference to Option B and second preference to either Option A or Option C.*]

Signed by the following members of the Regent House:

N. L. ABRAHAM	C. J. HOULDCROFT	M. T. ROBERTS
E. ALLARA	S. E. JACKSON	R. J. STOPFORTH
S. M. ARIF	N. KANEIDER-KASER	J. J. TOMASIK
M. T. L. CASFORD	Y. H. B. LAM	C. E. WALLACE
J. CLARK	T. LI	N. J. WARWICK
H. M. CRAVEN	R. G. MCMAHON	A. WEIMANN
A. P. DAVENPORT	N. MAVADDAT	M. WEINZIERL
A. DEGASPERI	S. J. RIHN	XIAOHUI ZHAO

Signed by the following University employees who are not Regent House members:

C. ALCAINO AYALA	E. C. T. HARDING	N. R. PAYNE
A. E. ARGUELLO	M. V. HUMBERT	R. J. WATERS
H. J. C. CHEN	S. KOLESNIKOV	E. M. WILLIAMS
T. K. M. CHENG	L. L. LANNELONGUE	G. J. WISE
M. DANNAWI	S. MAZZAFERRO	X. YU
Y. GE	E. T. NYBERG	
N. G. GIL PERES	L. PACCHIARDI	

<sup>1</sup> *Reporter*, 6761, 2024–25, p. 144.

<sup>2</sup> *Reporter*, 6775, 2024–25, p. 413.

## Fly-sheet in support of a vote AGAINST Grace 1 of 12 February 2025 (Option C)

### *Breaches of national collective bargaining agreements with recognised trade unions*

If approved, the proposed Academic Career Pathways (Research) scheme will introduce new research posts at Grade 6, Grade 8 and Grade 10. It has been suggested, incorrectly, that these grades are ‘missing’ from the present system of grading of research posts. In fact, the current grading structure was introduced in January 2006 to comply with national agreements made between the trade unions and the employers.<sup>1</sup> The present posts (at Grades 5, 7, 9, 11 and 12) cover the salary scale above point 33 almost completely.<sup>2</sup> The introduction of additional posts at intermediate grades will introduce extra promotion hurdles, in some cases extending the number of years required for a researcher to move up the spine, reducing total career earnings.

The 2006 grading system was introduced following the 2003 *Framework Agreement for the Modernisation of Pay Structures* made between national representatives of higher education employers and the trade unions.<sup>3,4</sup> When the new national pay spine was introduced, members of the Association of University Teachers (the AUT, the predecessor union of the UCU) were concerned that it replaced increments of between 3% and 5% with increments of 3%, leading to a loss of earnings for staff. An industrial dispute arose in 2004, which was settled by the Memorandum of Understanding (MOU),<sup>5</sup> under which the AUT agreed to the new pay spine on the basis that it

‘should provide a platform for the long-term improvement of salaries across higher education to address the problem of historical decline in the relative value of earnings’

and that the new arrangements would be

‘designed with the intention – as far as practicable and foreseeable – of avoiding detriment to the present pay progression expectations of academic and related staff.’

This was to be achieved by local agreements between institutions and unions having regard to the principle that

‘Incremental progression to the contribution threshold will take no longer than under current equivalent arrangements.’

The Council believes that the introduction of researcher posts at new grades will not violate the 2004 MOU, because it regards the MOU as obsolete. The UCU does not agree. In 2005, the Cambridge AUT was assured by the Personnel Division that:

‘any changes which might be proposed [to the grading and progression arrangements introduced to comply with the MOU] in the future would be negotiated with [the AUT].’<sup>6</sup>

The employers’ organisation UCEA still recognises and publishes the 2003 Framework Agreement.<sup>7</sup> The 2003 Framework Agreement was settled contingent on the MOU. It follows that if the 2003 Framework Agreement still applies, so does the MOU. Indeed, the University still operates its pay spine with adjustments in order to comply with the MOU. Note 6 to Schedule I of the Ordinance on Stipends, states that ‘Specific arrangements will apply to progression in service-related points on some grades in compliance with the Memorandum of Understanding.’<sup>8</sup>

The undersigned believe that the Regent House should be cautious of allowing the University to breach national collective bargaining agreements with its recognised trade unions and call on members of the Regent House to **vote against the Grace (non-placet, Option C).** [*Give first preference to Option C.*]

Signed by the following members of the Regent House:

T. ALEXOPOULOU	J. M. DIXON	M. A. RUEHL
E. ALLARA	M. F. FRANKLIN-BROWN	R. J. SMITH
W. J. ASTLE	R. HAYNES	D. TROCMÉ-LATTER
M. B. BECKLES	A. M. MASON	M. J. UNDERWOOD
E. C. BLAIR	G. H. MORGAN	L. J. WRAPSON
D. F. BUSCHER	S. E. W. MUELLER-WILLE	
J. CLARK	R. RIDDICK	

<sup>1</sup> See the *Second Joint Report of the Council and the General Board on a new pay and grading structure for non-clinical staff*, Reporter, 6002, 2004–05, p. 745 and Reporter, 6012, 2005–06, p. 56.

<sup>2</sup> They do not fully cover the scale because of ‘ghost points’ introduced to comply with the MOU and because pay has been so depressed by inflation that Research Assistants and Research Associates are no longer appointed at the lowest points in their respective grades.

<sup>3</sup> The Framework Agreement for the Modernisation of HE Pay Structures (2003), available at: <https://www.ucea.ac.uk/our-work/collective-pay-negotiations-landing/Framework-Agreement/>.

<sup>4</sup> <https://www.ucu.org.uk/framework>.

<sup>5</sup> Memorandum of understanding between AUT and UCEA, Framework agreement for the modernisation of pay structures, 16 March 2004, available at: [https://www.ucu.org.uk/media/1664/AUT-Memorandum-of-Understanding-over-Framework-Agreement-Mar-04/doc/fworkmemorandum\\_mar04\\_1.rtf](https://www.ucu.org.uk/media/1664/AUT-Memorandum-of-Understanding-over-Framework-Agreement-Mar-04/doc/fworkmemorandum_mar04_1.rtf).

<sup>6</sup> Report of Discussion of the Second Joint Report of the Council and the General Board on a new pay and grading structure for non-clinical staff, Reporter, 6006, 2004–05, p. 940.

<sup>7</sup> See footnote 3.

<sup>8</sup> *Statutes and Ordinances*, p. 685.



## Fly-sheet in support of a vote AGAINST Grace 1 of 12 February 2025 (Option C)

### *The need for an improved proposal*

The principal problems facing the University's research workers are low pay and insecure employment practices. Over the past decade and a half, pay in the University has been reduced by about 16% in real terms. That is equivalent to the loss of more than a full grade on the University scale. A Research Associate appointed in October 2008 to point 41 in Grade 7 on the University spine earned £28,839 over the academic year, an amount equivalent to £45,557 in 2024, after adjustment for inflation by the Consumer Price Index (CPI).<sup>1</sup> The annual earnings of a new staff member appointed to point 41 in October 2024 will be approximately £38,000.<sup>2</sup> It would require a 20% pay increase for the University to return remuneration to the levels of 2008.

Since 2008, the number of research workers employed by the University has increased by about 60%, while the number of established academic staff has increased by less than 10%. The research work of the University is increasingly performed by staff with limited academic freedom who are insecurely employed and poorly paid. The prospects for stable academic careers are diminishing. Unsurprisingly, it is becoming difficult for the University to recruit postdoctoral researchers in disciplines that compete strongly for research workers with industry.

Although these trends, which amount to the deprofessionalisation of academic employment, partly result from government policy, the University has a responsibility to find ways to resist, arrest and reverse them. Yet, rather than offer solutions to the problem of employment precarity, the proposed Academic Career Pathways (Research) scheme would institutionalise it, by adopting academic titles for posts that come without security of tenure, without protection for academic freedom and whose holders the Council acknowledges, confusingly, will not be academics. It is surely disingenuous to describe the scheme as an 'academic pathway'.

Last year, the University of Oxford acknowledged the need for a universal pay increase to address the high cost of living in the London commuter belt by introducing a modest £1,500 pensionable supplement (analogous to the 'London weighting'). Cambridge has postponed its universal pay review on account of the University's financial situation. In the meantime, this proposal would make the contribution reward and promotion exercises for those employed in the lower research grades annual rather than termly, making it more difficult for staff employed for short periods to apply successfully.

The proposed scheme seeks to address the difficulty of researcher recruitment selectively, rather than universally. It introduces new grades that will increase pay variability at appointment, creating extra promotion hurdles and stretching out the pay scale. This stretching is likely to reduce the career earnings of researchers, certainly relative to an alternative system in which low pay is addressed by the introduction of a universal cost-of-living weighting. The introduction of new grades may help to address recruitment difficulties in particular disciplines by allowing pay to match market conditions, but inevitably this will increase the differentiation in researcher pay between fields, because of differences in the strength of competition for researchers from industry. This is likely to lead to a widening of the gender pay gap.

The proposed Career Pathway is a pathway in name only. It can be nothing else when the security of a researcher's employment depends on the availability of outside funds. No financial mechanism (for instance, the creation of a central fund, supported by the Development and Alumni Relations office) is proposed to enable long-serving senior researchers to move into established posts. The University's only material commitment will be with respect to the funding of contribution increments, but even that will depend on the willingness of the relevant Department or School to meet the costs. A successful application for promotion will still depend on the availability of the necessary additional outside funds, and therefore on the policies of the agency supporting the post.

We encourage members of the Regent House to vote ***non-placet* (Option C, against the Grace)** and urge the General Board to think again and propose an improved scheme to the Regent House. [*Give first preference to Option C.*]

Signed by the following members of the Regent House:

T. ALEXOPOULOU  
E. ALLARA  
W. J. ASTLE  
M. B. BECKLES  
E. C. BLAIR  
D. F. BUSCHER  
J. CLARK

J. M. DIXON  
M. F. FRANKLIN-BROWN  
R. HAYNES  
A. M. MASON  
S. E. W. MUELLER-WILLE  
B. M. OUTHWAITE  
M. A. RUEHL

S. J. SCHAFER  
J. P. SKITTRALL  
R. J. SMITH  
M. J. UNDERWOOD  
L. J. WRAPSON

<sup>1</sup> The CPI tends to underestimate inflation, particularly inflation due to the cost of accommodation, in which the increase since 2008 has been 25% greater in Cambridge than in England as a whole (<https://landregistry.data.gov.uk/app/ukhpi>).

<sup>2</sup> Including the 2.5% supplement paid from 1 August to employees below point 48 on the Cambridge pay scale.

## Fly-sheet in support of a vote AGAINST Grace 1 of 12 February 2025 (Option C)

### *The threat to established academic posts*

We recognise that the titles presently used to describe the University's senior unestablished research posts ('Senior Research Associate', 'Principal Research Associate', 'Director of Research') are not widely understood outside Cambridge and often do not adequately represent the expertise of the postholders. A review to identify better alternatives may well be warranted. However, we are concerned by the proposal to adopt academic titles for unestablished research posts. Such a change will undermine the system of University teaching offices by creating a parallel system of unestablished posts that can be used as alternatives to the University offices while avoiding the associated tenure protections.

The 1988 Education Reform Act abolished traditional academic tenure in the United Kingdom. Nevertheless, the University's teaching officers (established academics) retain very strong employment security, to protect their academic freedom.<sup>1</sup> The University has never had a system of untenured academic research and teaching (R&T) posts, although temporary appointments have been made to unestablished academic R&T posts at the level of Assistant Professor and Associate Professor (previously University Lecturer and University Senior Lecturer) since the 1990s. The University recently introduced academic teaching and scholarship posts, which may be made established or unestablished.

If the proposed Academic Career Pathways (Research) scheme is adopted then the sequence of unestablished posts Assistant Professor (R&T, Grade 9), Associate Professor (R&T, Grade 10), Research Professor (Grade 11) and Research Professor (Grade 12) will represent an unestablished career pathway that approximately parallels the system of established (R&T) academic offices regulated by the Statutes and Ordinances.<sup>2</sup> The extent to which these posts could be used as replacements for the University teaching offices is illustrated by the published generic role profiles, which anticipate that Research Professors might even serve as Heads of Department.<sup>3</sup>

The record suggests that when there is a choice between making a post established or unestablished, it is generally made unestablished. Over the past fifteen years, the proportion of academic-related staff employed in established posts has fallen from about 50% to about 20%. In 2024, 90% of the promotions in the Academic Career Pathway (Teaching and Scholarship) were to unestablished posts. The Board of Scrutiny has asked the HR Committee to explain why there is a need to create academic Teaching and Scholarship posts that are unestablished.<sup>4</sup> More generally, the Board and others have frequently expressed concern about the replacement of established posts with unestablished posts, noting that the latter lack 'the extra protections afforded to University officers'.<sup>5,6,7</sup> In response, the Council has agreed to a review of the use of unestablished posts, but that has been repeatedly postponed.<sup>8</sup>

A previous attempt to introduce unestablished Research Readerships and Research Professorships twenty-five years ago failed when the Vice-Chancellor ruled that unestablished Professorships were not allowed by the Statutes.<sup>9</sup> At that time members of the Regent House raised concerns about the risk of nepotism and the risk of unfairness if appointments and promotions to Readerships and Professorships unregulated by the Statutes and Ordinances were to be made by parallel procedures according to the availability of funds.<sup>10</sup>

The proposal opens up the dangerous prospect that individuals who appear to the outside world to be independent University of Cambridge academics may be subject to influence from, or effective line-management by, outside funders (research councils, charities, the NHS, private companies), exercised through the threat of funding withdrawal. For instance, it would allow for the possibility of an untenured Professor of Climate Science funded by a fossil fuel company, or an untenured Professor of Politics funded by an authoritarian state. Such posts would be created without the usual requirement for a Grace of the Regent House and appointments to them would be made without the need for a Board of Electors.

The Council accepts in its Notice in response to the Discussion remarks made on the Report that despite the name proposed for the Pathway and despite the proposed use of academic titles, the postholders will not be academics. They will 'retain their status as researchers with the same associated terms and conditions as now', i.e. without the professional autonomy enjoyed by academics and without academic freedom protections.<sup>11</sup>

Those in favour of the proposals rightly point out that the University relies on its senior research staff, often with many years of service, to perform its core functions. Many such staff make major contributions to the University's teaching as well as to its research. Under these proposals they will continue to contribute, with an academic title but without the material advantages of an academic post.

The undersigned believe that the implications of the proposed title changes have not been thought through sufficiently and call on members of the Regent House to **vote against the Grace (*non-placet*, Option C)**. [*Give first preference to Option C.*]

Signed by the following members of the Regent House:

T. ALEXOPOULOU	J. M. DIXON	S. E. W. MUELLER-WILLE
E. ALLARA	M. F. FRANKLIN-BROWN	M. A. RUEHL
W. J. ASTLE	E. B. HARTMANN	J. P. SKITTRALL
M. B. BECKLES	R. HAYNES	R. J. SMITH
E. C. BLAIR	M. H. KRAMER	M. J. UNDERWOOD
D. F. BUSCHER	A. M. MASON	L. J. WRAPSON
J. CLARK	G. H. MORGAN	

<sup>1</sup> For a University teaching officer to be dismissed by reason of redundancy two approvals of the Regent House by Grace are required, for which ballots may be called (see Chapter II of the Schedule to Statute C, *Statutes and Ordinances*, p. 24).

<sup>2</sup> Unestablished Research Professors may need to be paid for teaching outside the terms of their employment contracts, but since Professors (Grade 11) and Professors (Grade 12) have fewer teaching duties than Assistant and Associate Professors, this is unlikely to be a significant obstacle to the use of the unestablished pathway as an alternative to the University teaching offices.

<sup>3</sup> See Appendix D of the Report proposing the scheme, available at: <https://www.admin.cam.ac.uk/reporter/2024-25/weekly/6761/ACPRResearchSchemeReport-Appendices2024.pdf>.

<sup>4</sup> See paragraph 85 on p. 65, *Reporter*, 6672, 2022–23, p. 57.

<sup>5</sup> See paragraph 48 on p. 774, *Reporter*, 6394, 2014–15, p. 770.

<sup>6</sup> See paragraphs 70–73 on p. 50, *Reporter*, 6521, 2018–19, p. 42.

<sup>7</sup> *Reporter*, 6710, 2022–23, p. 884 and *Reporter*, 6710, 2022–23, p. 927.

<sup>8</sup> See paragraph 69 on p. 58 and the Board's commentary on the Council's response to its previous recommendation 8 on p. 62, *Reporter*, 6714, 2023–24, p. 52.

<sup>9</sup> *Reporter*, 5842, 2000–01, p. 552.

<sup>10</sup> *Reporter*, 5791, 1999–2000, p. 156.

<sup>11</sup> *Reporter*, 6770, 2024–25, p. 264.

### A note on democracy and access to the means of communication in the University

An email advertising a fly-sheet in support of the proposed Academic Career Pathways (Research) scheme has been distributed through the University email tree, sometimes with the endorsement of senior academics in administrative posts, after being circulated to several Heads of School and Heads of Institution with an appeal to 'cascade this request to your Heads of Department or academic staff and senior researchers to provide them with an opportunity to sign the flysheet if they wish'.

The undersigned strongly support academic democracy and freedom of debate. However, we believe there must be a level playing field. We call on the University Council to make available an electronic system to enable the circulation by email of fly-sheets and campaign materials for University ballots to staff and members of the Regent House, independently of the views expressed in them.

Signed by the following members of the Regent House:

E. ALLARA	N. W. EVANS	M. H. KRAMER
MICHAEL ANDERSON	G. M. FRASER	D. MARGÓCSY
W. J. ASTLE	A. GARG	A. M. MASON
D. F. BUSCHER	T. C. GROSSER	G. H. MORGAN
J. CLARK	E. B. HARTMANN	N. A. OVENDEN
S. J. COWLEY	R. S. HAYNES	L. PELLEGRINI
G. CRONIN	S. E. HOARE	R. RAU
G. CSÁNYI	C. J. HOULDCROFT	M. T. ROBERTS
J. M. DIXON	I. R. B. M. HUSSAIN	M. A. RUEHL
A. L. ERICKSON	D. R. H. JONES	S. J. SCHAFER
G. R. EVANS	A. P. A. KENT	R. J. SMITH

### Fly-sheet in support of the ACP (R) proposals unamended

Under the current structure, the wide gaps between grades can make it difficult for researchers to progress, even when they are contributing far beyond the expectations of their existing roles. The introduction of new researcher grades at 6, 8, and 10 would provide more attainable, meaningful steps on the career ladder. This would allow research staff to be recognised more appropriately for their achievements and responsibilities locally and nationally, as well as internationally, thus helping to retain talent and promote a positive research culture while increasing their academic competitiveness globally.

Crucially, this is also a matter of equity and coherence across academic roles. The teaching-focused ACP tracks already provide step-wise grades between 6 and 12, and aligning the ACP (R) scheme with this structure is a logical and constructive step. Ensuring parity for research staff not only promotes greater fairness within the University and across its aims but also strengthens how we represent and value research roles externally – particularly through clearer and internationally recognisable job titles.

Finally, the introduction of a clearer structure for the contribution reward scheme will ensure that both researchers as well as their line managers are aware of the exercise, thus further promoting transparency and equal opportunities across the broader University.

Hence, the postdocs, early, and mid-career researchers and academics signing this fly-sheet appeal to all Regent House members to **vote in favour of the recommendations for introducing the ACP (R) scheme** in the ballot on Grace 1 of 12 February 2025 while rejecting the proposed amendment (give first preference to Option A).

Signed by the following University employees who are not Regent House members:

A. E. ARGUELLO	W. JING	L. QUAMBUSCH
H. M. COLEMAN	J. KITE	A. TOKOLI
N. L. CREASEY	N. F. LÄUBLI	Y.-G. ZHENG
M. E. DANCE	R. PALMULLI	

## COLLEGE NOTICES

### Elections

#### Christ's College

Elected to an Honorary Fellowship with effect from 20 May 2025:

David Sedley

Elected to Fellow Commonships from 20 May 2025:

Sarah Franklin

Sarah Radcliffe

Elected to a Fellowship in Class IV from 20 May 2025:

Camilla Nord

Matthew Ward

Elected to a Junior Research Fellowship in Class I from 11 February 2025:

William Freeman

Chun Yin Chan

Carlos Iglesias Crespo

#### St Catharine's College

Elected to an Honorary Fellowship with effect from 16 May 2025:

Douglas Moggach, B.A., *Toronto*, M.A., Ph.D., *Princeton*

Elected to an Official Fellowship with effect from 1 October 2025:

Sebastian Raza, B.A., *Católica del Ecuador, Quito*, M.A., *Warwick*, Ph.D., *SE*

Elected to a Professorial Fellowship with effect from 1 October 2025:

Anne Willis, OBE, B.Sc., *Kent*, Ph.D., *London*

## Vacancies

*Christ's College*: Darwin-Hamied Senior Research Fellowships in Biodiversity or Demography; tenure: from 1 October 2025 or as soon as possible thereafter for five years (with the possibility of renewal); salary: £41,509–£59,139; closing date: 22 June 2025; further details: <https://www.christs.cam.ac.uk/vacancies-christs-college>

*Sidney Sussex College*: College Research Associates (several posts available); tenure: from 1 September 2025 for up to two years (with the possibility of renewal for a further two years); non-stipendiary but benefits apply; closing date: 16 June 2025; further details: <https://www.sid.cam.ac.uk/vacancies>

*Wolfson College*: College Research Associate Competition 2025 (up to ten posts available); tenure: from 1 October 2025 or 1 January 2026 for up to three years (not renewable); non-stipendiary but benefits apply; applications open: 1 June 2025; closing date: 14 July 2025 at 9 a.m.; further details: <https://www.wolfson.cam.ac.uk/CRA2025>

## EXTERNAL NOTICES

### Oxford Notices

*Linacre College*: Alumni Relations and Development Manager; salary: £41,997; closing date: 23 June 2025 at 12 noon; further details: <https://www.linacre.ox.ac.uk/vacancy/alumni-relations-and-development-manager>

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