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CONTENTS

Notices

Calendar	364
Notice of a Discussion on 1 March 2016	364
Sir Robert Rede's Lecture: 20 April 2016	364
Elections to the Board of Scrutiny and the Nominating Committee for External Members of the Council	364
Stern Review of the Research Excellence Framework: call for evidence	365
Statutes approved	365
Review of the new arrangements for General Admission	365
Statistical information about staff grades, additional payments, and market supplements	366
Vacancies, appointments, etc.	
Vacancies in the University	392
Awards, etc.	
Pilkington Prize Winners, 2016	392
Cambridge Commonwealth, European, and International Trust	392
Events, courses, etc.	
Announcement of lectures, seminars, etc.	393
Notices by the General Board	
Senior Academic Promotions Committees, 1 October 2016 exercise: Amendment	393
Form and conduct of examinations, 2016	
Examination in Physical Sciences (Nanoscience and Nanotechnology) for the M.Res. Degree, 2015–16	393

Reports

Report of the General Board on the establishment of an Al-Kindi Professorship	394
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Obituaries

Obituary Notice	394
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Graces

Graces submitted to the Regent House on 17 February 2016	394
Graces to be submitted to the Regent House at a Congregation to be held on 20 February 2016	395

Acta

Approval of Grace submitted to the Regent House on 3 February 2016	395
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End of the Official Part of the 'Reporter'

College Notices

Vacancies	396
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Societies, etc.

Cambridge Philosophical Society	396
Cambridge Society for the Application of Research Society for the History of the University	396

External Notices

University of Oxford	396
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UNIVERSITY OF
CAMBRIDGE

NOTICES**Calendar**

- 20 February, *Saturday*. Congregation of the Regent House at 2 p.m. (see p. 395).
 1 March, *Tuesday*. Discussion at 2 p.m. in the Senate-House (see below).
 4 March, *Friday*. End of third quarter of Lent Term.
 11 March, *Friday*. Full Term ends.

Discussions at 2 p.m.

- 1 March
 15 March

Congregations

- 20 February, *Saturday at 2 p.m.*
 19 March, *Saturday at 11 a.m.*
 2 April, *Saturday at 11 a.m.*

Notice of a Discussion on Tuesday, 1 March 2016

The Vice-Chancellor invites those qualified under the regulations for Discussions (*Statutes and Ordinances*, p. 107) to attend a Discussion in the Senate-House on Tuesday, 1 March 2016, at 2 p.m. for the discussion of:

1. Report of the Council, dated 9 February 2016, on the arrangements for approving market pay (*Reporter*, 6414, 2015–16, p. 356)
2. Report of the General Board, dated 10 February 2016, on the establishment of an Al-Kindi Professorship (p. 394).

Sir Robert Rede's Lecture: 20 April 2016

The Vice-Chancellor gives notice that the 2016 Rede Lecture will be delivered by The Rt Hon. Lord Adonis, Honorary Fellow of Keble College, Oxford, Interim Chair of the Infrastructure Commission and formerly Secretary of State for Transport. Lord Adonis will lecture at 5.30 p.m. on Wednesday, 20 April 2016. Further details will be announced later.

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

17 February 2016

The Vice-Chancellor gives notice of elections to fill vacancies on the Board of Scrutiny, and on the Nominating Committee for External Members of the Council, details of which are provided below.

Board of Scrutiny

Following an election in January 2016 (*Reporter*, 6414, 2015–16, p. 350), there remains a vacancy on the Board for one member in class (c)(ii) (members of the Regent House), to serve with immediate effect until 30 September 2019, and the Council has agreed to re-open nominations.

Under the provisions of Statute A VII 4 (*Statutes and Ordinances*, p. 9) no person may be a member of the Board of Scrutiny who is a member of the Council, the General Board, or the Finance Committee of the Council, or who holds any of the University offices of Chancellor, Vice-Chancellor, Pro-Vice-Chancellor, University Advocate, Deputy University Advocate, Registrar, Assistant Registrar, or Secretary of a School. The Statute further prohibits from membership holders of offices with primarily administrative duties designated by Ordinance: Directors and Deputy Directors in the Unified Administrative Service and Assistant Treasurers have been designated as such prohibited offices. A retiring member of the Board who has served for four or more consecutive years is not eligible to serve again as a member in class (c) until one year has elapsed after the end of her or his previous period of service.

Further information about the Board of Scrutiny can be found in the *Statutes and Ordinances* (pp. 9 and 116), on the Board's website (<http://www.scrutiny.cam.ac.uk/>), and can be obtained from the Chair, Dr Matthew Vernon (email mcv21@cam.ac.uk).

Nominating Committee for External Members of the Council

Following the election in January 2016 (*Reporter*, 6414, 2015–16, p. 350), there remains a vacancy on the Nominating Committee for one member in class (d) (members of the Senate elected by the Regent House), to serve for four years from 1 October 2015.

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

Further information about the Committee can be found in the *Statutes and Ordinances* (p. 115) and obtained from the Registrar (email registry@admin.cam.ac.uk).

Nomination and ballot timetable

The nomination and ballot timetable for both elections is governed by Regulations 1–7 and 10 of the regulations for the Election of Members of the Council (*Statutes and Ordinances*, p. 114).

In order to be eligible a candidate for election must be nominated on a paper sent to the Vice-Chancellor at the Old Schools so as to reach him not later than **12 noon on Friday, 4 March 2016**. The paper must contain (a) a statement signed by two members of the Regent House, nominating the candidate for election to the Board or Nominating Committee, as appropriate, and (b) a statement signed by the candidate certifying that he or she consents to be so nominated. The candidate should also provide a *curriculum vitae* by the same date (see below).

The Vice-Chancellor would be obliged if nominations could be delivered to the Registry in the Old Schools during office hours. Envelopes should be clearly marked as Nomination papers. Nomination papers may also be faxed to 01223 332332 or scanned (showing signatures) and sent by email to registry@admin.cam.ac.uk. Nominations will be published on the Senate-House noticeboard as they are received; the complete list of nominations will be published in the *Reporter* on Wednesday, 9 March 2016.

In accordance with the regulations governing the election, each person nominated for election is required to send to the Registry, not later than **12 noon on Friday, 4 March 2016**, a statement of her or his *curriculum vitae* for distribution to members of the Regent House with the voting papers. It is suggested that such a statement should be of not more than 500 words in length, and that it should cover the following points:

- The candidate's present position in the University.
- Previous posts held, whether in Cambridge or in other universities or outside the university system, with dates.
- A note of the candidate's particular interests within the field of University business and experience that he or she might bring to the Committee/Board.

If there is an election, it will be conducted by ballot under the Single Transferable Vote regulations. Online voting will open at 10 a.m. on Monday, 14 March and **close at 5 p.m. on Thursday, 24 March 2016**. Hard-copy voting papers will be distributed not later than Monday, 14 March to those who have opted by 6 November 2015 to vote on paper; the last date for the return of voting papers will be **5 p.m. on Thursday, 24 March 2016**.

Stern Review of the Research Excellence Framework: call for evidence

Deadline: 5 p.m. on 26 February 2016

The government has launched a UK-wide review of the Research Excellence Framework, to be chaired by British Academy President Lord Nicholas Stern. Members of the University are invited to contribute to the preparation of the University's response to the call for evidence (see: <http://www.gov.uk/government/publications/research-excellence-framework-review-terms-of-reference>), which seeks responses to eight specific questions across five key areas to investigate ways in which a simpler, lighter-touch system for the REF might be developed.

The General Board would welcome comments **by 5 p.m. on 26 February 2016**. Responses can be provided either online (https://www.surveymonkey.co.uk/r/cam_stern) or by email to consultationresponses@admin.cam.ac.uk. Input to the consultation is also being sought from the Colleges, the Research Policy Committee, the Councils of the Schools, and from Faculty Boards.

Statutes approved

12 February 2016

The Registry has received notice from the Clerk at the Privy Council Office that Her Majesty the Queen, at a Council held on 10 February 2016, was pleased to approve the amendments of Statute B II and Statute D which were submitted under the Common Seal of the University in accordance with Graces 1 of 1 February 2012 and 6 of 15 July 2015 respectively.

The amendments to Statute D revise the University's student disciplinary procedures, and consequential amendments to Special Ordinance and Ordinance have now come into force, with effect from 10 February 2016 (*Reporter*, 6392, 2014–15, p. 666). The amendment to Statute B II revises Section 1(g) to include the degree of Doctor of Medical Science, which was added to the list of non-primary degrees awarded by the University with effect from 1 March 2014, and removes the reference to the degree of Doctor of Medicine, which was added to the list of primary degrees on the same date (*Reporter*, 6248, 2011–12, p. 314). This amendment was overlooked when changes to the full set of Statutes were submitted to the Privy Council in 2013 following a technical review.

Review of the new arrangements for General Admission

15 February 2016

The proposed extension of General Admission from three to four days was approved by Grace 1 of 13 February 2013 and came into effect in 2014. In the Report proposing those arrangements, dated 14 January 2013, the Council indicated that there would be a review of the new arrangements after they had been in place for at least a year (*Reporter*, 6293, 2012–13, p. 307).

The Council is pleased to note that the Colleges are content with the new arrangement and consider that it has proved satisfactory in addressing the former difficulties with overcrowding and unduly early starts or late finishes.

The Council is mindful, however, of the need to protect the revised arrangements and notes that in recent years there have been proposals to introduce degrees not presently conferrable at General Admission to these Congregations. The number of graduands presented by each College at General Admission fluctuates a little from year to year, but any significant and sustained additions will require more Colleges to divide their sessions for safety and comfort, extending the Congregations once again. The Council does not believe that such additions can be accommodated without losing much of the advantage recently obtained, or that an extension of General Admission beyond four days is likely to be possible.

The Council considers that in as far as is practical students should be treated equitably when accessing opportunities for graduation on a particular occasion. Consequently if there is limited capacity, the degrees to be conferred at General Admission should be restricted to those following undergraduate study, i.e. the degree of Bachelor of Arts or a Master's degree taken with the B.A. Degree in a single admission following a fourth undergraduate year. The degree of Bachelor of Theology for Ministry, which is junior to the B.A. and follows study at undergraduate level, should also be conferred. An exception should be made for the degree of Bachelor of Veterinary Medicine, because admission is essential for professional registration and the special regulation for the degrees of Bachelor of Medicine and Surgery (which provides for conferment of the B.Chir. Degree without a Congregation to allow professional registration but permits conferment of the M.B. in Congregation later) does not offer an acceptable solution.

With the exception for the Vet.M.B. Degree as noted above, a degree that does not follow study as an undergraduate or affiliated student or at an equivalent level or standing in the University should not be conferrable at these Congregations (other than in exceptional circumstances approved by the Vice-Chancellor as under the present regulation). If there should be a significant decline in the number of graduands attending in future the matter should be reviewed again, but at present the Master of Law Degree should no longer be conferred at General Admission and as candidacy for the Bachelor of Music Degree has been suspended for some years it should also be deleted from the regulation governing access to conferral on this occasion.

Having consulted the Faculty Boards of Law and Music, the Senate-House Syndics, and the Heads and Praelectors of the Colleges most directly affected by the changes, the Council is satisfied that the amendments present the most equitable arrangement, but it is willing to defer the introduction of the changes until June 2018 in order to allow time for affected Colleges to make necessary adjustments to their own arrangements. The Vice-Chancellor has also agreed to allow the M.C.L. Degree to be conferred at General Admission in June 2016 and 2017.

The Council is submitting a Grace to the Regent House to amend Regulation 15(a) for the Presentation of Candidates for Degrees (p. 395).

Statistical information about staff grades, additional payments, and market supplements

17 February 2016

Grace 9 associated with the Second Joint Report of the Council and the General Board on new pay and grading arrangements for non-clinical staff (*Reporter*, 6002, 2004–05, p. 745) provides for the Council to publish at least annually (i) anonymized statistical information about the number of non-clinical staff on each step of the single spine, for the institution as a whole and by School (or equivalent), according to staff category, grade, and gender; and (ii) anonymized information by School (or equivalent), according to staff category, grade, and gender, of additional payments made under the regulations for payments additional to stipend, but excluding payments for clinical responsibility.

Accordingly the Council now publishes information for 2014–15 showing in the tables below the payments that have been made. All data is as at 31 July 2015.

(i) Non-clinical staff on each step of the single spine

Tables 1–9 show the number of non-clinical staff on each step of the single spine by grade and gender for (a) academic including research staff and (b) academic-related and assistant staff. Table 1 shows the data for the institution as a whole. Tables 2–9 show the data by School (or equivalent). In each table contribution points on the single spine are shaded.

(ii) Payments additional to stipend

Table 10(a) shows total staff in receipt of a pensionable or non-pensionable payment made under the regulations for payments additional to stipend for each School (or equivalent) including a gender breakdown.

Tables 10(b) and (c) show, respectively, the pensionable and non-pensionable payments made by payment type, under the regulations for payments additional to stipend, across the University as a whole including a gender breakdown.

Tables 10(d) and (e) show, respectively, the pensionable and non-pensionable payments grouped by payment type, under the regulations for payments additional to stipend, across each School (or equivalent) including gender breakdown.

It should be noted that the data published in Tables 10(a)–(e) has been anonymized to protect individuals from potential identification in accordance with data protection principles.

Table 12 shows total staff in receipt of a bonus payment by bonus range, grade, and staff category across each School (or equivalent) including gender breakdown.

Market supplements, market pay, and advanced contribution supplements

Grace 7 associated with the Second Joint Report (*Reporter*, 6002, 2004–05, p. 745) provides for the Council to publish anonymized statistical information on all awards of market supplements at least annually by staff category, grade, gender, and School (or equivalent).

Under the arrangements introduced by the Joint Report of the Council and the General Board on amendments to the pay and grading scheme for non-clinical staff implemented following the Second Joint Report of 25 July 2005 (*Reporter*, 6302, 2012–13, p. 423), the Council and the General Board recommended that the awarding of market supplements was brought to an end and a new system of market pay and advanced contribution supplements was introduced.

Market pay replaced market supplements with effect from 1 January 2014. For the reporting period 2014–15 the data show market pay, market supplements, and advanced contribution supplements.

Accordingly, the Council publishes below information for 2014–15 on market supplements, market pay awards, and advanced contribution supplements.

Table 1(b) Number of academic-related and assistant staff on the single salary spine by grade, gender, and scale point
as at 31 July 2015

Scale Point	Grade 1		Grade 2		Grade 3		Grade 4		Grade 5		Grade 6		Grade 7		Grade 8		Grade 9		Grade 10		Grade 11		Grade 12		Overall		Scale Point	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female		Total																
100																												100
99																												99
98																												98
97																									1		1	97
96																									1		1	96
95																												95
94																									1		1	94
93																									3		3	93
92																												92
91																												91
90																									2	1	2	90
89																									1	1	1	89
88																									3	3	3	88
87																									1		1	87
86																												86
85																												85
84																									7	1	7	84
83																									1		1	83
82																												82
81																												81
80																												80
79																									4	3	4	79
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12																												12
11																												11
10																												10
9																												9
Total	11	1	157	198	153	174	2																					

Table 3(b) Number of academic-related and assistant staff on the single salary spine by grade, gender, and scale point
 School of the Biological Sciences
 as at 31 July 2015

Scale Point	Grade 0		Grade 1		Grade 2		Grade 3		Grade 4		Grade 5		Grade 6		Grade 7		Grade 8		Grade 9		Grade 10		Grade 11		Grade 12		Overall		Scale Point		
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female		Scale Point																			
100																													100		
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63																						1	1					2	1	63	
62																													62		
61																						1	1					3	2	61	
60																						2	1					1		60	
59																													59		
58																						1							1	58	
57																						2	2						4	2	57
56																						1	3						9	6	56
55																						10	5						11	5	55
54																													1		54
53																						1	4						1	4	53
52																						2	1						5	3	52
51																						1	2						2	3	51
50																						2	3						2	5	50
49																						1	4						3	7	49
48																						1	2						9	10	48
47																						2	2						2	4	47
46																						2	1						3	2	46
45																						1	1						6	5	45
44																						4	4						1	7	44
43																						1							7	6	43
42																						1	3						2	8	42
41																						2	3						6	10	41
40																						5	8						10	16	40
39																						25	47						27	52	39
38																						2	4						4	13	38
37																						3	2						11	14	37
36																						9	9						13	14	36
35																						7	22						10	34	35
34																						4	7						15	55	34
33																						11	48						4	9	33
32																						3	12						3	12	32
31																						2	3						7	15	31
30																						2	11						7	21	30
29																						14	24						16	35	29
28																						4	8						4	7	28
27																						1	10						2	10	27
26																						1	5						5	10	26
25																						1	5	15					6	15	25
24																						15	19						20	31	24
23																						3	2						3	2	23
22																						2	3						2	3	22
21																						4	7						4	10	21
20																						8	9						8	9	20
19																						3							9	10	19
18																						20	23						20	23	18
17																						8	9						8	9	17

Table 4(b) Number of academic-related and assistant staff on the single salary spine by grade, gender, and scale point

School of Clinical Medicine
as at 31 July 2015

Scale Point	Grade 1		Grade 2		Grade 3		Grade 4		Grade 5		Grade 6		Grade 7		Grade 8		Grade 9		Grade 10		Grade 11		Grade 12		Overall		Scale Point
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female																	
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9																											9
Total			2	4	28	34	21	56	28	126	33	92	25	48	62	65	36	42	9	9	8	4	1	1	254	480	Total

Table 5(b) Number of academic-related and assistant staff on the single salary spine by grade, gender, and scale point
School of the Humanities and Social Sciences
 as at 31 July 2015

Scale Point	Grade 1		Grade 2		Grade 3		Grade 4		Grade 5		Grade 6		Grade 7		Grade 8		Grade 9		Grade 10		Grade 11		Grade 12		Overall		Scale Point	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female																		
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Total			5	10	8	14	13	34	10	73	14	28	7	19	21	26	3	1	15	13	1	1			2	99	219	Total

Table 6(b) Number of academic-related and assistant staff on the single salary spine by grade, gender, and scale point
School of the Physical Sciences
 as at 31 July 2015

Scale Point	Grade 1		Grade 2		Grade 3		Grade 4		Grade 5		Grade 6		Grade 7		Grade 8		Grade 9		Grade 10		Grade 11		Grade 12		Overall		Scale Point
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	
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Total	2	32	30	12	14	25	36	38	73	74	54	37	28	42	32	19	16	18	12	5	3	1	2	307	296	Total	

Table 7(b) Number of academic-related and assistant staff on the single salary spine by grade, gender, and scale point

School of Technology
as at 31 July 2015

Scale Point	Grade 1		Grade 2		Grade 3		Grade 4		Grade 5		Grade 6		Grade 7		Grade 8		Grade 9		Grade 10		Grade 11		Grade 12		Overall		Scale Point		
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female		Scale Point																	
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Total	7		11	9	3	5	16	25																					

Table 9(b) Number of academic-related and assistant staff on the single salary spine by grade, gender, and scale point

General Board Institutions (NSIs)

as at 31 July 2015

Scale Point	Grade 1		Grade 2		Grade 3		Grade 4		Grade 5		Grade 6		Grade 7		Grade 8		Grade 9		Grade 10		Grade 11		Grade 12		Overall		Scale Point		
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female		Scale Point																	
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Total	1	1	41	65	17	34	46	70	36	75	14	39	23	36	13	25	25	33	13	17	6	11	1	5	1	3	237	414	Total

Tables 10 (a-e) Staff in receipt of pensionable and non-pensionable payments made during the 2014-15 financial year (1 August 2014 – 31 July 2015)

Table 10(a) Total pensionable and non-pensionable by school and gender

	Arts & Humanities		Biological Sciences		Clinical Medicine		Humanities & Social		Physical Sciences		Technology		Council		General Board		Total	
	No	£	No	£	No	£	No	£	No	£	No	£	No	£	No	£	No	£
Pensionable	31	£86,040	94	£636,684	133	£1,027,845	36	£139,134	92	£477,032	49	£250,166	76	£151,410	49	£95,231	560	£2,833,543
Female	15	£32,372	95	£218,016	153	£384,491	22	£54,964	32	£73,869	28	£40,405	43	£40,512	57	£52,545	445	£897,175
Male	30	£50,643	134	£233,809	92	£46,661	59	£297,995	170	£162,026	78	£183,177	126	£808,804	30	£20,981	719	£1,804,098
Non-pensionable	7	£1,794	155	£184,676	124	£51,382	59	£72,025	76	£99,277	42	£27,564	55	£22,047	43	£7,125	561	£465,889
Female	61	£136,684	228	£870,494	225	£1,074,506	95	£437,129	262	£639,058	127	£433,343	202	£960,214	79	£86,213	1279	£4,637,641
Male	22	£34,166	250	£402,692	277	£435,873	81	£126,989	108	£173,146	70	£67,969	98	£62,569	100	£59,670	1006	£1,363,064
Total	83	£170,850	478	£1,273,186	502	£1,510,379	176	£564,118	370	£812,204	197	£501,312	300	£1,022,773	179	£145,882	2285	£6,000,705

Table 10(b) Pensionable by payment type and gender

	No	£	Total
Admin Responsibility	10	£72,077	£72,077
Female	5	£16,477	£16,477
Male	72	£127,644	£127,644
Additional Responsibility	120	£132,917	£132,917
Female	37	£95,267	£95,267
Male	4	£8,906	£8,906
Chair Faculty Board	12	£50,807	£50,807
Female	3	£10,411	£10,411
Male	23	£127,841	£127,841
Deputy Director/Head	10	£27,452	£27,452
Female	13	£69,009	£69,009
Male	6	£33,704	£33,704
Director	59	£539,151	£539,151
Head of Department	7	£44,941	£44,941
Female	2	£9,269	£9,269
Male	2	£14,324	£14,324
Acting Head	9	£26,235	£26,235
Head of Division	8	£16,195	£16,195
Secretary Faculty Board	315	£1,700,047	£1,700,047
Female	288	£608,042	£608,042
Male	560	£2,833,543	£2,833,543
Other Payment	445	£897,175	£897,175
Female	1005	£3,730,717	£3,730,717
Male			
Total			

Table 10(c) Non-pensionable by payment type and gender

	No	£	Total
Biological Safety Officer	34	£19,072	£19,072
Female	29	£15,260	£15,260
Male	16	£566,005	£566,005
Bonus	3	£1,896	£1,896
Female	35	£24,384	£24,384
Male	3	£897	£897
Chair Payment	1	£167	£167
Chair Teach Comm.	4	£1,392	£1,392
Female	15	£49,218	£49,218
Male	6	£12,734	£12,734
Course Director	24	£15,280	£15,280
Deputy Director/Head	4	£2,415	£2,415
Female	2	£762	£762
Male	2	£267	£267
Librarian	1	£133	£133
Radiation Officer	54	£34,161	£34,161
Female	44	£31,072	£31,072
Male	44	£15,832	£15,832
Safety Off/Adviser	51	£18,227	£18,227
Female	6	£9,982	£9,982
Male	1	£750	£750
Secretary Payment	482	£1,047,577	£1,047,577
Female	419	£382,506	£382,506
Male	719	£1,804,098	£1,804,098
Other Payment	561	£465,889	£465,889
Female	1280	£2,269,987	£2,269,987
Male			
Total			

Table 10(d) Pensionable by grouped payment type, School, and gender

	Arts & Humanities		Biological Sciences		Clinical Medicine		Humanities & Social		Physical Sciences		Technology		Council		General Board		Total	
	No	£	No	£	No	£	No	£	No	£	No	£	No	£	No	£	No	£
Headship payments (inc Chair Faculty Board, Deputy Director/Head, Director, Head of Department, Acting Head, Head of Division, Secretary Faculty Board)	28	£79,259	17	£182,042	16	£138,209	27	£116,246	14	£156,310	22	£159,213	1	£5,543	1	£1,685	126	£838,507
Female	5	£19,520	6	£37,178	5	£38,059	5	£11,367	1	£4,213	5	£17,799			1	£2,697	28	£130,832
Male	2	£3,476	10	£7,568	13	£50,167	4	£9,622	16	£32,537	11	£24,811	48	£140,356	15	£26,451	119	£294,989
Additional Hours/Responsibility payments (inc Admin Responsibility, Additional Responsibility, Additional Hours)	7	£5,250	18	£17,597	24	£29,189	7	£14,594	8	£13,672	17	£13,707	30	£40,501	18	£23,790	129	£158,300
Other Payment	1	£3,306	67	£447,075	104	£839,469	5	£13,266	62	£288,185	16	£66,142	27	£5,511	33	£37,095	315	£1,700,047
Female	3	£7,602	71	£163,241	124	£317,244	10	£29,003	23	£55,984	6	£8,899	13	£11	38	£26,059	288	£608,042
Male	31	£86,040	94	£635,684	133	£1,027,845	36	£139,134	92	£477,032	49	£250,166	76	£151,410	49	£65,231	560	£2,833,543
Female	15	£32,372	95	£218,016	153	£384,491	22	£54,964	32	£73,869	28	£40,405	43	£40,512	57	£52,545	445	£897,175
Total	46	£118,413	189	£854,700	286	£1,412,336	58	£194,098	124	£550,901	77	£290,571	119	£191,922	106	£117,777	1005	£3,730,717

Table 10(e) Non-pensionable by grouped payment type, School, and gender

	Arts & Humanities		Biological Sciences		Clinical Medicine		Humanities & Social		Physical Sciences		Technology		Council		General Board		Total	
	No	£	No	£	No	£	No	£	No	£	No	£	No	£	No	£	No	£
Safety Payments (inc Biological Safety Officer, Laser Officer, Radiation Supervisor, Safety Off/Adviser)	5	£1,265	48	£30,308	44	£26,743	9	£3,036	28	£12,110	10	£7,120	14	£4,029			158	£84,611
Female	2	£506	32	£21,609	54	£28,992	14	£5,729	9	£4,392	5	£2,304	10	£3,207	3	£369	129	£67,107
Male			1	£50					1	£1,500			15	£585,956			16	£586,005
Female													1	£106	1	£290	3	£1,896
Headship payments (inc Chair Payment, Deputy Director/Head, Head of Department, Secretary Payment)	11	£17,109	7	£6,992	1	£5,056	9	£25,329	21	£19,737	7	£9,361					56	£83,584
Female	1	£733	1	£376			4	£4,945	4	£8,927							10	£14,381
Extraneous payments (inc Course Director, Librarian, Chair Teach Comm.)									6	£2,221	1	£100					7	£2,321
Other Payment	14	£32,269	78	£196,460	47	£14,862	41	£269,630	115	£127,958	60	£166,596	97	£218,819	30	£20,981	482	£1,047,577
Female	4	£555	122	£162,692	70	£22,390	41	£61,951	62	£84,458	37	£25,260	44	£18,734	39	£6,466	419	£382,506
Male	30	£50,643	134	£233,809	92	£46,661	59	£297,995	170	£162,026	78	£183,177	126	£808,804	30	£20,981	719	£1,804,098
Female	7	£1,794	155	£184,676	124	£51,362	59	£72,025	76	£99,277	42	£27,564	55	£22,047	43	£7,125	561	£465,889
Total	37	£52,437	289	£418,485	216	£98,043	118	£370,020	246	£261,303	120	£270,741	181	£830,851	73	£28,106	1280	£2,269,987

Table 11(b) Count of all staff in receipt of a market pay award as at 31 July 2015 by staff category, School (or equivalent), and gender

Staff category	Supplement % of salary	Grade	Arts & Humanities		Humanities & Social Sciences		Physical Sciences		Technology		Biological Sciences		Clinical Medicine		Council		General Board		Sub-Total			
			M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	%F	
Academic	≤5%	11																		1	1	0%
		12																		2	1	33%
	>5% ≤10%	12																		1	1	50%
	>10% ≤15%	9																		1	1	0%
		10																		1	1	0%
		12																		3	3	0%
	>15% ≤20%	12																		1	1	100%
		9																		1	1	0%
	>20% ≤25%	11																		1	1	0%
		12																		1	1	0%
	>30% ≤35%	11																		1	1	0%
	>35% ≤40%	12																		1	1	0%
>40% ≤45%	12																		1	1	0%	
>45% ≤50%	9																		1	1	0%	
>50% ≤55%	12																		1	1	0%	
>55% ≤60%	12																		1	1	0%	
>60% ≤65%	9																		1	1	0%	
>65% ≤70%	12																		1	1	0%	
>70% ≤75%	12																		1	1	0%	
>75% ≤80%	12																		1	1	0%	
>80% ≤85%	12																		1	1	0%	
																			£456,080	£86,301		
		8																	1	1	0%	
		9																	1	1	0%	
>5% ≤10%	10																		1	2	100%	
	11																		1	1	100%	
	12																		2	1	33%	
	9																		1	1	0%	
Academic Related	>10% ≤15%	10																	1	3	75%	
	>15% ≤20%	11																	1	1	0%	
	>20% ≤25%	10																	1	1	100%	
	>30% ≤35%	10																	2	1	100%	
	>35% ≤40%	12																	2	1	100%	
																			£95,116	£75,152		
																			1	1	100%	
Assistant	≤5%	5																		1	1	100%
																				1	1	0%
	≤5%	12																	1	1	0%	
Research	>5% ≤10%	7																	1	1	0%	
	>10% ≤15%	9																	1	1	100%	
																			£6,737	£7,000		

	Male	Female
Academic	20	4
Academic Related	9	10
Assistant	0	1
Research	2	1
Total Supplements	£557,934	£168,310

VACANCIES, APPOINTMENTS, ETC.**Vacancies in the University**

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

BP Foundation McKenzie Professor of Earth Sciences in the Department of Earth Sciences; informal enquiries: Professor James Jackson, Head of the Department of Earth Sciences (email: jaj2@cam.ac.uk or tel.: 01223 333481); closing date: 2 May 2016; further particulars: <http://www.jobs.cam.ac.uk/job/9517/>; quote reference: LB08361

Charles Darwin Professor of Animal Embryology in the Department of Zoology; informal enquiries: Professor Michael Akam, Head of the Department of Zoology (email: hod@zoo.cam.ac.uk or tel.: 01223 336601); closing date: 17 March 2016; further particulars: <http://www.jobs.cam.ac.uk/job/9519/>; quote reference: PF08362

University Lecturer in Education and International Development in the Faculty of Education; salary: £38,896–£49,230; closing date: 13 March 2016; further particulars: <http://www.jobs.cam.ac.uk/job/9005/>; quote reference: JR07888

The University values diversity and is committed to equality of opportunity.

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

AWARDS, ETC.**Pilkington Prize Winners, 2016**

The Pilkington Prizes are awarded annually to teaching staff for their outstanding quality and approach to teaching. The awards were initiated by Sir Alastair Pilkington who believed that the quality of teaching was crucial to the University's success.

The 2016 Pilkington Prize winners are:

- Dr Matei Candea, *Division of Social Anthropology*
- Dr Sophia Connell, *Faculty of Philosophy*
- Dr Sandra Fulton, *Department of Biochemistry*
- Dr Robert Harle, *Faculty of Computer Science and Technology*
- Dr Nicola Jones, *Cardiothoracic Anaesthesia and Intensive Care (Papworth Hospital)*
- Dr Emma Mawdsley, *Department of Geography*
- Dr Karen Ottewell, *The Language Centre*
- Dr Noel Rutter, *Department of Materials Science*
- Dr Christof Schwiening, *Department of Physiology, Development, and Neuroscience*
- Dr Keith Seffen, *Department of Engineering*
- Dr Ruchi Sinnatamby, *Cambridge Breast Unit*
- Dr Carl Watkins, *Faculty of History*

More information about the awards, including a list of winners from previous years, can be found on the Cambridge Centre for Teaching and Learning website: <http://www.teachingsupport.cam.ac.uk/pilkington-prize>.

Cambridge Commonwealth, European, and International Trust

The Cambridge Commonwealth, European, and International Trust was formed from the merger, in August 2013, of the Cambridge Commonwealth Trust and the Cambridge Overseas Trust, which were established by the University in the 1980s with the objective of supporting international students. It is now the principal channel for scholarships at the University, and has helped over 17,000 students from over 120 countries to study in Cambridge.

The first Annual Review has now been published at <https://www.cambridgetrust.org/about/>.

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

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

Brief details of upcoming events are given below.

African Archaeology Group The John Alexander Seminar Series, 2015–16: <http://www.mcdonald.cam.ac.uk/events/african-seminars>
Quarrying in the Eastern and Western deserts: recent work at Wadi Hammamat and Gebel el-Asr, by Professor Ian Shaw (University of Chester) and Dr Elizabeth Bloxam (UCL–Qatar), on 29 February at 4.30 p.m. in the Seminar Room, McDonald Institute, Downing Street

NOTICES BY THE GENERAL BOARD**Senior Academic Promotions Committees, 1 October 2016 exercise: Amendment**

Further to the Notice published on 25 November 2015 (*Reporter*, 6405, 2015–16, p. 173), the following person has been appointed to serve as a member of the Sub-Committee for Arts and Humanities with effect from 13 January 2016:

General Board's Sub-Committees

Arts and Humanities

Professor Ianthi Maria Tsimpli

FORM AND CONDUCT OF EXAMINATIONS, 2016

Notices by Faculty Boards, or other bodies concerned, of changes to the form and conduct of certain examinations to be held in 2016, by comparison with those examinations in 2015, are published below. Complete details of the form and conduct of all examinations are available from the Faculties or Departments concerned.

Examination in Physical Sciences (Nanoscience and Nanotechnology) for the M.Res. Degree, 2015–16

The Degree Committee for the Faculty of Physics and Chemistry give notice that, in the academical year 2015–16, the form of the examination for the degree of Master of Research in Physical Sciences (Nanoscience and Nanotechnology) will be as listed below. The method of examination is shown for each subject.

Candidates will be examined on all core modules. The modules are taught in the first two terms and will be followed by formal examinations.

Core modules

NE.01	Characterization techniques	Written examination
NE.04	Nanofabrication techniques	Written examination
NE.05	Nanomaterials	Written examination
NE.06	Nanochemistry	Written examination
NE.07	Physics at the nanometre-scale	Written examination
NE.08	Bionanotechnology	Written examination
NE.11	Nano self assembly	Written examination
	Science communication in media, business, and research	Coursework
	Societal and ethical dimensions of micro and nanotechnology	Coursework
Practicals	Practical training course	Coursework
ETECH	ETECH	Coursework
Project	Mini-project I (up to 3,000 words) plus Mini-project II (up to 3,000 words) plus Midi-project (up to 10,000 words)	Written reports
Proposal	Formulation and defence of a Ph.D. project proposal	Written report, oral presentation, oral examination

REPORTS

Report of the General Board on the establishment of an Al-Kindi Professorship

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

1. The General Board recommends the establishment of an Al-Kindi Professorship as set out in paragraph 2 below. The funding arrangements were scrutinized by the Resource Management Committee at their meeting held on 27 January 2016.

2. The Board has accepted an academic case from the Council of the School of the Biological Sciences for the establishment of an Al-Kindi Professorship, from 1 October 2017, in the Department of Genetics, named after the ninth century philosopher Abu Yusuf Ya'qub ibn Ishaq Al-Kindi. The full cost of the Professorship will be

met from the KAUST Fund for Biological Sciences, and an amendment to the regulations, as agreed with the Fund Managers, is set out in the Schedule attached to this Report. The Faculty Board of Biology have agreed that the election to the Professorship should be made by an *ad hoc* Board of Electors and that the candidature should be open to all persons whose work falls within the general field of biosciences unless otherwise restricted to specific fields for a single tenure by the General Board on the recommendation of the Faculty Board of Biology.

3. The General Board recommends:

I. That an Al-Kindi Professorship be established in the University, from 1 October 2017, placed in the Schedule to Special Ordinance C (vii) 1, and assigned to the Department of Genetics.

II. That the amendment to the regulations for the KAUST Fund for Biological Sciences, as set out in the Schedule to this Report, be approved.

10 February 2016

L. K. BORYSIEWICZ, *Vice-Chancellor*
CHAD ALLEN
PHILIP ALLMENDINGER
ROBERT CASHMAN
ANNE DAVIS

ABIGAIL FOWDEN
A. L. GREER
MARTIN MILLETT
RACHAEL PADMAN
RICHARD PRAGER

HELEN THOMPSON
GRAHAM VIRGO
CHRIS YOUNG

SCHEDULE

By amending Regulation 3(a) of the regulations for the KAUST Fund for Biological Sciences (*Statutes and Ordinances*, p. 831) so as to read:

- (a) the payment of the stipend, national insurance, pension contributions, and associated indirect costs of the holders of such University offices as may be designated or established from time to time by the University or the General Board as a charge on the Fund, including a Professorship which shall be known as the Al-Kindi Professorship,

OBITUARIES

Obituary Notice

URSULA LYONS, M.A., M.A., *St Andrews*, Emeritus Fellow of Lucy Cavendish College, died on 28 January 2016 aged 79 years.

GRACES

Graces submitted to the Regent House on 17 February 2016

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. 107), will be deemed to have been approved at 4 p.m. on Friday, 26 February 2016.

1. That PricewaterhouseCoopers LLP be reappointed, in accordance with Statute F I 5, to be the qualified accountants for the audit of the University's financial statements for the financial year 2015–16.¹

¹ The Audit Committee has recommended the reappointment of PricewaterhouseCoopers as external auditors to the University for the current financial year.

2. That, with effect from 1 October 2017, Regulation 15(a) for the Presentation and Admission of Candidates for Degrees (*Statutes and Ordinances*, p. 179) be amended so as to read:²

- (a) except with the approval of the Vice-Chancellor, no degree other than that of B.Th., B.A., Vet.M.B., or the degree of M.Eng. or M.Sci. or M.Math. if conferred with the B.A. degree in a single admission, may be conferred at a Congregation for General Admission to Degrees;

3. That Regulation 1 of the regulations for Dress at Graduation (*Statutes and Ordinances*, p. 188) be amended by adding 'Ed.D.' after 'Eng.D.'.³

² See the Council's Notice on p. 365.

³ The Council proposes this amendment to add the degree of Doctor of Education to the list of degrees for which the person presenting a candidate for a doctorate does not wear a cope.

Graces to be submitted to the Regent House at a Congregation to be held on 20 February 2016

The Council has sanctioned the submission of the following Graces to the Regent House at a Congregation to be held on Saturday, 20 February 2016.

That the following person be admitted to the degree of Doctor of Philosophy by incorporation:

11. LUTZ PETER WARNKE, Fellow of Peterhouse, Doctor of Philosophy of the University of Oxford (2013).

That the following persons be admitted to the degree of Master of Arts under the provisions of Statute B II 2:

12. SADIE LOUISE BYRNE, Administrative Officer in the Registry's Office of the University Offices.
13. MARK ANTHONY GALVIN, Senior Computer Officer in the University Information Services.
14. TARA CATHERINE GRANT, Administrative Officer in the Registry's Office of the University Offices.
15. SUSANNE CAROLINE JENNINGS, of Lucy Cavendish College, Librarian in the Faculty of Architecture and History of Art.
16. SUSAN LOUISA REED, Administrative Officer in the Academic Division of the University Offices.
17. KEITH DAVID SAVILL, Senior Assistant Registry in the Health, Safety, and Regulated Facilities Division of the University Offices.
18. TATIANA ZHIMBIEV, Librarian in the Faculty of Architecture and History of Art.

ACTA

Approval of Grace submitted to the Regent House on 3 February 2016

The Grace submitted to the Regent House on 3 February 2016 (*Reporter*, 6413, 2015–16, p. 346) was approved at 4 p.m. on Friday, 12 February 2016.

J. W. NICHOLLS, *Registry*

END OF THE OFFICIAL PART OF THE 'REPORTER'

COLLEGE NOTICES**Vacancies**

St John's College: College Research Associates (up to six posts); Collegiate benefits apply (no stipend or honorarium); tenure: from 1 September 2016; closing date: 5 May 2016; further particulars: <http://www.joh.cam.ac.uk/>

SOCIETIES, ETC.**Cambridge Philosophical Society**

The Society's third lecture of the Lent Term will take place at 6 p.m. on Monday, 22 February 2016, in the Bristol-Myers Squibb Lecture Theatre, Department of Chemistry, Lensfield Road. Professor Alastair Compston will give a lecture entitled *Campath-1H: how a famous antibody found its disease*.

Further details are available at <http://www.cambridgephilosophicalsociety.org/lectures.shtml>.

Cambridge Society for the Application of Research

Dr Nigel Bennee FBCS, will give a lecture entitled *EDSAC reborn, a computer detective story*, at 7.30 p.m. on Monday, 29 February 2016, in the Wolfson Lecture Theatre, Churchill College, Storey's Way.

Further details are available at <http://www.csar.org.uk>.

Society for the History of the University

The next meeting will be held at 8.30 p.m. in the Old Library, Darwin College, on Thursday, 3 March 2016. Lida Cardozo Kindersley, of the Cardozo Kindersley Workshop, will talk about her work. Refreshments will be served from 8 p.m.

EXTERNAL NOTICES**University of Oxford**

St Cross College: 2nd Lorna Casselton Memorial Lecture 2016; Professor Ada Yonath, Nobel Laureate, will speak on *Global challenges in modern medicine and in revealing the origin of life*, at 5 p.m. on Wednesday, 4 May 2016, in Lecture Theatre 1, Mathematical Institute, Woodstock Road; admission is free but by ticket only; to book, please visit <http://www.stx.ox.ac.uk/lorna-casselton-memorial-lecture-booking-form>

Notices for publication in the *Reporter*, or queries concerning content, should be sent to the Editor, Cambridge University Reporter, Registry's Office, The Old Schools, Cambridge, CB2 1TN (tel. 01223 332305, email reporter.editor@admin.cam.ac.uk). 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.

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