

# CAMBRIDGE UNIVERSITY REPORTER

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UNIVERSITY OF  
CAMBRIDGE

## NOTICES

### Calendar

- 22 March, *Wednesday*. Last ordinary issue of the *Reporter* in the Lent Term.  
 24 March, *Friday*. Ballot of the Regent House, voting closes at 5 p.m.  
 25 March, *Saturday*. Lent Term ends. Congregation of the Regent House at 10 a.m.  
 1 April, *Saturday*. Congregation of the Regent House at 10 a.m.  
 9 April, *Sunday*. Easter Day. Scarlet Day.  
 17 April, *Monday*. Easter Term begins.  
 19 April, *Wednesday*. First ordinary issue of the *Reporter* in the Easter Term.  
 25 April, *Tuesday*. Full Term begins. Mere's Commemoration Sermon in St Benedict's Church at 11.45 a.m. Preacher, Sr Dr Gemma Simmonds CJ, of Newnham and St Edmund's Colleges, Senior Research Fellow, The Margaret Beaufort Institute of Theology and Director, The Religious Life Institute.

### Discussion on Tuesday, 2 May 2023

The Acting Vice-Chancellor invites members of the Regent House, University and College employees, registered students and others qualified under the regulations for Discussions (*Statutes and Ordinances*, p. 111) to attend a Discussion by videoconference on Tuesday, 2 May 2023 at 2 p.m. The following item will be discussed:

1. Report of the General Board, dated 22 March 2023, on the establishment of a Professorship (p. 480).

Those wishing to join the Discussion by videoconference should email [UniversityDraftsman@admin.cam.ac.uk](mailto:UniversityDraftsman@admin.cam.ac.uk) from their University email account, providing their CRSid (if a member of the collegiate University), by 10 a.m. on the date of the Discussion to receive joining instructions. Alternatively contributors may email their remarks to [contact@proctors.cam.ac.uk](mailto:contact@proctors.cam.ac.uk), copying [ReporterEditor@admin.cam.ac.uk](mailto:ReporterEditor@admin.cam.ac.uk), by no later than 10 a.m. on the day of the Discussion for reading out by the Proctors,<sup>1</sup> or may ask someone else who is attending to read the remarks on their behalf.

In accordance with the regulations for Discussions, the Chair of the Board of Scrutiny or any ten members of the Regent House<sup>2</sup> may request that the Council arrange for one or more of the items listed for discussion to be discussed in person (usually in the Senate-House). Requests should be made to the Registry, on paper or by email to [UniversityDraftsman@admin.cam.ac.uk](mailto:UniversityDraftsman@admin.cam.ac.uk) from addresses within the cam.ac.uk domain, by no later than 9 a.m. on the day of the Discussion. Any changes to the Discussion schedule will be confirmed in the *Reporter* at the earliest opportunity.

General information on Discussions is provided on the University Governance site at <https://www.governance.cam.ac.uk/governance/decision-making/discussions/>.

<sup>1</sup> Any comments sent by email should please begin with the name and title of the contributor as they wish it to be read out and include at the start a note of any College and/or Departmental affiliations held.

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

### Topic of concern to the University on forced retirement: Notice in response to Discussion remarks

20 March 2023

The Council has considered the remarks made at the Discussion on 24 January 2023 relating to the topic of concern on forced retirement (*Reporter*, 2022–23; 6679, p. 180; 6685, p. 304). It has consulted with the General Board in preparing this response.

The Council is grateful to the contributors to this Discussion for sharing their views on this subject, including Professor Kamal Munir, Pro-Vice-Chancellor for University Community and Engagement, who explained the history of the University's current approach to retirement and the purpose of the proposed review. The Council agrees with the signatories of the request for this topic of concern that there should be a thorough debate on whether the University's current Retirement Policy remains fit for purpose, and that the widest possible range of opinions should be heard. That is why it has already agreed to carry out a review of the Policy in 2023, which will involve University-wide consultation (see below).

Some key themes have emerged in the remarks made, which raise important points for the review group to consider as part of its review and are summarised below. The Council does not wish to respond to individual comments at this stage, as to do so could pre-empt the work of the review group. It has asked that the Discussion remarks be provided to the group, so that they can be considered alongside other views gathered during consultation.

However, there is one point to which the Council is providing a reply. In their remarks, Professors Anderson and Gay and Mr Haynes requested that the operation of the Employer Justified Retirement Age be suspended pending the outcome of this review. The Council believes that it would be premature to do this before the review is complete and the review group has had the opportunity to consult with the wider University community. The Council also agreed at its meeting on 20 February 2023 that the review should consider issues relating to diversity and the gender pay gap as part of its deliberations about whether the EJRA had enabled effective succession planning.

## Background

To provide some context to this matter, it is necessary to provide a short summary of recent history concerning retirement policy nationally and at Cambridge. The government phased out default retirement ages between 6 April and 1 October 2011, after which employers could retain a default retirement age, provided this could be objectively justified as a proportionate means of achieving a legitimate aim (referred to as an Employer Justified Retirement Age or EJRA).

At the time that these legislative changes were proposed, the University operated a compulsory retirement age for all University officers (with certain specified exemptions) which was at the end of the academic year in which they reached 67. It also operated a compulsory retirement age for all other staff categories at the end of the academic year in which they reached 65.

After extensive consultation with the University community and careful analysis by an academic-led working group, set up in 2010,<sup>1</sup> the General Board and the Council agreed<sup>2</sup> that an EJRA was properly justified for University officers (with certain specified exemptions<sup>3</sup>) at the end of the academic year in which they reach the age of 67. This was for reasons of intergenerational fairness and career progression; innovation in research and knowledge creation; the preservation of academic freedom and autonomy (by providing a means of ending employment at a specific point without the need for career-long performance management processes); and equality and diversity. However, there should be a process to apply to continue working after that age. The General Board and the Council were not satisfied that there was a case for maintaining a compulsory retirement age for other staff categories and recommended that this should be removed.<sup>2</sup>

These recommendations were subject to extensive discussion<sup>4</sup> and received support in a ballot of the Regent House,<sup>5</sup> which attracted a majority in favour (1,390 in favour of the Grace, 300 against).<sup>6</sup>

A further academic-led review in 2015–16<sup>7</sup> concluded that the EJRA for University officers should remain at 67.<sup>8</sup> The aims were revised to remove that of equality and diversity and to include the aim of enabling succession planning.

## Review in 2023

The Council has committed to a review of the University's approach to retirement, to commence in 2023. Consistent with the approach taken in previous years, this will be an academic-led review group, guided by available data, and involve University-wide consultation.

The Council is mindful of the strength of feeling around this matter and the importance of achieving a fair and balanced outcome. The role of the review group will be:

- (i) to review the operation of the EJRA to determine whether it has been successful in meeting its aims; and
- (ii) to review the terms of the University's current Retirement Policy to establish whether they remain fit for purpose.

As part of its work, the review group will consider in detail the rationale for the aims and the implications for different age groups of potentially removing, retaining or revising the existing EJRA.

The review group will publish the data on which it bases its findings, broken down by age, gender and ethnicity where available, together with an impact assessment of its proposals.

## Summary of views from the Discussion on 24 January 2023

### *Arguments against the EJRA*

A number of speakers were of the view that the EJRA should be removed or raised substantially.

Several speakers (Professors Anderson, Goswami, Kramer, Robbins, Baron-Cohen, Coyle, Gross, Everitt, Crowcroft, Humphreys; Dr Szuba; and Mr Haynes) raised concerns that the EJRA puts the University at a competitive and commercial disadvantage when compared with other universities in the UK and abroad that do not have an EJRA. They made the following points:

- Some speakers who wished to work beyond the EJRA described their experience of being prevented from applying for research grants if these were due to run past their scheduled retirement date, ruling them out for prestigious grants or from leading projects, thereby putting at risk the employment of their research teams and depriving the University of significant output.
- Research funders can be reluctant to entrust research projects to less experienced colleagues leading to a potential loss of grants.
- Some speakers had experienced that work of significance could not be attributed to the University for REF purposes as they were unsalaried Emeritus Professors.
- That there are difficulties in attracting and retaining 'top' scholars who may be lost to industry or other universities in the UK and abroad on account of the EJRA.

<sup>1</sup> *Reporter*, 6209, 2010–11, p. 395.

<sup>2</sup> *Reporter*, 6222, 2010–11, p. 723; *Reporter*, 6249, 2011–12, p. 347.

<sup>3</sup> Excluding the Chancellor, the High Steward, the Deputy High Steward, the Commissary and any University officer who is exempted under any Statute or Special Ordinance from the provisions of Special Ordinance C (ii) 12.

<sup>4</sup> *Reporter*, 6226, 2010–11, p. 866; *Reporter*, 6253, 2011–12, p. 431.

<sup>5</sup> *Reporter*, 6256, 2011–12, p. 465; *Reporter*, 6264, 2011–12, p. 577.

<sup>6</sup> *Reporter*, 6264, 2011–12, p. 568.

<sup>7</sup> *Reporter*, 6390, 2014–15, p. 616.

<sup>8</sup> *Reporter*, 6435, 2016–17, p. 2.

- Professors Bourke, Robbins, Robinson, Abulafia and Biagini highlighted the other ways in which senior academics contribute to the life of their Faculties, which are lost on retirement, namely their experience and contribution to teaching, marking, recruitment, outreach activities and the mentoring of early-career researchers and junior academics.
- The fact that some of the most significant pieces of research can be realised later in life in some fields, for instance in the Humanities and Social Sciences.

Professors Goswami, Bourke, Abulafia and Evans questioned the effectiveness of the EJRA in achieving intergenerational fairness and enabling career progression for younger scholars to tenured posts. Professor Evans pointed to the increase in unestablished appointments, which offer far more numerous opportunities for employment. Professor Evans also advocated for the establishment of personal Professorships for named individuals.

Professors Kramer, Coyle, Gay and Bourke called into question whether large numbers of academics would choose to stay beyond 67 if permitted, and were of the view that if they did, this would be for two or three years at most. Professor Bourke spoke of his experience at universities in London where academics over 67 years of age tended to move to fractional contracts, thereby releasing funds for junior posts.

Professors Gay and Gross and Dr Good and Mr Goode spoke of the discriminatory impact on individuals and the disabling effect on senior academics as they approach the retirement age. Professor Abulafia advocated for a more gradual slide into retirement and more engagement with Emeritus Professors post-retirement. Professors Gross, Anderson and Robinson pointed to the difficulties in making a case to work beyond the retirement age under the University's Retirement Policy and that only one extension is permitted.

Professors Oosthuizen and Sahakian drew attention to the disproportionate impact of the EJRA on female academics, many of whom will have had one or more periods of maternity leave and/or part-time working during their careers but must still retire at 67.

Professors Baron-Cohen and Coyle questioned whether the EJRA had increased diversity as originally intended and Professor Coyle was of the view that it may even have prevented the University from pursuing genuinely effective diversity policies.

Professor Gross spoke of the degradation of USS benefits meaning that having the choice as to when to retire has become more important than ever. Professor Biagini spoke of increases in life expectancy and Mr Haynes pointed to the UK's aging population and falling birth rates and consequent challenges for recruitment and retention. Professor Kramer referred to the decline in the number of people above the age of 55 in employment precipitated by the Covid pandemic.

Professor Kramer was of the view that a compulsory retirement age should not be an alternative to fair and consistent performance management and that the main components of an adequate system of performance management for academics are already in place at the University, should that be considered a prerequisite for abolishing the EJRA.

Professor Cates supported removing the EJRA but advised caution. Whilst world-class research-active academics should be permitted to continue to work beyond the EJRA, removing the EJRA might discourage less productive academics from vacating their positions, without some form of regular and formal assessment of their contributions.

#### *Arguments put forward to retain the EJRA*

A number of academics spoke in favour of the EJRA in the interests of the wider University community (Dr Holmes, and Professors Guest, Spencer and Stajano), giving the following reasons:

- To promote intergenerational fairness by opening up opportunities for others to blossom out of the shadow of senior colleagues.
- A concern that, were the EJRA removed, senior staff would monopolise finite research grants.
- A concern that removing the EJRA would affect the turnover of academic staff and the University's ability to recruit excellent younger academics, thereby damaging the reputation of the University.
- That the impact of a fixed retirement age is offset by the freedom from 'managerialism' enjoyed by Cambridge academics, including from regular structured career-long performance assessments.
- There is already provision under the University's Retirement Policy to continue working beyond the retirement age where appropriate. Otherwise, retired academics may continue to offer College supervisions and enjoy continued access to University resources.

Dr Holmes was of the opinion that in order to recruit the best early career independent principal investigators, the University must be able to offer a real prospect of a tenured position in all academic disciplines and he pointed to difficulties in recruiting to fixed-term research posts, but not generally to faculty positions. Dr Holmes was not convinced that removing the EJRA would have an insignificant impact on turnover as argued by other speakers, pointing to local factors such as lower teaching loads at the University, compared with elsewhere.

Whilst defending the EJRA, Dr Holmes pointed to improvements that could be made to its operation; that the University should not place unreasonable barriers in the way of staff wishing to carry on either in a voluntary capacity or as unestablished investigators on external funding; and that the age at which the EJRA should operate requires periodic review.

Dr Holmes and Professor Stajano were both of the view that restoring USS benefits to acceptable levels would be vital to accepting the continuance of an EJRA.

## Appointments to the Cambridge University Endowment Trustee Body

20 March 2023

Further to its Notice published on 7 December 2022 (*Reporter*, 6679, 2022–23, p. 181), the Council has approved the appointment of Ms Milly Bodfish and Mr Ian Simm to the recently formed Cambridge University Endowment Trustee Body (CUETB). The appointments were made on the recommendation of its *ad hoc* Nominating Committee, which was chaired by the inaugural Chair of the CUETB, Mr Mark Lewisohn.

Ms Elaina Elzinga and Mr Chris Ewbank have been appointed to the CUETB by the non-University investors (the Colleges and Trusts).

The appointments take effect immediately and the initial terms run until 31 December 2026.

One final member will be appointed by members of the Trustee Body itself once constituted.

## Email address allocation and retention policy

22 March 2023

Work has now begun on the formal drafting of a policy to govern the allocation of Cambridge email addresses (specifically those that end in ...cam.ac.uk, @<domain>.cam.ac.uk, and @<subdomain.domain>.cam.ac.uk) following feedback from an all-University consultation that took place at the end of 2021 (*Reporter*, 6639, 2021–22, p. 149). A brief update and background information are provided online at: <https://help.uis.cam.ac.uk/email-policy>. Further updates will be provided both on the webpage and in the *Reporter* early in the Easter Term.

## Annual Reports

The following Annual Reports have been received by the Council and/or the General Board and are available as indicated:

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**Botanic Garden Annual Report, 2020–21 and 2019–20:**

<https://www.botanic.cam.ac.uk/the-garden/annual-report/>

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**Cambridge University Libraries Annual Review, 2021–22 and 2020–21:**

<https://www.lib.cam.ac.uk/AR21-22>

<https://www.lib.cam.ac.uk/AR20-21>

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**Cambridge University Press and Assessment Annual Report, 2021–22:**

[https://www.cambridge.org/sites/default/files/media/documents/CUPA-Annual-Report-2022\\_0\\_1.pdf](https://www.cambridge.org/sites/default/files/media/documents/CUPA-Annual-Report-2022_0_1.pdf)

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**Environmental Sustainability Annual Report, 2021–22:**

[https://www.environment.admin.cam.ac.uk/files/20212022\\_full\\_annual\\_report\\_.pdf](https://www.environment.admin.cam.ac.uk/files/20212022_full_annual_report_.pdf)

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**Fitzwilliam Museum and Hamilton Kerr Institute Annual Report, 2019–20:**

<https://fitzmuseum.cam.ac.uk/about-us/governance-policies-and-reports>

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**Institute of Continuing Education Annual Report, 2021–22 and 2020–21:**

[https://www.ice.cam.ac.uk/files/downloads/ice\\_annual\\_report\\_2021-22\\_2.pdf](https://www.ice.cam.ac.uk/files/downloads/ice_annual_report_2021-22_2.pdf)

[https://www.ice.cam.ac.uk/files/downloads/annual\\_report\\_2020-21\\_0.pdf](https://www.ice.cam.ac.uk/files/downloads/annual_report_2020-21_0.pdf)

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**Isaac Newton Institute for Mathematical Sciences Annual Report, 2020–21:**

<https://www.newton.ac.uk/documents/annual-reports/>

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**Kettle's Yard Annual Report, 2020–21 and 2019–20:**

<https://www.kettlesyard.co.uk/wp-content/uploads/2022/03/FINAL-FINAL-Annual-Report-2020-21.pdf>

<https://www.kettlesyard.co.uk/wp-content/uploads/2021/06/HIGH-RES-Annual-Report-1920.pdf>

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**Language Centre Annual Report, 2020–21:**

<https://www.langcen.cam.ac.uk/management-committee.html>

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**McDonald Institute for Archaeological Research Annual Report, 2019–20:**

[https://www.arch.cam.ac.uk/files/ar\\_2019-20\\_full\\_web.pdf](https://www.arch.cam.ac.uk/files/ar_2019-20_full_web.pdf)

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**Scott Polar Research Institute Review, 2021 and 2020:**

<https://www.spri.cam.ac.uk/about/sprireview/2021/review2021.pdf>

<https://www.spri.cam.ac.uk/about/sprireview/2020/review2020.pdf>

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Details of further Annual Reports received by the Council and/or the General Board will be published in the Easter Term.

## VACANCIES, APPOINTMENTS, ETC.

### Appointments and grants of title

The following appointments and grants of title have been made:

#### APPOINTMENTS

##### Assistant Professor

*Psychology.* Dr Richard Alexander Ingmar Bethlehem, B.A., M.A., *Amsterdam*, M.Sc., *Utrecht*, Ph.D., *K*, appointed from 1 February 2023 until the retiring age and subject to a probationary period of five years.

##### Departmental Secretaries

*Earth Sciences.* Ms Alison Jane Cook, B.A., *Anglia Ruskin*, M.B.A., *Bath*, appointed from 7 November 2022 until the retiring age and subject to a probationary period of nine months.

*Engineering.* Dr George Tsering Cantwell, B.A., *Oxford*, Ph.D., *Michigan*, appointed from 1 October 2023 until the retiring age and subject to a probationary period of five years.

#### GRANTS OF TITLE

##### Affiliated Lecturers

*Politics and International Studies.* Dr Roxane Farmanfarmaian, *Q*, Dr Grace Livingstone and Dr Samuel Zeitlin, *CC*, have been granted the title of Affiliated Lecturer from 1 February 2023 for a further two years.

### Vacancies in the University

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

**University Assistant/Associate Professorship in Propulsion and Power in the Department of Engineering;** salary: £43,414–£54,949 or £58,284–£61,823; closing date: 8 May 2023; further details: <https://www.jobs.cam.ac.uk/job/39266/>; quote reference: NM35195

*The University actively supports equality, diversity and inclusion and encourages applications from all sections of society. The University has a responsibility to ensure that all employees are eligible to live and work in the UK.*

## NOTICES BY THE GENERAL BOARD

### Examination Review Procedure

#### With immediate effect

The General Board, on the recommendation of its Education Committee, the Education Committee's Examinations and Assessment Committee and with the support of the Senior Tutors' Committee, has agreed to make changes to its Examination Review Procedure. The changes remove the informal review stage for the consideration of irregularities in the examination process. The primary reason for removing this informal review for students after the publication of examination results is that it duplicates other processes that deal with concerns raised by students, the Student Registry, invigilators, supervisors, Colleges and others before examination results are known. Students raising requests for review under the informal stage of the Procedure creates additional workload for those students and those examining and supporting them at a busy time of year when usually the concerns have already been identified and dealt with. This change is not expected to have any significant impact on students as they can still ask for a reconsideration of their examination results as a result of a procedural irregularity under what was previously the formal stage of the Procedure.

In the Examination Review Procedure (*Statutes and Ordinances*, p. 220), by removing the last sentence of paragraph 2.1, all of section 3 and renumbering cross-references and the remaining sections, and replacing references to 'formal review' with 'review'.

### Establishment of a Professorship of Data Science and Healthcare Improvement

The General Board, on the recommendation of the Faculty Board of Clinical Medicine and the School of Clinical Medicine, seek approval to establish a Professorship of Data Science and Healthcare Improvement, for a single tenure, from 1 April 2023, assigned to the Department of Public Health and Primary Care. The Chair of the Resource Management Committee, on behalf of the Committee, approved the funding arrangements on 6 February 2023.

The Professorship is funded until at least March 2027 by a research grant awarded to the Department of Public Health and Primary Care, underwritten by the School's Chest allocation, using funding for the vacant Professorship of Public Health and Primary Care. In the longer term, it is anticipated that the Professorship will be funded through a combination of research grant income available to both the Department and the office-holder, with minor financial input from the Clinical School when necessary. The School has confirmed that any start-up costs will be met locally and the Professor will be accommodated within existing facilities available to the Department.

Health data science is a strategically important area for the University generally and the Clinical School specifically. It is now a focus of research and training across multiple disciplinary areas in the University, involving groups that include (but are not limited to) the Cambridge Centre for Data-Driven Discovery, the University Statistical Laboratory, the Cambridge Centre for Artificial Intelligence in Medicine, and the EPSRC-funded Cambridge Centre for the Mathematics of Information in Healthcare. The office-holder will provide essential academic leadership for data science and healthcare improvement; a vacancy in this field would result in a loss of competitive edge and adversely impact the Clinical School. The need for academic leadership is particularly pressing given the policy priority now being given to digital transformation of the NHS and the increasing attention, interest and activity in relation to data policy. At the same time, the rapid acceleration of interdisciplinary funding opportunities from bodies including UKRI, NIHR, and HDR UK has created huge opportunities for innovative research that can place Cambridge at the leading edge of the field and secure impact. The Clinical School needs to be positioned to function optimally in this rapidly changing landscape for health and healthcare research.

The General Board, on the recommendation of the Council of the School, has agreed that an election should be made by an *ad hoc* Board of Electors and that the candidature should be open without limitation or preference to all persons whose work falls within the general field of the title of the office.

The Council is submitting a Grace (Grace 1, p. 481) for the establishment of the Professorship.

### **Establishment of a Professorship of Control Engineering**

The General Board is proposing the establishment of a Professorship of Control Engineering from 1 August 2023, assigned to the Department of Engineering, on the recommendation of the Faculty Board of Engineering and the Council of the School of Technology. The funding arrangements for the Professorship were approved by the Resource Management Committee by circulation on 23 February 2023. The Professorship will be mostly funded from pay savings associated with a reduction in the hours of the Head of the Control Group, the Professor of Engineering (2012), to 0.2 FTE (see below) and any deficit will be covered from Department reserves. Longer term, additional resource will be available to fund the Professorship from the suppression of vacant information engineering academic posts when the incumbents retire or leave. The Department has confirmed that support will be requested from the University's Professorship start-up fund and the Professor of Control Engineering can be accommodated in existing office and laboratory facilities.

The Professor of Control Engineering will provide senior leadership to the Control Group, contributing across research, teaching and administrative activities. Control engineering is a significant component of the Engineering Tripos (years 2–4) and the Cambridge Control Group has high international visibility with a long history of significant contributions in this field. The Control Group has been well funded in recent years with three substantial ERC grants, and previous recent industrial collaborations include McLaren, Ford, Schlumberger and MathWorks. The EPSRC is looking to increase funding in control engineering and there exists an opportunity for the new Professor to take a leadership role in this. The current head of the Group, Professor Sepulchre, will reduce his employment to 20% full time to undertake a placement at a university in the EU. The Control Group currently has four early- to mid-career appointments and replacement senior leadership is therefore needed to ensure that the Control Group will continue to flourish.

The General Board, on the recommendation of the Council of the School, has agreed that an election should be made by an *ad hoc* Board of Electors and that the candidature should be open without limitation or preference to all persons whose work falls within the general field of the title of the office.

The Council is submitting a Grace (Grace 2, p. 481) for the establishment of the Professorship.

### **Establishment of a Professorship of Social Psychology**

The General Board is proposing the establishment of a personal Professorship of Social Psychology from 1 August 2023 for Professor Deborah Prentice, assigned to the Department of Psychology, following consultation with the Council of the School of the Biological Sciences. The funding arrangements were approved by the Chair of Resource Management Committee on behalf of the Committee on 28 February 2023.

Professor Prentice takes up office as Vice-Chancellor on 1 August 2023. Professor Prentice is a scholar specialising in Social Psychology, and in particular the social norms, rules and conventions that govern human social behaviour. This focus includes studying the use of social norms in interventions designed to change behaviour, and studying the underpinning social neuroscience. She is currently Provost of Princeton University and the Alexander Stewart 1886 Professor of Psychology and Public Affairs, and was formerly Dean of the Faculty and Chair of the Department of Psychology also at Princeton.

The single-tenure Professorship would be tenable, under the provisions of Statute C I 7(b), concurrently with the office of Vice-Chancellor until 30 September 2029 (as approved by Grace 1 of 23 November 2022). The office of Professor would be held without stipend, under the provisions for leave granted under Special Ordinance C (i) 2(b).

The Council is submitting a Grace (Grace 3, p. 481) for the establishment of the Professorship.

## REGULATIONS FOR EXAMINATIONS

### Natural Sciences Tripos

(*Statutes and Ordinances*, p. 417)

#### With effect from 1 October 2023

The General Board, on the recommendation of the Committee of Management for the Natural Sciences Tripos, has approved an amendment to the regulations for the Natural Sciences Tripos to remove the text concerning the maximum marks allocated to each subject stated in Regulation 15, as follows:

Regulation 15.

By deleting the text at the end of the regulation concerning the maximum marks allocated to each subject.

### Social Anthropology for the M.Res. Degree

(*Statutes and Ordinances*, p. 553)

#### With effect from 1 October 2023

The General Board, on the recommendation of the Degree Committee for the Departments of Archaeology, Social Anthropology, and Sociology, has approved the amendment of the special regulations for the examination in Social Anthropology for the degree of Master of Research to remove the work-book of assessment materials from the scheme of examination, as follows:

Regulation 1(b).

By amending the regulation to read as follows:

- (b) one essay of not more than 4,000 words in length on research methods on topics announced by the Degree Committee;

## REPORTS

### Report of the General Board on the establishment of a Professorship

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

1. Following a referral from the Academic Career Pathways (Research and Teaching) 2022 Appeals Committee, the Vice-Chancellor's Committee decided to put forward Dr Kiran Patil for the award of a Professorship. The General Board agreed on 15 March 2023 to recommend the establishment of a Professorship for Dr Patil, to be backdated to 1 October 2022. After consulting with Dr Patil, the Board has agreed that the title of the Professorship should be the Professorship of Molecular Systems Biology.

2. **The General Board recommends** that, with effect from 1 October 2022, a Professorship of Molecular Systems Biology be established for Dr Kiran Patil which would be coterminous with his post as MRC Investigator, placed in the Schedule to Special Ordinance C (vii) 1, and assigned to the Department of Biochemistry.

22 March 2023

ANTHONY FREELING,  
*Acting Vice-Chancellor*  
MADELEINE ATKINS  
JOHN DENNIS  
TIM HARPER

ELLA MACPHERSON  
PATRICK MAXWELL  
NIGEL PEAKE  
ANNA PHILPOTT  
EMILY SO

PIETER VAN HOUTEN  
BHASKAR VIRA  
JOCELYN WYBURD

**GRACES****Graces submitted to the Regent House on 22 March 2023**

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. 112), will be deemed to have been approved at **4 p.m. on Friday, 31 March 2023**. Further information on requests for a ballot or the amendment of Graces is available to members of the Regent House on the Regent House Petitions site.<sup>§</sup>

1. That, on the recommendation of the General Board, a Professorship of Data Science and Healthcare Improvement be established for a single tenure from 1 April 2023, placed in the Schedule to Special Ordinance C (vii) 1, and assigned to the Department of Public Health and Primary Care.<sup>1</sup>
2. That, on the recommendation of the General Board, a Professorship of Control Engineering be established for a single tenure from 1 August 2023, placed in the Schedule to Special Ordinance C (vii) 1, and assigned to the Department of Engineering.<sup>2</sup>
3. That, on the recommendation of the General Board, a Professorship of Social Psychology be established from 1 August 2023 for the tenure of Professor Deborah Prentice as Vice-Chancellor, placed in the Schedule to Special Ordinance C (vii) 1, and assigned to the Department of Psychology.<sup>3</sup>

<sup>1</sup> See the General Board's Notice on p. 478.

<sup>2</sup> See the General Board's Notice on p. 479.

<sup>3</sup> See the General Board's Notice on p. 479.

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

**Graces to be submitted to the Regent House at a Congregation on 1 April 2023**

The Council has sanctioned the submission of the following Graces to the Regent House at a Congregation to be held on 1 April 2023:

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

1. BONNIE CLAIRE LANDER JOHNSON, Fellow of Downing College, Doctor of Philosophy of the University of Oxford (2014).
2. NATALIA MORA-SITJA, Fellow of Downing College, University Associate Professor (Grade 10) in the Faculty of History, Doctor of Philosophy of the University of Oxford (2008).
3. HELEN JANE SCOTT, Fellow of Downing College, Regius Professor of Civil Law (1540) in the Faculty of Law, Doctor of Philosophy of the University of Oxford (2006).

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

4. BRUNO FRANCISCO VALENTE COTTA, Fellow of Lucy Cavendish College.
5. ADRIAN MARK DAFFERN, Fellow of Lucy Cavendish College.
6. JOANNE CLAIRE FINNIE JONES, Fellow of Downing College.
7. SIMON DAVID GREGORY, Fellow of Homerton College.
8. WILLIAM O'NEILL, Fellow of Downing College, Professor of Laser Engineering (2012) in the Department of Engineering.
9. STYLIANI PACHIDI, University Assistant Professor in the Judge Business School.
10. MATTHEW SPARKES, Fellow of Lucy Cavendish College.

**ACTA****Approval of Graces submitted to the Regent House on 8 March 2023**

All of the Graces submitted to the Regent House on 8 March 2023 (*Reporter*, 6691, 2022–23, p. 454) were approved at 4 p.m. on Friday, 17 March 2023.

E. M. C. RAMPTON, *Registrar*

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

**COLLEGE NOTICES****Vacancies**

*Christ's College:* College Lectureship and Fellowship in Pure Mathematics; tenure: three years from 1 September 2023 (renewable); salary: £32,348–£36,386 plus additional benefits; closing date: 28 April 2023 at 12 noon; further details: <https://www.christs.cam.ac.uk/vacancies-christs-college>

*Fitzwilliam College:* Fellow and College Teaching Officer in English; tenure: five years from 1 September 2023; salary: £36,023 with supplements for additional duties; closing date: 14 April 2023 at 12 noon; further details: <https://www.fitz.cam.ac.uk/about-us/vacancies>

*Hughes Hall:* Director, Climate Governance Initiative; tenure: fixed-term 2.5 years with the possibility of extension; closing date: 21 April 2023 at 12 noon; further details: <https://www.hughes.cam.ac.uk/about/vacancies/>

*Murray Edwards College:* College Teaching Officer and Official Fellow in Economics; tenure: part-time, three years from 1 September 2023; salary: £20,466 (pro rata) with supplements for additional duties; closing date: 14 April 2023 at 12 noon; further details: <https://www.murrayedwards.cam.ac.uk/contact/work-for-us>

**Events**

*Newnham College*

**Jane Harrison Memorial Lecture**

Professor Katherine Harloe, FSA, FRHistS, Professor of Classics and Intellectual History in the University of London and Director of the Institute of Classical Studies will present *Beyond Jane Harrison: Re-evaluating Women's Work in Archaeology, History and Heritage 1870–1950*, on Friday, 28 April 2023 at 5.30 p.m. in the Cynthia Beerbower Room, Newnham College; All welcome, no booking required. Further details: <https://newn.cam.ac.uk/newnham-news/professor-katherine-harloe-will-deliver-this-years-jane-harrison-memorial-lecture/>

**EXTERNAL NOTICES****Oxford Notices**

*All Souls College:* Domestic Bursar (Chief Operating Officer); tenure: permanent, full-time from Autumn 2023; salary: £90,000 plus benefits and allowances; closing date: 11 April 2023 at 9 a.m.; further details: <https://www.oct-associates.co.uk> and <https://www.asc.ox.ac.uk/domestic-bursar-0>

*New College:* The Salvesen Junior Fellowship; tenure: three years from 1 October 2023; stipend: £24,833 plus additional benefits; closing date: 11 April 2023; further details: [https://isw.changeworkknow.co.uk/new\\_college\\_oxford/vms/e/careers/search/new](https://isw.changeworkknow.co.uk/new_college_oxford/vms/e/careers/search/new)

*St Hilda's College:* Stipendiary Lectureship in Biology; tenure: part-time, two terms from 1 October 2023; salary: £9,587–£10,167 (pro rata) plus additional benefits; closing date: 20 April 2023 at 12 noon; further details: <https://www.st-hildas.ox.ac.uk/content/stipendiary-lecturer-biology>

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