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UNIVERSITY OF CAMBRIDGE

PUBLISHED BY AUTHORITY

NOTICES

Calendar

9 November, *Monday*. Michaelmas Term divides.
23 November, *Monday*. Ballot of the Regent House, voting opens at 10 a.m.
28 November, *Saturday*. Congregation of the Regent House at 10 a.m.
29 November, *Sunday*. End of third quarter of Michaelmas Term.

Discussions (Tuesdays at 2 p.m.)
15 December

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

Notice of a benefaction

29 October 2026

The Vice-Chancellor gives notice that she has accepted with gratitude a benefaction of £268,416 from Professor Richard Bowring and Mrs Susan Bowring as endowment to support the advancement of Japanese Studies in the University with a preference for supporting postgraduate students in Japanese Studies. The Council is submitting a Grace (Grace 1, p. 96) for the establishment of the endowment fund.

Grace 1 of 21 October 2026 (divestment from fossil fuel and arms companies): Notice of a ballot

30 October 2026

The Vice-Chancellor has received a request for a vote to be taken on Grace 1 of 21 October 2026 (divestment from fossil fuel and arms companies). The request has been signed by 56 members of the Regent House and therefore there will be a ballot. The names of the signatories are listed in the Annex below. A timetable for the ballot will be published separately.

Annex

A vote has been requested by the following members of the Regent House:

R. H. Abbott
Z. Al Azmeh
H. Azerad
M. B. Beckles
B. M. R. Bell
J. R. Bellis
S. Biswas
P. Brereton
N. Buitron Arias
C. M. Burlinson
D. F. Buscher
J. L. Caddick
L. O. Chambers
F. Charmaille
J. Clark
J. A. Crowcroft
K. C. Estefan
N. W. Evans
A. Garg
V. A. C. Gatrell
N. J. Gay
K. Ghilani
P. M. Gray
N. S. M. Guyatt
R. S. Haynes
J. R. Howlett
S. Iyer
E. Kurtic
M. E. d. Lamb
M. R. Laven
C. Lawson
E. R. Lines
D. Lteif
S. Matar
P. Mendes Loureiro
A. G. Milne
R. Morieux
C. G. A. Mouhot
T. Mueller
S. Mukherji
E. T. Napierala
R. L. Newkeen
I. K. Patterson
L. Peretti
J. D. Rhodes
J. Richards
S. J. Schaffer
W. Schultz
J. E. Scott-Warren
E. F. Senior
M. L. S. Sorensen
E. C. Spary
T. Tate
P. S. Tzokova
K. A. Winston
A. E. Zurcher

Grace 2 of 21 October 2026 (investment approach): Notice of a ballot

30 October 2026

The Vice-Chancellor has received a request for a vote to be taken on Grace 2 of 21 October 2026 (investment approach). The request has been signed by 50 members of the Regent House and therefore there will be a ballot. The names of the signatories are listed in the Annex below. A timetable for the ballot will be published separately.

Annex

A vote has been requested by the following members of the Regent House:

R. H. Abbott
W. J. Astle
H. Azerad
M. B. Beckles
B. M. R. Bell
J. R. Bellis
S. Biswas
P. Brereton
N. Buitron Arias
C. M. Burlinson
D. F. Buscher
L. O. Chambers
F. Charmaille
J. Clark
J. A. Crowcroft
K. C. Estefan
V. A. C. Gatrell
N. J. Gay
K. Ghilani
P. M. Gray
N. S. M. Guyatt
R. S. Haynes
J. R. Howlett
E. Kurtic
M. E. d. Lamb
M. R. Laven
C. Lawson
D. Lteif
S. Matar
P. Mendes Loureiro
A. G. Milne
R. Morieux
C. G. A. Mouhot
T. Mueller
S. Mukherji
E. T. Napierala
R. L. Newkeen
I. K. Patterson
L. Peretti
J. D. Rhodes
J. Richards
A. Sanchez
S. J. Schaffer
W. Schultz
J. E. Scott-Warren
E. C. Spary
T. Tate
P. S. Tzokova
K. A. Winston
A. E. Zurcher

Grace 2 of 21 October 2026 (investment approach): Notice of proposal for amendment

30 October 2026

The Vice-Chancellor gives notice that she has received a proposal for the amendment of Grace 2 of 21 October 2026 (*Reporter*, 6840, 2026–27, p. 66), signed by 46 members of the Regent House as noted in the Annex below.

The Grace currently reads as follows:

> **2.** That the Regent House endorse the Council's approach to the University's investment in companies that manufacture conventional weapons, as described in paragraph 5 of the Report of the Council, dated 23 June 2026, pursuant to Special Ordinance A (ii) 7 (divestment from fossil fuel and arms companies) (*Reporter*, 6830, 2025–26, p. 572).

The Vice-Chancellor and the Council will consider the proposed amendment at the earliest opportunity.

Formal text of the Grace with the proposed amendment:

That the Regent House endorse the Council's approach to the University's investment in companies that manufacture conventional weapons[1] subject to the following amendment:

The Regent House endorses the Council's approach to investments as set out in its April Notice.[2] It notes that the sentence 'Discussions would then be initiated with UCIM as to how to manage a reduction in exposure of the CUEF in this category in due course' is absent from the description of the monitoring scheme in paragraph 5 of the Council's June Report[3] and wishes to enshrine the Council's stated intentions for the monitoring scheme into Ordinance.

[1] Defined following the FTSE TPI exclusionary index already in use by the University's Multi-Asset Fund as companies deriving more than 0% of their revenue from the production and sale of nuclear weapons and weapons for military use, including munitions, vehicles designed to carry military weapons (mounted or demountable), weapons delivery systems and guidance systems. See: https://www.lseg.com/content/dam/ftse-russell/en_us/documents/ground-rules/ftse-custom-developed-td-400-tpi-climate-transition-index-ground-rules.pdf.

[2] *Reporter*, 6821, 2025–26, p. 411.

[3] *Reporter*, 6830, 2025–26, p. 572.

The following amendment to the Ordinance of the CUETB is approved (see Annex A for the full regulation):

Regulation 5 of the Ordinance for the Cambridge University Endowment Trustee Body (*Statutes and Ordinances*, 2025, p. 126) is amended as follows:

- Replace (*c*) with:

  '(*c*) to ensure, so far as is lawful, the Cambridge University Endowment Fund is an environmentally, ethically, and socially responsible investment scheme and oversee its approach to responsible investment;'
- Below (*c*) insert:

  '(*d*) to monitor, at least annually, investments in fossil fuels, arms, and other categories included in unitholder responsible investment policies, initiating discussions on reducing exposure to these categories in due course, where exposure exceeds a materiality threshold (which shall be any exposure in the case of fossil fuels and arms companies); and

  (*e*) to report annually to the Regent House and the Council on its activities, including on progress against (*c*) and (*d*) above.'
- Consequently, remove 'and' from the end of (*b*).

Annex A – Amended Ordinance

5. The duties of the Cambridge University Endowment Trustee Body shall be:

(*a*) to represent the University in its role as sole trustee of the Cambridge University Endowment Fund representing the interests of unitholders as a whole;

(*b*) to represent the University in its role as sole member of University of Cambridge Investment Management Limited;

(*c*) to ensure, so far as is lawful, the Cambridge University Endowment Fund is an environmentally, ethically, and socially responsible investment scheme and oversee its approach to responsible investment;

(*d*) to monitor, at least annually, investments in fossil fuels, arms, and other categories included in unitholder responsible investment policies, initiating discussions on reducing exposure to these categories in due course, where exposure exceeds a materiality threshold (which shall be any exposure in the case of fossil fuels and arms companies); and

(*e*) to report annually to the Regent House and the Council on its activities, including on progress against (*c*) and (*d*) above.

Annex

The following members of the Regent House have proposed the amendment to the Grace:

R. A. Alexander
C. J. Angelopoulos
A. R. C. Asseraf
H. Azerad
Z. Aziz
M. B. Beckles
R. W. H. Bricheno
J. Clark
B. J. A. Cornaby
R. J. Dent
K. C. Estefan
C. J. B. Ford
K. Ghilani
P. J. Girling
P. Gopal
H. M. Grosse Ruse-Khan
J. Hassine
A. Hassoun
R. S. Haynes
R. J. Heuser
R. E. Hewitt
J. M. Hori
S. L. Kennedy
P. M. Knox
E. Kurtic
J. C. S. Laga
J. A. Langley
D. Lteif
S. Lu
S. Matar
C. Morgenstern
R. Morieux
C. G. A. Mouhot
M. M. A. Moussa
T. Mueller
Y. Navaro
L. Peretti
M. Qato
S. Ranganathan
A. Raw
J. C. Sanders
D. A. Sneath
J. S. Tarnowski
Stephen Watts
S. J. Williams
K. A. Zanon

Grace for submission to the Regent House under Special Ordinance A (ii) 5 (audit of HR Division): Notice in response

29 October 2026

The Council has received a Grace, which has been initiated under Special Ordinance A (ii) 5 by 91 members of the Regent House.[1] The Grace proposes that the Regent House approve an Order setting out the arrangements for an audit of the Human Resources Division of the Unified Administrative Service (UAS) through the Board of Scrutiny and an Oversight Committee.

The constitutional position

The Regent House has the power to issue Orders by Grace (Statute A II 1 and 6, and Statute A III 3 and 8). However, such Orders have effect only to the extent that they are consistent with the provisions in Statutes, Ordinances and any Act of Parliament.

The Statutes identify the Council as the body with general responsibility for the management of the University's resources[2] and establish the Audit Committee as a committee of the Council (Statute A IV 1(*a*) and 7(*a*)). The duties of the Audit Committee cover all aspects of internal audit activities, including the approach to internal audit, the programme of internal audit work and the oversight of the implementation of any recommendations made by internal audit (Regulation 1 of the Ordinance for the Audit Committee).

A Grace (if approved) therefore cannot effectively make an Order directing the Board of Scrutiny and a newly created Oversight Committee to take actions which would infringe upon the remit of the Council and its Audit Committee.

The initiated Grace and the Whyte Review

The Council has recently established an independent review (the Whyte Review) in response to the findings of an employment tribunal judgement. The scope of the Whyte Review is largely consistent with the proposed audit in the Grace. It is intended to constitute the first phase of a broader piece of work to review relevant University processes, with the priority focus being on the areas referenced in the recent employment tribunal outcome, specifically whistleblowing, grievance and complaints handling. Other aspects mentioned in the Grace are in scope for potential additional phases of the broader piece of work to review University processes. Separately, an internal audit of the University's organisational change processes is expected to start in the next few weeks.

The difference between the initiated Grace and the Whyte Review concerns the detailed arrangements of the audit:

1. The Whyte Review comprises an independent chair and panel. The Council chose this mechanism to ensure the highest level of scrutiny of its processes, avoid conflicts of interests and to enable the institution to benefit and learn from a body with true externality. The terms of reference for the first phase explicitly note how staff can provide evidence confidentially to the panel.[3] The panel has the freedom to consult with whomever it considers relevant to its remit and to determine how it wishes to conduct the review. It can also seek approval for amendments to its terms of reference if it considers this necessary for delivery of the review.
2. It is anticipated that the Whyte Review will report to the Audit Committee and the Council within three months of the appointment of the panel chair. The Council has already committed to the publication of a summary of the Review's findings and actions. Implementation of its recommendations will be dealt with promptly but there is no deadline, recognising that, without sight of the Review's final recommendations, it is difficult to predict how long implementation is likely to take.

The Council is content that the external panel will deliver, in line with the Grace's general objective, a prompt, thorough and independent review that will identify where improvements can be made to existing practices. The Council has therefore decided to authorise submission of the initiated Grace (Grace 2, p. 96), noting that any actions arising from the Grace, if approved, have been taken already by the setting up of the Whyte Review.

[1] *Reporter*, 6836, 2026–27, p. 7.

[2] The General Board has specific policy-making powers and authority to manage resources related to its remit under Statute A V.

[3] *Reporter*, 2026–27: 6836, p. 10; 6838, p. 25.

Independent review: Part Two

4 November 2026

Jason Beer KC has been appointed to chair Part Two of the independent review[1] established by the University of Cambridge following the death of Professor Jason Arday in August 2026.

Mr Beer is a leading barrister, specialising in public inquiries, inquests, corporate investigations, public and police law, and has represented a range of clients, including individuals, central government, regulators, public authorities, and corporations.

The Council has agreed the Terms of Reference proposed by Mr Beer and confirmed the membership of an independent Panel which will support his work. The full Terms of Reference for Part Two of the review are available here: https://www.admin.cam.ac.uk/reporter/2026-27/weekly/6842/IndependentReviewToR-PartTwo.pdf.

Part Two of the review will investigate and report on the University's institutional policies, procedures, decision-making and oversight, and how these operated in practice during Professor Arday's recruitment, appointment and subsequent time at Cambridge. In particular, Part Two will address:

- The recruitment and appointment of Jason Arday as Professor of the Sociology of Education and the recruitment and appointment of professors through the Board of Elector process
- The induction, mentoring and support of and for Professor Arday and for professorial staff
- The University's response to allegations of research and other misconduct in the case of Professor Arday and more generally
- The support and protection available to academics facing significant public and media scrutiny
- The University's institutional arrangements for recognising and responding to race equality (including the experiences of Black academics), disability, neurodiversity and reasonable adjustments – including how these arrangements operated in relation to Professor Arday.

Mr Beer will be supported by an independent Panel bringing together expertise in higher education leadership and governance, research integrity, equality and inclusion, and the experiences of Black academics.

The Panel members are:

- **Professor Rachael Gooberman-Hill**: Rachael Gooberman-Hill is Professor of Health and Anthropology at the University of Bristol, and also currently serves as Co-Chair of the UK Committee on Research Integrity. She is a research leader whose published interdisciplinary research primarily addresses health and healthcare. Professor Gooberman-Hill has experience working in matters relating to research integrity, ethics and governance. She has led a research institute, and has chaired and served on research funding panels, advisory committees and steering groups.
- **Professor Rachel Brooks**: Rachel Brooks is Professor of Higher Education and Fellow of Linacre College at the University of Oxford, and a former President of the British Sociological Association. She is currently co-editor of the 'Research into Higher Education' book series (published by Routledge and the Society for Research into Higher Education) and has been editor-in-chief of the *British Journal of Sociology of Education* and *Sociology*, and co-editor of Sociological Research Online. She has served on the governing bodies of the Society for Research into Higher Education and the Economic and Social Research Council, and as a member of the Education sub-panel for REF 2021 and REF 2029.
- **Professor Bertha Ochieng**: Bertha Ochieng is Professor of Integrated Health and Social Care at De Montfort University and Chair of the Black Leaders in Higher Education Network Steering Group. Her academic and research work focuses on improving health and social care through high-quality education and research that contributes to better outcomes for marginalised and socially disadvantaged populations across the lifespan. Black Leaders in Higher Education is a UK-wide network of senior academic and professional services leaders championing equity, representation and meaningful inclusion for Black staff and students, while amplifying Black expertise and leadership to influence structural change across higher education.
- **Ms Margaret Ayers**: Margaret Ayers began her career in people and organisational development in the retail sector and has held senior roles in five very different universities: Canterbury Christ Church, Edinburgh, Kent, Queen Mary University of London, and University of the Arts London. Ms Ayers was on the Board of the Equality Challenge Unit for six years and is a member of the Athena Swan Governance Committee and was, until very recently, the Chair of Universities Human Resources supporting the development of HR professionals across the HE sector.

Additional panel members can be added upon the request of the Chair at any time during the review process, including with expertise in communications. Panel members are appointed in their personal capacities. They will assist Mr Beer in examining the evidence and developing findings and recommendations, drawing on their professional expertise and experience.

Mr Beer will be responsible for determining the review's methodology, lines of inquiry, findings, conclusions and recommendations. Neither the University Council, the General Board, the Vice-Chancellor nor any other University officer may direct Mr Beer or the Panel as to the conduct of the review or its conclusions.

Mr Beer will be supported by a junior barrister and a team led by Charlotte Harpin at DAC Beachcroft solicitors.

Any person who wishes to provide evidence or information relating to Part Two of the review can do so by emailing Mr Beer and his team directly at: ArdayReviewPartTwo@dacbeachcroft.com.

[1] See the Council's Notice on the independent review here: *Reporter*, 6836, 2026–27, p. 10.

Publication of Faculty membership lists

Further to the Notices published on 23 September and 7 October 2026 (*Reporter*, 2026–27: 6836, p. 10; 6838, p. 24), the final list for each Faculty will be promulgated by the Secretary of the Faculty Board **by Friday, 6 November 2026**.

Links to the lists on Faculty webpages will be available on the *Reporter* website at https://www.reporter.admin.cam.ac.uk/faculty-membership-lists.

REGULATIONS FOR EXAMINATIONS

Linguistics Tripos

(*Statutes and Ordinances*, 2025, p. 368)

With effect from 1 October 2026

The General Board, on the recommendation of the Faculty Board of Modern and Medieval Languages and Linguistics, has approved amendments to the regulations for the Linguistics Tripos to include references to the Ordinance for Assessment Formats, remove the Supplementary Regulation, and to update paper details as follows:

Regulation 9(*c*).

By amending the text of Regulation 9(*c*) to read as follows:

(*c*) to specify the form of assessment for each paper. Papers will be assessed in a format permitted under the Ordinance for Assessment Formats.

Regulation 12.

Section C

By adding a footnote to suspend the following paper for the 2026–27 academic year:

Paper 12. History of ideas on language (also serves as Paper Li. 12 of the Modern and Medieval Languages Tripos)

Section D

By adding a footnote to suspend the following paper for the 2026–27 academic year:

Paper 26. The Slavonic languages (Paper CS 3 of the Modern and Medieval Languages Tripos)

By adding two papers from the Psychological and Behavioural Sciences Tripos:

Paper 37. Introduction to experimental psychology: From brain to cognition (Paper PBS01 of the Psychological and Behavioural Sciences Tripos)

Paper 38. Social psychology, applied psychology and individual differences (Paper PBS02 of the Psychological and Behavioural Sciences Tripos)

SUPPLEMENTARY REGULATION

By removing the Supplementary Regulation.

NOTICES BY FACULTY BOARDS, ETC.

Annual meetings of the Faculties

Engineering

The Chair of the Faculty Board of Engineering gives notice that the Annual Meeting of the Faculty will be held at **3 p.m. on Thursday, 19 November 2026** in the Dr Constance Tipper Lecture Theatre, Baker Building, Department of Engineering.

The main business of the meeting will be a presentation by Professor Colm Durkan, Head of the Department of Engineering. The election of members of the Faculty Board, in accordance with Regulation 1 of the General Regulations for the Constitution of the Faculty Boards (*Statutes and Ordinances*, 2025, p. 597), will be conducted electronically, with eligible voting members contacted by the Secretary of the Faculty Board.

Philosophy

The Chair of the Faculty Board of Philosophy gives notice that the Annual Meeting of the Faculty will be held at **1.45 p.m. on Monday, 23 November 2026** in the Faculty of Philosophy.

The main business to be discussed will be the election, in accordance with Regulation 1 of the General Regulations for the Constitution of the Faculty Boards (*Statutes and Ordinances*, 2025, p. 597), of:

- one member of the Faculty Board in class (*a*)(ii) to serve for four years from 1 January 2027
- one member of the Faculty Board in class (*c*) to serve for two years from 1 January 2027
- one member of the Faculty Board in class (*c*) to serve for three years from 1 January 2027

Nominations for election, signed by the proposer and seconder, and accompanied by the consent of the person nominated, together with notice of any other business for this meeting, should reach the Faculty Manager (email: facultymanager@phil.cam.ac.uk) not later than Friday, 13 November 2026.

GRACES

Graces submitted to the Regent House on 9 November 2026

The Council submits the following Graces to the Regent House. The Roll of the Regent House is published annually on the fifth weekday in November, fixing the membership of the Regent House for the year from that date. These Graces are being published on 4 November for submission on 9 November 2026, so that they are submitted for approval by the members of the Regent House on the new Roll from 6 November 2026. 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*, 2025, p. 113), will be deemed to have been approved at **4 p.m. on Friday, 20 November 2026**. 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 an Iroha Fund be established in the University, to be governed by the following regulations:[1]

IROHA FUND

1. The benefaction received from Richard and Susan Bowring, together with such other sums as may be received or applied for the same purpose, shall form an endowment fund called the Iroha Fund to support the advancement of Japanese Studies in the University with a preference for supporting postgraduate students in Japanese Studies.

2. The Managers shall be responsible for the administration of the Fund and the application of its income and shall comprise the Faculty Board of Asian and Middle Eastern Studies, who may delegate any or all of their functions under these regulations to a committee not necessarily consisting wholly of members of the Board.

3. Subject to Regulation 4, the income of the Fund shall be applied towards the advancement of Japanese Studies. Where provision is made for awards for postgraduate students in that field, the arrangements for awards, including the number to be awarded and their tenure and conditions in any given year, the expenses to be covered by an award, and the form of the application and selection processes, shall be at the discretion of the Managers and may provide for applications by persons who are not yet members of the University and for the financial circumstances of candidates to be taken into consideration.

4. Any unexpended income in any financial year, including income accrued during any years in which awards are not made, may, at the discretion of the Managers:

(*a*) with the approval of the School Council, be applied to support research in Japanese Studies in the University in such manner as may be recommended by the Managers, including towards the stipend, national insurance, pension contributions, and associated indirect costs payable by the University for posts or offices;

(*b*) be awarded to support the work of holder(s) of any awards under Regulation 4(*a*);

(*c*) be carried forward for use as income in accordance with Regulation 3 in any one or more subsequent financial years.

2. That an Order be made that the University shall pursue and finance the activities described below.[2]

(*a*) That within one month of the approval of this Grace a Notice be published in the *Reporter*, inclusive of the information detailed below, stating the intention of the University to put into effect the provisions of this Grace.

(*b*) That an independent legally qualified expert with experience in employment law be appointed by the Board of Scrutiny to chair an Oversight Committee.

(*c*) That the Oversight Committee comprise the Chair and:

- five from amongst those members of the Regent House eligible to be members of the Board of Scrutiny, elected by the Regent House in accordance with the Single Transferable Vote regulations, following the nomination of each candidate, with their consent, by two members of the Regent House, and
- two from amongst the external members of the Audit Committee, appointed by the Audit Committee.

[1] See the Vice-Chancellor's Notice, p. 90.

[2] See the Council's Notice, p. 93.

[§] Accessible by members of the Regent House at https://universityofcambridgecloud.sharepoint.com/sites/RegentHousePetitions [University account required].

(*d*) That the Oversight Committee be constituted as promptly as elections allow and that its membership be published in the *Reporter* as soon as possible. Decisions of the Committee shall be taken by vote on a quorum of six, to include the Chair. In the case of a tie, the opinion of the Chair shall prevail.

(*e*) That the Oversight Committee set the terms of reference for an audit of the Human Resources Division of the Unified Administrative Service, including the Human Resources Business Partnering Team in the Schools and in the non-School Institutions (hereafter referred to as 'HR') and appoint an external company to conduct the audit. That the audit be accompanied by the development of a clear framework of standards for HR practices, for instance, reflecting CIPD standards[1] and Acas Codes of Practice.[2]

(*f*) That the terms of reference for the audit and the name of the external auditors be published in the *Reporter* within six months of the publication of the Notice referred to in paragraph (*a*).

(*g*) That the external auditors conduct an audit of the procedures and practices of HR, to determine the extent to which they are fully compliant with both the spirit and letter of all relevant University policies (including those of the Schools and the non-School Institutions) and legal requirements.

(*h*) That the opportunity be given to current and former employees (and, where the Oversight Committee deems it appropriate, to current and former students) of the University to submit evidence to the audit.

(*i*) That the Oversight Committee receive a report including recommendations of the appointed auditors within a year of the publication of the Notice referred to in paragraph (*a*) and that the recommendations be published in full in the *Reporter* within four term-time weeks of receipt, together with a Notice from the Oversight Committee endorsing those recommendations of the auditors with which it agrees and giving any additional recommendations of its own.

(*j*) That the University Council immediately initiate a consultation with the recognised trade unions on the Oversight Committee's recommendations and on a plan for their implementation, to be completed within three months of the publication of the Oversight Committee's Notice referred to in paragraph (*i*).

(*k*) That the University Council publish a Report to the University, within four term-time weeks of the conclusion of the consultation referred to in paragraph (*j*), setting out the plan for the implementation of the recommendations, as modified by the consultation.

(*l*) That the University Council take such action as is necessary to implement the plan, in consultation with the recognised trade unions and accounting for any remarks made at the Discussion of the Report and any recommendations of the Oversight Committee for additional actions. Such recommendations shall be published in the *Reporter* within six term-time weeks of the publication of the Report.

(*m*) That the University Council publish a Notice to the University describing how the recommendations of the Oversight Committee were implemented within eighteen months of the publication of the Notice referred to in paragraph (*i*). That the Oversight Committee determine whether it is content with the University Council's Notice and, if it is not, publish a Notice in the *Reporter* within four term-time weeks recommending additional actions.

(*n*) That the entire process be completed within thirty-two months of the approval of this Grace.

[1] https://www.cipd.org/uk/membership/professional-standards.

[2] https://www.acas.org.uk/codes-of-practice.

ACTA

Approval of Graces submitted to the Regent House on 21 October 2026

Of the Graces submitted to the Regent House on 21 October 2026 (*Reporter*, 6840, 2026–27, p. 66), a request for a ballot has been received on Grace 1 (see p. 90), a request for a ballot and a proposal for amendment have been received on Grace 2 (see p. 91 and p. 91), and Grace 3 was approved at 4 p.m. on Friday, 30 October 2026.

Result of ballot on Grace 2 of 29 July 2026 (senior administrative offices)

30 October 2026

The Director of Governance and Compliance gives notice that, as a result of the ballot held between 19 October and 29 October 2026, Grace 2 of 29 July 2026 was **approved**. For information about the Grace, see the Council's Notice dated 23 July 2026 (*Reporter*, 6835, 2025–26, p. 681).

The results of the voting are as follows:

Number of valid votes: 2,170 (*no invalid votes*)

In favour of the Grace	1,621
Against the Grace	549

Result of ballot on Grace 3 of 29 July 2026 (senior administrative offices)

30 October 2026

The Director of Governance and Compliance gives notice that, as a result of the ballot held between 19 October and 29 October 2026, Grace 3 of 29 July 2026 was **approved**. For information about the Grace, see the Council's Notice dated 23 July 2026 (*Reporter*, 6835, 2025–26, p. 681).

The results of the voting are as follows:

Number of valid votes: 2,116 (*no invalid votes*)

In favour of the Grace	1,520
Against the Grace	596

R. B. SACHERS, *Director of Governance and Compliance*

END OF THE OFFICIAL PART OF THE 'REPORTER'

FLY-SHEETS REPRINTED

Fly-sheets relating to the ballots on senior administrative offices (Graces 2 and 3 of 29 July 2026)

In accordance with the Council's Notice on Discussions and Fly-sheets (*Statutes and Ordinances*, 2025, p. 118), the five fly-sheets received for the ballots on senior administrative offices (Graces 2 and 3 of 29 July 2026) are reprinted below. The fly-sheets are reprinted in the order in which they appeared in the ballot booklet, which was random. For the result of the ballots see p. 98 (1) and p. 98 (2).

Fly-sheet in support of Graces 2 and 3 of 29 July 2026
(Changes to the Senior Administrative Offices)

We wish to express our support for the changes proposed to the Senior Administrative Offices, as described in the Council's Report.[1]

The creation of a Chief Operating Officer role is an important step towards improving the coordination, alignment and operational delivery across our Professional Service functions. This role is more appropriate for the modern support environment and, because of parallel restructuring of other senior administrative posts, its creation is not expected to result in increased expenditure on senior Professional Services leadership overall. Appointing a COO has been a recommendation of the Board of Scrutiny for several years and has strong support from Heads of School and Directors of Professional Service teams.

Professional Services is a complex group of enabling services which represents around 2,000 staff in the University Administration Services (UAS) and University Information Services (UIS). These services include Planning and Investment, Academic Planning and Policy, Academic Operations, Governance and Compliance, Legal Services, Estates, Finance, Health and Safety, Human Resources, Information Services Change Management, Data and Insights, and Change Management.

The effectiveness and efficiency of these services have a material impact on the day-to-day delivery of the University's research, teaching and operational activities and on the experience of staff and students. The landscape in which we operate has evolved considerably over the last 10 years and we must evolve with that landscape. The proposed changes to the senior administrative offices and the transfer of UIS to become part of the UAS will strengthen leadership and coordination across the service areas, moving the University towards a more contemporary model of professional services leadership and delivery.

The anticipated benefits of creating the Chief Operating Officer role and reorganisation of the relationship between UIS and UAS are:

- Improved operational coordination and effectiveness between functions
- Improved strategic, business and financial planning
- Improved alignment, communication and coordination between UAS Directors
- Ability to prioritise resources across functions to address service needs
- Enhanced focus on Professional Service redesign
- Closer alignment of IT and digital support to improve our professional service provision while also maintaining its focus on supporting academic needs.
- Enhanced provision of staff development in an evolving digital environment.

Currently, all the Directors of UAS Divisions are line-managed by the Registrary, requiring the person in that role to have strong governance and compliance skills as well as experience of operational management of finance, estates and human resources. However, since this arrangement was put in place many years ago, the University has grown substantially in size and complexity and also in regulatory burden, so one person no longer has the capacity to perform all these tasks effectively.

These changes are necessary to help the University address current academic and operational challenges. **Please vote in favour of both Grace 2 and Grace 3.**

Signed by the following 42 members of the Regent House:

G. Ahmadi-Assalemi
K.-A. Allen
J. A. D. Aston
G. A. Bagley
K. Baig
D. D. Benham
M. G. Brian
B. J. Brown
P. J. Calleja
S. T. Carpenter
S. R. Clarke
S. E. d'Ambrumenil
J. S. Dennis
A. Downie
C. J. Edmonds
A. J. D. Flett
J. P. Gardner
M. R. W. Glover
A. L. Greer
K. N. Hageman
R. L. Hey
D. R. Hill
J. Holgate
K. Livingstone
A. Martin Campillo
G. V. Matthews
R. M. Mortier
K. A. Munir
A. D. Neely
A. Nitch-Smith
A. L. Odgers
A. Philpott
C. J. Russell
J. S. Simons
J. L. Thorogood
A. E. Traub
B. Vira
M. Wallberg
B. A. Warn
A. Wathey
G. N. Wells
J. M. Wyburd

[1] *Reporter*, 6831, 2025–26, p. 583.

Effective Administrative Leadership

We strongly support Graces 2 and 3 as amended by the Notice of 23 July 2026 and submitted for approval on 29 July 2026 (*Reporter*, 6835, 2025–26, p. 681). **We urge you to vote *placet*, in favour of both Graces.**

The purpose of these Graces is two-fold. First, to establish the Office of Chief Operating Officer (COO) sitting alongside the Registrary and the Academic Secretary at the head of the University's administration. Second, to make the University Information Services (UIS) into an Information Services Division within the Unified Administrative Service (UAS) with a Director reporting to the COO rather than to the Vice-Chancellor (VC) as at present.

We believe that these changes are both necessary and urgent. Recent Allocations Reports (e.g. *Reporter*, 6787, 2024–25, p. 610) have illustrated the disproportionate increase in Administrative Staff over the last decade. The University self-evidently needs to strengthen the control and integration of its administrative operations and to align them better with its core academic mission. This led the Board of Scrutiny in its 29th Annual Report (*Reporter*, 6756, 2024–25, p. 65) to urge consideration of the appointment of a COO.

We agree with the Council that the office of Registrary has had a broad and, at times, unmanageable set of responsibilities requiring a set of skills seldom found in one individual. We agree that there is a need to separate the roles of University Secretary and the Head of the UAS. We believe that a COO is needed for coordination of UAS/UIS resources and activity, in order to deliver more cost-effective and efficient professional services.

Furthermore, the appointment of a COO is urgently required because the Registrary role has been vacant since December 2025, resulting in the current Chief Financial Officer (CFO) deferring his retirement, other colleagues having to provide temporary cover, and knock-on effects on recruitment to other vacant posts. This is not a sustainable position for the University, particularly given the complex demands recent high-profile events are placing on our senior officers.

In the long term we favour the appointment of a COO rather than another CFO. The University's mission is enabled by its finances, not undertaken in pursuit of money. We argue that, unlike a CFO, a COO will have the remit and the authority to ensure that the University's administration delivers in pursuit of that mission. Finally, the proposal to make the COO part of a triumvirate alongside the Registrary (henceforth essentially the University Secretary) and Academic Secretary was a decision the Council took in response to extensive feedback, including Discussion remarks, from members of the Regent House. We commend the Council for listening.

The proposal for the UIS to become another Division within the UAS flows from that reasoning, supported by the evolution of our computing needs. The UIS was formed by the merger of the University Computing Service with the Management Information Services Division. The University Computing Service started in 1961 as a 'spin off' of the former Computer Laboratory when the novelty of computing made it an academic endeavour. In the present-day, computing and networking technologies are a keystone of all of the University's activity, with most users' requirements met by 'off the shelf' systems and software. Making the University's administration operate effectively and efficiently will require a coherent approach to the use of technology across both the University administration and the academic University. The COO needs to be in a position to ensure that this happens. Having the Director of UIS report to the VC breaks that coherency.

We recognise that the UIS needs to better support the academic University alongside the University's administration as there are specific requirements of 'scholarly computing' that are distinct from more mundane, commodity uses of computers. But, as with the other professional services, we believe this aim is best served by having a single Information Services Division operating effectively as part of a UAS, under the leadership of someone (the COO) who will be held to account for ensuring that the academic University is effectively and efficiently supported in 'contributing to society through education, learning and research at the highest international levels of excellence'.

Signed by the following 120 members of the Regent House:

G. P. Allen
A. T. Archibald
J. A. D. Aston
G. A. Bagley
N. Bampos
P. D. Barker
A. C. Bayley
J. R. Bellingham
D. D. Benham
N. G. Berloff
R. J. Bowring
H. Bradford
M. G. Brian
R. Bujdoso
M. E. Cates
C. P. Caulfield
A. A. Copestake
S. J. Cowley
J. A. Crowcroft
M. S. Davies Wykes
A. C. Davis
N. Dorey
R. V. L. Doubleday
J. H. Durrell
C. J. Edmonds
J. G. Evans
R. C. Evans
S. L. D. Falk
D. J. Field
S. C. Franklin
J. L. Gibson
G. F. Gilmore
L. F. Gladden
M. R. W. Glover
D. J. Goode
A. L. Greer
B. Groisman
T. C. Grosser
A. N. Halliday
P. H. Haynes
D. R. Hewitt
R. L. Hey
D. W. Holton
D. R. Howarth
P. M. R. Howell
I. J. Humphrey
M. Ivan
A. S. Jeffrey
G. Johnson
D. R. H. Jones
T. M. Jones
E. M. A. Kammerer
F. E. Karet
J. H. Keeler
R. R. Kerswell
M. A. Kleppmann
M. Kudlinska
I. M. Leslie
K. Livingstone
S. J. Lucy

S. G. McDonald
S. A. McTavish
A. V. S. Madhavapeddy
S. H. Mandelbrote
R. K. Mantiuk
J. M. R. Matheson
G. V. Matthews
D. J. Maxwell
W. I. Milne
A. C. Minson
R. M. Mortier
K. A. Munir
A. Mycroft
A. D. Neely
A. L. Odgers
S. M. Oosthuizen
K. Ottewell
M. J. C. Parker Dixon
M. Parsons
T. J. Pedley
A. W. A. Peterson
J. Phillips
A. Philpott
J. Plummer Braeckman
M. R. E. Proctor
A. V. Protasio Palomino
C. M. F. Rae
O. Rath-Spivack
G. A. Reid
D. M. Reiner
D. J. Reynolds
P. J. Rogerson
C. Russell
N. A. Rutter
P. A. V. Sarris
T. M. Sauerwald
C. Schran
A. N. Scott
D. S. Secher
J. S. Simons
H. Smith
J. Spence
K. E. Spence
D. M. Thompson
M. J. Tilby
C. A. Tout
A. E. Traub
P. J. van Houten
B. Vira
M. Wallberg
C. D. Warner
A. Wathey
G. N. Wells
N. J. White
T. L. Williams
H. J. R. Wilton
D. J. Wischik
J. Wolf
J. L. N. Wood
M. R. Wormald

Fly-sheet in support of Graces 2 and 3 of 29 July 2026

We write collectively as Heads of School, Deputy Heads of School and Heads of Institution to express our strong support for the Council's proposal to establish the office of Chief Operating Officer (COO) and to redistribute responsibilities across the senior administrative leadership in a clearer, more sustainable, and more academically aligned structure (Council Report[1]).

The proposal was subject to wide consultation open to all staff, and the Council, in its Report, responded directly to concerns raised, producing a revised proposal that reflects the realities of leading large, complex academic institutions such as Cambridge.[2]

The current concentration of operational oversight within the Registrary's remit has become increasingly difficult to reconcile with the scale and diversity [of] the University's professional support services in UAS. The revised model – three main roles (Registrary, Academic Secretary, COO), each with coherent portfolios and clear lines of accountability – provides a more workable and future proof framework to support the academic priorities of the University.

From the perspective of the Schools and their constituent Departments, the benefits are threefold:

1. **Improved coordination of support services**. Bringing operational divisions together under a COO offers the prospect of a clearer strategic direction, improved service delivery and better integration across administrative domains. This is essential for supporting education and research at scale across the academic University. It should also support more effective prioritisation of institutional initiatives and workload demands on Schools and Departments, helping to ensure that requests from the University's administrative services are better coordinated and aligned with academic priorities.
2. **Better alignment between academic and administrative leadership**. The Academic Secretary's role is strengthened and clarified, ensuring that academic governance and academic support functions remain firmly connected to the General Board and the University's mission.
3. **More manageable and sustainable senior roles**. The Registrary's governance focused responsibilities are preserved and appropriately distinguished from operational management. This separation reduces role overload and hence will enable more effective leadership.

We note that the Council has listened carefully to feedback and has refined the proposals accordingly, including clarifying delegation powers, and, crucially, ensuring that the structure supports – not supplants – the University's academically led culture and leadership.

In our judgement, the proposed arrangements will strengthen the University's ability to support our academic community and to deliver high quality services. They represent a thoughtful and necessary evolution of our administrative framework.

We therefore **support Graces 2 and 3** and encourage members of the Regent House to do likewise.

[1] *Reporter*, 6831, 2025–26, p. 583.

[2] *Reporter*, 2025–26: 6823, p. 447; 6831, p. 581.

Signed by the following 55 members of the Regent House:

K.-A. Allen
J. A. D. Aston
G. A. Bagley
D. D. Benham
M. G. Brian
M. D. Castle
J. W. Dalley
M. S. Desai
N. Dorey
C. Durkan
C. J. Edmonds
M. Edmonds
J. G. Evans
J. P. Gardner
B. J. Glover
M. R. W. Glover
A. L. Greer
K. N. Hageman
R. L. Hey
J. M. Hibberd
L. Hooper
T. M. Jones
A. Korhonen
H. Laman
R. Lawson
S. F. Lee
K. Livingstone
G. V. Matthews
E. E. Mawdsley
E. A. Miska
R. M. Mortier
A. J. Murray
A. D. Neely
J. A. Neufeld
A. L. Odgers
K. Ottewell
J. E. Page
G. T. Parks
R. V. Penty
A. Philpott
M. D. Potter
J. J. W. Robinson
S. Russell
S. J. Savory
O. C. H. Shorttle
J. S. Simons
E. S. J. Smith
G. L. Syson
A. E. Traub
D. J. Trippett
B. Vira
M. Wallberg
A. Wathey
T. T. Weil
J. M. Wyburd

Fly-sheet in favour of Graces 2 and 3 of 29 July 2026

The University has grown considerably in the scale and sophistication of its operations, as have the regulatory and compliance requirements it must meet. The University needs a modern, fit-for-purpose professional services function that supports it, and the many people who work in it, in delivering its mission. As presently defined, the role of the Registrary is both too broad and too deep for any one person to meet all expectations.

The proposed tripartite structure will provide clear professional services support for (i) academic planning and policy, (ii) governance and regulation, and (iii) operations, and will strengthen a focus on delivery. Accountability will be clear and robust, with each responsible officer under the direction of the Council or the General Board. A strong professional services structure, including bringing University Information Services (UIS) into the Unified Administrative Service (UAS), will give staff and students more coherent and better integrated services. These proposals are the result of extensive consultation across the University and have attracted strong support.

We urge members of the Regent House to **vote in favour of Grace 2, to establish the office of Chief Operating Officer and elevate the role of Academic Secretary, and in favour of Grace 3, to bring UIS into the UAS**.

Signed by the following 52 members of the Regent House:

G. P. Allen
J. A. D. Aston
G. A. Bagley
J. J. Baumberg
D. D. Benham
S. Birse
M. G. Brian
D. A. Cardwell
J. M. Cullen
J. Dekkers
J. S. Dennis
J. T. Dix
J. H. Durrell
C. J. Edmonds
N. A. Fleck
A. J. Flewitt
K. J. Gardiner
H. Ge
M. R. W. Glover
A. L. Greer
K. N. Hageman
A. N. Halliday
I. J. Humphrey
J. L. Huppert
A. R. Jackson
T. M. Jones
C. F. Kaminski
S. T. Lam
F. Mancini
G. V. Matthews
T. H. W. Minshall
R. M. Mortier
D. P. J. Moulin-Stozek
K. A. Munir
A. D. Neely
A. L. Odgers
S. M. Oosthuizen
R. M. Owens
R. V. Penty
A. Philpott
M. Pierce
S. Schnall
J. S. Simons
P. M. D. Thomas-McEwen
A. E. Traub
P. J. van Houten
B. Vira
M. Wallberg
A. Wathey
G. N. Wells
P. J. Williamson
J. M. Wyburd

Fly-sheet for ballots on Graces 2 and 3 of 29 July 2026 (senior admin offices)

We urge members of the Regent House to vote *non-placet* on Graces 2 and 3.

There may well be a strong, reasonable case for creating a Chief Operating Officer to relieve pressure on central administration. That is not what is at issue. The problem is that the Council has taken a major operational proposal and attached to it a series of distinct, contentious constitutional changes, presenting the whole package on a take-it-or-leave-it basis.

This approach mirrors the tactic in legislative politics of attaching controversial 'riders' to an otherwise acceptable bill. Members are asked simultaneously to:

- Create a new office of Chief Operating Officer;
- Redefine and narrow the historic role of the Registrary;
- Elevate the Academic Secretary into a new administrative leadership triad;
- Strip University Information Services (UIS) of its independent Ordinance and absorb it into the Unified Administrative Service (UAS);
- Pass an extensive series of consequential constitutional amendments.

1. Major Constitutional Changes Require Separate Consideration

Combining these measures into two binary ballots relies on members accepting problematic governance shifts simply to secure the main operational reform they want. Proponents claim the Board of Scrutiny recommended creating a COO. In fact, the Board merely recommended a review to weigh the 'costs and benefits' of such a post (*Reporter*, 6756, 2024–25, p. 65). Overstating that recommendation to justify bundling unrelated governance changes denies the Regent House its proper scrutinising role. Creating a COO, restructuring senior officers, and absorbing previously independent bodies are distinct constitutional decisions that warrant separate justification and independent votes on their merits.

2. Dismantling Statutory Protections Sets a Dangerous Precedent

The independent Ordinance governing the UIS was established following extensive debate in the 2013 Joint Report (*Reporter*, 6302, 2012–13, p. 418), explicitly to ensure that academic infrastructure and research computing were not subsumed into generic administrative management. Treating the repeal of this Ordinance as a mere afterthought to an operational restructure ignores that deliberate constitutional settlement. If specialised academic support functions can be folded into central corporate management simply because they are deemed 'just professional services', there is no principled reason why institutions like the University Library could not face similar absorption tomorrow.

3. Operational Pressures Do Not Justify Constitutional Bundling

Temporary leadership pressures or administrative delays must not be used to leverage sweeping, permanent governance changes through the Regent House. Proponents argue that centralising power under the UAS is urgent for 'efficiency'. Yet expanding central corporate control while stripping away independent technical oversight risks repeating past administrative missteps and reducing accountability. If the Council requires an immediate operational update for senior leadership, it should present that proposal cleanly, on its own merits, rather than demanding a blank cheque for central administrative expansion.

Voting ***non-placet*** is an active vote for open, democratic governance. It insists that major constitutional changes must be presented transparently, properly justified, and decided individually on their merits.

We urge members to vote ***non-placet*****, against both Graces**.

Signed by the following 28 members of the Regent House:

H. Azerad
M. B. Beckles
M. Brett
J. Clark
R. G. Dillon
C. Ducati
A. J. Enright
R. C. Evans
R. A. Foley
M. R. Furness
P. J. Girling
D. K. Hart
R. S. Haynes
T. J. Hearn
J. R. Howlett
C. S. Kimbriel
J. P. King
P. F. Kornicki
M. H. Kramer
J. A. Langley
O. B. Linton
Y. Nobis
L. Pellegrini
S. A. Polonius-Teichmann
D. I. Redhouse
M. A. Ruehl
J. R. Y. Thurlow
Stephen Watts

COLLEGE NOTICES

Vacancies

Peterhouse: Non-Stipendiary Research Associateships (up to four posts available); tenure: two years from 1 March 2027, with the possibility of extension; closing date: 18 January 2027 at 9 a.m.; further details: https://www.pet.cam.ac.uk/research-associateships

Awards

Trinity Hall

Trinity Hall Prize in Student Journalism, 2026–27

This Prize recognises excellence in student journalism and is open to all Cambridge undergraduates and postgraduates in all fields of study. A prize of £500 will be awarded to one winner in the News category and to one winner in the Features category. Submission deadline: 11 December 2026. Further details, including entry criteria: https://www.trinhall.cam.ac.uk/student-hub/opportunities/trinity-hall-prize-in-student-journalism/

Memorial Service

Dr Peter Newman Brooks

A celebration of the life of Dr Peter Newman Brooks, Life Fellow and formerly Tutor and Director of Studies of Robinson College, former Fellow of Downing College, sometime University Lecturer in the Faculty of Divinity and onetime Proctor (Junior) (*Reporter*, 6780, 2024–25, p. 505), will be held on Tuesday, 10 November 2026 at 6.30 p.m. in Robinson College Chapel. All who remember Peter are warmly invited. No booking required. Further information about the service can be found on the College website: https://www.robinson.cam.ac.uk/events/memorial-service-dr-peter-newman-brooks

SOCIETIES, ETC.

Cambridge Philosophical Society

'What did viruses ever do for us? The evolution of "good" viruses', a talk by President of the Cambridge Philosophical Society, Professor John P. Carr (University of Cambridge) will take place on Monday, 9 November 2026 at 5.30 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/john-carr

EXTERNAL NOTICES

Oxford Notices

Department of Politics and International Relations and Nuffield College: Postdoctoral Prize Research Fellowships in Politics (up to three posts available); tenure: three years from 1 September 2027 or as soon as possible thereafter; salary: £41,700; closing date: 3 December 2026; further details: https://www.nuffield.ox.ac.uk/the-college/jobs-and-vacancies/postdoctoral-prize-research-fellowships-in-politics/

Wolfson College: College Librarian; tenure: from 4 January 2027 or as soon as possible thereafter; salary: £50,500–£57,753 plus Staff Travel Allowance; closing date: 23 November 2026 at 12 noon; further details: https://www.wolfson.ox.ac.uk/vacancy/college-librarian/

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Copy should be sent as early as possible in the week before publication; short notices will be accepted up to **4 p.m. on Friday** for publication the following Wednesday. Inclusion of notices is at the discretion of the Editor.