

# CAMBRIDGE UNIVERSITY REPORTER

No 6706

WEDNESDAY 28 JUNE 2023

VOL CLIII No 39

## CONTENTS

### Notices

|   |     |
|---|-----|
| Calendar  | 770 |
| Discussion on Tuesday, 11 July 2023   | 770 |
| Additional Discussion on Tuesday, 25 July 2023                              | 770 |
| Grants from the Colleges Fund   | 771 |
| Management and recording of annual leave                                    | 771 |
| Regent House membership for retired<br>University staff: 15 August deadline | 772 |

### Vacancies, appointments, etc.

|   |     |
|---|-----|
| Elections, appointments and grants of title | 772 |
|---|-----|

### Notices by the General Board

|  |     |
|--|-----|
| Response to the marking and assessment boycott | 773 |
|--|-----|

### Regulations for examinations

|  |     |
|--|-----|
| Theology, Religion, and Philosophy of<br>Religion Tripos                               | 774 |
| Master of Studies  | 778 |
| Leadership of Urban Digital Innovation for<br>Public Value for the M.St. Degree        | 778 |
| Postgraduate Certificate in Leadership of<br>Urban Digital Innovation for Public Value | 779 |
| Postgraduate Diploma in Leadership of<br>Urban Digital Innovation for Public Value     | 779 |
| Diplomas and Certificates open to<br>non-members of the University                     | 779 |

### Reports

|   |     |
|---|-----|
| Joint Report of the Council and the General<br>Board on an updated contribution reward<br>scheme for academic-related staff in Grade 12 | 780 |
| Report of the Council recommending<br>allocations from the Chest for 2023–24  | 782 |
| Report of the General Board on curatorial and<br>associated staff progression in certain museums  | 789 |

### Graces

|   |     |
|---|-----|
| Graces submitted to the Regent House<br>on 28 June 2023 | 790 |
|---|-----|

### Acta

|   |     |
|---|-----|
| Approval of Graces submitted to the<br>Regent House on 14 June 2023   | 790 |
| Congregation of the Regent House<br>on 21 June 2023: Honorary Degrees | 790 |

### *End of the Official Part of the 'Reporter'*

### Report of Discussion: 20 June 2023

|   |     |
|---|-----|
| Report of the Council on the introduction of<br>electronic voting in elections and other votes<br>of the Senate | 807 |
|---|-----|

### College Notices

|           |     |
|-----------|-----|
| Elections | 810 |
| Vacancies | 810 |

### Other Notices

|                                     |     |
|-------------------------------------|-----|
| Notice by the University Bellringer | 810 |
|-------------------------------------|-----|

### External Notices

|                |     |
|----------------|-----|
| Oxford Notices | 810 |
|----------------|-----|



UNIVERSITY OF  
CAMBRIDGE

## NOTICES

### Calendar

- 28 June, *Wednesday*. Scarlet day. Congregation of the Regent House at 9.30 a.m. (General Admission).  
 29 June, *Thursday*. Scarlet day. Congregation of the Regent House at 9.30 a.m. (General Admission).  
 30 June, *Friday*. Scarlet day. Congregation of the Regent House at 9.30 a.m. (General Admission).  
 1 July, *Saturday*. Scarlet day. Congregation of the Regent House at 9.30 a.m. (General Admission).  
 5 July, *Wednesday*. Congregation of the Regent House at 4 p.m. (Admission of the Vice-Chancellor).  
 11 July, *Tuesday*. Discussion by videoconference at 2 p.m. (see below).  
 21 July, *Friday*. Congregation of the Regent House at 10 a.m.  
 22 July, *Saturday*. Congregation of the Regent House at 10 a.m.  
 25 July, *Tuesday*. Discussion by videoconference at 2 p.m. (see below).

### Discussion on Tuesday, 11 July 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, 11 July 2023 at 2 p.m. The following items will be discussed:

1. Joint Report of the Council and the General Board, dated 28 June 2023, on an updated contribution reward scheme for academic-related staff in Grade 12 (p. 780).
2. Report of the Council, dated 28 June 2023, recommending allocations from the Chest for 2023–24 (p. 782).
3. Report of the General Board, dated 28 June 2023, on curatorial and associated staff progression in certain museums (p. 789).

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](http://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/).

### Additional Discussion on Tuesday, 25 July 2023

The Council has approved an addition to the schedule of Discussions in 2022–23, to enable a Report on a revised research misconduct procedure to be discussed at the earliest opportunity so that its recommendations can, if approved, be implemented from 1 October 2023. The additional Discussion will take place at 2 p.m. on Tuesday, 25 July 2023 by videoconference unless otherwise agreed.

## Grants from the Colleges Fund

22 June 2023

The Council has received the following report from the Colleges Fund Committee on grants made from the Colleges Fund. Under Regulation 4 of the Ordinance for the Fund (*Statutes and Ordinances*, p. 1089), it now publishes that report to the University.

1. The amount available in the Fund for distribution in 2022–23 is £5.354m.
2. The Colleges Fund Committee has approved the following grants to be paid in 2022–23:

|                        | 65% Guarantee | Balance | Total Grant |
|------------------------|---------------|---------|-------------|
|                        | £'000         | £'000   | £'000       |
| St Edmund's College    | 707           | 440     | 1,147       |
| Lucy Cavendish College | 707           | 440     | 1,147       |
| Hughes Hall            | 707           | 440     | 1,147       |
| Wolfson College        | 510           | 258     | 768         |
| Fitzwilliam College    | 508           | 411     | 919         |
| Darwin College         | 118           | 66      | 184         |
| Clare Hall             | 42            | 0       | 42          |

3. In response to the Covid-19 pandemic, the Committee agreed in December 2020 that Colleges which received a grant in 2020–21 would receive at least 90% of that grant in 2021–22 and 65% of that grant in 2022–23.

4. The remaining balance after the 65% allocation is calculated by taking account of the model of a 'standard' College with a basic requirement for endowment. The figures take account of the endowment requirements of the relevant Applicant College as estimated by the Committee's model having reference to numbers of undergraduate students, full-time equivalent postgraduate students, Fellows and College Teaching Officers.

5. The Committee has agreed that this will be the last grant available for operational purposes and the grant will revert back to its normal purpose of building the College's endowment in 2023–24.

6. The Colleges Fund Committee has not approved any exceptional grants in addition to the endowment-based grants listed above.

## Management and recording of annual leave

26 June 2023

A key driver for implementing new IT systems in the University is the need to reduce the administrative burden. To enable efficiencies gained through automation, processes need to be simplified, streamlined and harmonised wherever possible across the University.

With this in mind, the Council and the General Board have approved certain changes<sup>1</sup> to the way in which annual leave is currently managed. These changes will simplify the annual leave process and enable the functionality to be built in myHR, the new HR system, in a way that is most cost-effective and user friendly. The new functionality will also ensure annual leave is managed more consistently and accurately, resulting in greater equity and fairness, and will reduce the administrative burden for the Schools and Non-School Institutions. The three key changes are as follows:

- the annual leave year to become 1 October to 30 September for all staff (with the possible exception of some staff who have been transferred into the University under a transfer of undertakings (TUPE) arrangement);
- annual leave to be calculated in hours (not days) for all staff (although requests can continue to be expressed in days); and
- the maximum amount of annual leave that can be carried over from one leave year to the next to be capped at an equivalent in hours of five days (pro-rated for part-time staff) and used within four months of the beginning of the new leave year.

Institutions will be expected to use myHR to manage annual leave, and individuals will be encouraged to use it. These changes were made on the recommendation of the HR Committee, and endorsed by the University and Assistants Joint Board following detailed technical discussions between the trade unions and HR colleagues. Annual leave entitlement for the different staff groups will not change as a result of these adjustments to standardise process.

<sup>1</sup> These changes will take effect from 1 October 2024.

## Regent House membership for retired University staff: 15 August deadline

Under Special Ordinance A (i) (e), retired members of University staff who were previously on the Roll can reacquire Regent House membership (including, for example, those currently working as voluntary Directors of Research). To qualify, University staff:

- will have retired or be about to retire from an office or appointment in the University which previously qualified them for membership of the Regent House; *and*
- will not be eligible for membership of the Regent House in any other category, e.g. as a Fellow of a College; *and*
- will need to provide to the Registry by 15 August prior to the promulgation of the Roll each year written confirmation from their Head of institution that they are active participants in the University's affairs.

A form is available online at <https://www.governance.cam.ac.uk/governance/key-bodies/RH-Senate/Documents/RHmembershipforUnivstaff.pdf> for return to the Registry by email to [UniversityDraftsman@admin.cam.ac.uk](mailto:UniversityDraftsman@admin.cam.ac.uk) by **Tuesday, 15 August 2023**, for inclusion on the Roll from 6 November 2023.

## VACANCIES, APPOINTMENTS, ETC.

### Elections, appointments and grants of title

The following elections, appointments and grants of title have been made:

#### ELECTIONS

Professor Christopher Mark Wise, B.Sc., *Southampton*, Senior Director, Expedition Engineering, elected Visiting Professor from 3 April 2023 until 1 September 2024, assigned to the Department of Architecture.

Professor Min Ding, B.S., *Shanghai*, Ph.D., *Ohio State*, Ph.D., *Pennsylvania*, Bard Professor of Marketing and Affiliate Professor, Pennsylvania State University, elected Sandra Dawson Visiting Professor from 16 June 2023 until 15 July 2023, assigned to the Judge Business School.

#### APPOINTMENTS

##### University Professor (Grade 11)

*Law*. Dr Stephen Gilmore, LL.B., *Leicester*, LL.M., *Norwich*, M.St., *Oxford*, appointed from 1 September 2023 until the retiring age.

##### University Assistant Professors

*Archaeology*. Dr Sylvain Remi Thomas Lemoine, B.Sc., *Dijon, France*, M.Sc., *Strasbourg*, Ph.D., *Leipzig*, appointed from 1 September 2023 until the retiring age and subject to a probationary period of five years.

*Classics*. Dr Jane Elizabeth Rempel, B.A., *Ontario*, M.St., *Oxford*, Ph.D., *Michigan*, appointed from 1 September 2023 until the retiring age and subject to a probationary period of five years.

*Education*. Dr William John Farr, B.A., Pg.Cert.Ed., M.A., Ph.D., *Sussex*, appointed from 1 August 2023 until the retiring age and subject to a probationary period of five years.

*Engineering*. Dr Flavia Mancini, B.Sc., M.Sc., Ph.D., *Milano Bicocca*, appointed from 2 January 2024 until the retiring age and subject to a probationary period of five years. Dr Luca Sapienza, Laurea, *Padua*, Ph.D., *Paris*, appointed from 1 June 2023 until the retiring age and subject to a probationary period of five years.

*English*. Dr Emily Francis Senior, B.A., M.A., *Cardiff*, Ph.D., *Warwick*, P.G.C.E., *Birkbeck*, appointed from 1 September 2023 until the retiring age.

*Genetics*. Dr Kate Susan Baker, B.V.Sc., *Melbourne*, Ph.D., *N*, FHEA., *Liverpool*, appointed from 1 July 2023 until the retiring age and subject to a probationary period of five years.

*Land Economy*. Dr Emily Webster, LL.B., *Bournemouth*, LL.M., Ph.D., *King's College London*, appointed from 1 June 2023 until the retiring age and subject to a probationary period of five years.

*Law*. Dr Jennifer Cobbe, LL.B., *Hull*, LL.M., Ph.D., *Belfast*, appointed from 1 September 2023 until the retiring age and subject to a probationary period of five years. Dr Rory Jacob Alexander Gregson, B.A., *CHR*, B.C.L., M.Phil., D.Phil., *Oxford*, appointed from 1 October 2023 until the retiring age and subject to a probationary period of five years. Dr Stefan Theil, Dipl.-Jur., *Bayreuth*, LL.M., *University College London*, Ph.D., *F*, appointed from 1 October 2023 until the retiring age and subject to a probationary period of five years. Dr Sophie Marie Turenne, LL.B., Ph.D., *Paris*, appointed from 1 October 2023 until the retiring age and subject to a probationary period of five years.

*Physics*. Dr Matthew William Kenzie, B.Sc., *Durham*, M.Sc., Ph.D., *Imperial*, appointed from 24 April 2023 until the retiring age and subject to a probationary period of five years.

##### Departmental Secretaries

*Education*. Ms Amanda Ella Ward, B.Sc., *Durham*, P.G.C.E., *HO*, appointed from 18 April 2023 until the retiring age and subject to a probationary period of six months.

## GRANTS OF TITLE

**Affiliated Professor**

*Divinity.* Dr Philippa Hoskin has been granted the title of Affiliated Professor from 21 March 2023 for five years.

**Affiliated Lecturers**

*Biology.* Dr Karolina Kuberska has been granted the title of Affiliated Lecturer from 1 October 2023 for one year. Dr Barry Coughlan has been granted the title of Affiliated Lecturer from 1 October 2023 for a further one year.

*Divinity.* Dr Julia Ann Snyder, Mr Christopher Wadibia, Mr Robert Stephen Walker, *F*, and Dr Annalisa Wilson have been granted the title of Affiliated Lecturer from 1 October 2023 for two years. Dr Richard Arthur Davis, Dr Olga Fabrikant-Burke, *T*, Revd Andrew Goddard, Dr Alison Gray, Mr Judson David Greene, *JE*, Revd Dr Stephen Hampton, Dr Dragos Herescu, Mr David Nicol Gordon MacLeod, Mr Christopher Pemberton, Dr Kim Philips, Revd Dr Stephen John Plant, *TH*, Dr Adam Ployd and Dr Giles Waller have been granted the title of Affiliated Lecturer from 1 October 2023 for a further two years.

*Genetics.* Dr Karen Lipkow has been granted the title of Affiliated Lecturer from 1 October 2023 for two years.

*Pathology.* Dr Paul Waring has been granted the title of Affiliated Lecturer from 1 October 2023 for two years. Dr Thomas David Brown has been granted the title of Affiliated Lecturer from 1 October 2023 for a further two years.

*Physiology, Development and Neuroscience.* Dr Andrea Dimitracopoulos, *JN*, has been granted the title of Affiliated Lecturer from 1 October 2023 for two years. Dr Colin Roberts, *SID*, Mr Thomas Santarius and Ms Annita Shelley have been granted the title of Affiliated Lecturer from 1 October 2023 for a further two years.

*Plant Sciences.* Dr Michael Harfoot and Professor Jon Napier have been granted the title of Affiliated Lecturer from 1 October 2023 for a further two years.

*Politics and International Studies.* Dr Thant Mying-U has been granted the title of Affiliated Lecturer from 1 February 2023 for one year.

*Psychology.* Dr Chiara Guiliano, *HO*, and Dr Emma Jane Louise Weisblatt, *SID*, have been granted the title of Affiliated Lecturer from 1 October 2023 for two years. Professor Johan Bolhuis, *CTH*, Dr Georgina Browne, Dr Alexander David Clarke, Dr Andrea Greve, Dr Sarah Lloyd-Fox, Dr Sharon Morein-Zamir, Dr Andrew Thwaites, *CL*, and Dr Emma Woodberry have been granted the title of Affiliated Lecturer from 1 October 2023 for a further two years.

**NOTICES BY THE GENERAL BOARD****Response to the marking and assessment boycott**

22 June 2023

In the last few weeks, the General Board has received queries from a number of Chairs of Examiners, and their equivalents, about their options where their students have a complete sets of marks but, due to the marking and assessment boycott, some Examiners may not attend the final Examiners' meeting. After much reflection, the General Board has agreed to use, on a case-by-case basis and applying specific limited criteria, its existing ability under Regulation 1 of the Ordinance for the Approval of Class-lists (*Statutes and Ordinances*, p. 258) to allow the final meeting of the Examiners to take place without all Examiners being present.

The Board expects this measure to enable approximately 150 students who might otherwise have been affected by the boycott to obtain their qualifications over the summer. It is worth emphasising that this measure will only apply in some subjects and where every piece of a student's work has been marked, so it will not help the vast majority of students. All work will have been fully assessed and there will be no compromise to academic standards. This action is therefore consistent with the outcome of the recent Regent House ballots (*Reporter*, 6700, 2022–23, p. 667).

The Board has been monitoring developments on the industrial action, with the hope of progress towards a negotiated outcome, but this is looking unlikely in time for these students. In light of this, the Board has responded to these requests from Chairs of Examiners, to exercise this ability to help those students most in need. This, after all, is the group of students whose university experience has already been so severely affected in recent years. The Board considers this to be a proportionate response which reflects the scale of the impact on students who cannot otherwise obtain their qualifications.

Chairs of Examiners (and their equivalents) and Chairs of Faculty Boards will be contacted directly with information about how to make a formal request to the General Board.

**REGULATIONS FOR EXAMINATIONS****Theology, Religion, and Philosophy of Religion Tripos***(Statutes and Ordinances, p. 433)***With effect from 1 October 2023**

The General Board, on the recommendation of the Faculty Board of Divinity, has approved amendments to the Theology, Religion, and Philosophy of Religion Tripos. The changes provide greater flexibility in assessment and paper subjects and although the regulations have been rewritten for clarity, the substance of the course remains the same. The revised regulations, effective from 1 October 2023, are as follows:

**THEOLOGY, RELIGION, AND PHILOSOPHY OF RELIGION TRIPOS**

1. The Theology, Religion, and Philosophy of Religion Tripos shall consist of three Parts: Part I, Part II A, and Part II B.
2. Public notice of all the variable papers available for examination in any year shall be given by the Faculty Board of Divinity before the end of the Lent Term of the year next preceding the examination; provided that the Board shall have the power of subsequently issuing amendments if they have due reason for doing so and if they are satisfied that no student's preparation for the examination is adversely affected. The Faculty Board shall have power when they give notice of the variable papers selected for a particular examination to announce any restriction on the combination of papers that a candidate may offer.
3. The Faculty Board of Divinity shall have power to issue supplementary regulations defining or limiting all or any of the subjects of the examinations and to publish lists of books or of documents. The Faculty Board shall also have power to alter such supplementary regulations and such lists, due care being taken that sufficient notice is given of any change.
4. The following may present themselves as candidates for honours in Part I:
  - (a) a student who has not obtained honours in an Honours Examination, provided that the student has kept one term and that three complete terms have not passed after the student's first term of residence;
  - (b) a student who has obtained honours in an Honours Examination in the year next after so obtaining honours, provided that the student has kept four terms and that twelve complete terms have not passed after the student's first term of residence.
5. A student who has obtained honours in another Honours Examination may be a candidate for honours in Part II A, in the year after so obtaining honours, provided that the student has kept four terms and that twelve complete terms have not passed after the student's first term of residence.
6. A student who has obtained honours in any Honours Examination other than Part I of the Theology, Religion, and Philosophy of Religion Tripos may be a candidate for honours in Part II B, in the year after so obtaining honours, provided that the student has kept seven terms and that fifteen terms have not passed after the student's first term of residence.
7. No student shall be a candidate for more than one Part, or for one Part and also for another Honours Examination, in the same term.
8. No student who has been a candidate for any Part shall again be a candidate for the same Part.
9. A candidate shall not offer in any Part of the Tripos a paper that the candidate has previously offered in another University Examination.
10. The Faculty Board shall nominate such number of Examiners as they may deem sufficient for each Part of the Tripos.
11. The Faculty Board may also nominate such number of Assessors as they may deem necessary for either Part of the Tripos. Assessors shall be responsible for setting the paper or papers in the subjects assigned to them by the Examiners, for looking over the work of the candidates therein, and for presenting such reports to the Examiners as may be required by them. Assessors may be summoned to meetings of the Examiners for the purpose of consultation and advice, but shall not be entitled to vote.
12. The questions proposed by each Examiner and Assessor shall be submitted to the whole body of Examiners for approval.
13. The Examiners shall take account of a candidate's performance in an additional elective paper, or in the weaker of two papers either of which may be deemed to have been taken as an additional paper, only in so far as it is to the candidate's advantage. They shall not exclude a candidate from any class on the ground that the candidate has not offered an additional paper.

**14.** (a) A candidate who, in accordance with Regulation 24(d) or Regulation 25(e), wishes to offer a dissertation shall apply, giving the title of the proposed topic, to the Secretary of the Faculty Board not earlier than the beginning of the Easter Term and not later than the first Monday of the Full Michaelmas Term in the calendar year next preceding the examination. The Secretary shall inform the candidate as soon as possible, and in any case before the end of Full Michaelmas Term, whether the topic has been approved by the Faculty Board.

(b) No change shall be made in the topic of a candidate's dissertation after the end of Full Michaelmas Term, but the Faculty Board shall have power to approve minor changes of wording in the title which clarify or define more precisely the scope of a topic previously approved, provided that such changes are submitted to the Secretary of the Faculty Board by the division of the Lent Term.

(c) A dissertation, which shall be of not more than 10,000 words (inclusive of notes and footnotes used to convey information, comment, or analysis, but exclusive of bibliography and footnotes which act simply as references), shall be sent to the Secretary of the Faculty Board so as to arrive not later than the third Monday of the Full Easter Term in which the examination is to be held, together with a written declaration that it is the candidate's own original work and that it does not contain material already used to any substantial extent for a comparable purpose.

(d) The dissertation shall be submitted under detailed arrangements approved by the Faculty Board. The Examiners shall have power to examine a candidate *viva voce* on the dissertation and on the general field of knowledge in which it falls.

**15.** There shall be separate class-lists for each Part. The names of successful candidates in each Part shall be arranged in alphabetical order in three classes, with the second class being divided. The Examiners may affix a special mark to the names of those candidates whose work is in their opinion of special distinction.

**16.** The papers for the Theology, Religion, and Philosophy of Religion Tripos, which shall be divided into Groups A, B, and C, shall be as follows:

#### GROUP A

Paper A1. Scriptural languages and texts:

- A. (Hebrew)
- B. (Greek)
- C. (Sanskrit)
- D. (Arabic)

Paper A2. David: Israel's greatest hero?

Paper A3. Jesus and the origins of the Gospel

Additional variable papers on topics in theology, religion and the philosophy of religion specified by the Faculty Board, of which at least six will be available for examination in any given year.

#### GROUP B

Paper B1. Intermediate scriptural languages and texts:

- A. (Hebrew)
- B. (Greek)
- C. (Sanskrit)
- D. (Arabic)

Additional variable papers on topics in theology, religion and the philosophy of religion specified by the Faculty Board, of which at least ten will be available for examination in any given year.

#### GROUP C

Paper C1. Advanced scriptural languages and texts:

- A. (Hebrew)
- B. (Greek)
- C. (Sanskrit)
- D. (Arabic)

Additional variable papers on topics in theology, religion and the philosophy of religion specified by the Faculty Board, of which at least twelve will be available for examination in any given year.

**17.** Each paper shall be of three hours' duration, provided that the Faculty Board shall have power to specify a paper or papers from any group which shall be examined by an alternative mode of assessment, in accordance with the provisions of Regulation 18.

**18.** The alternative mode of assessment for any paper specified by the Faculty Board under Regulation 17 shall consist of *either* (a) the submission of two essays *or* (b) a two-hour examination and an essay of not more than 2,000 words in length. Where two essays are submitted under (a), the length of each essay shall be, for a candidate in Part I, not more than 3,000 words in length and, for candidates in Parts IIA and IIB, not more than 5,000 words in length. In all cases, word limits shall include notes and footnotes used to convey information, comment, or analysis, but exclude bibliography and footnotes which act simply as references. Candidates shall be required to declare that the essays are the candidate's own work. The essays shall be submitted through the candidate's Director of Studies to the Secretary of the Faculty Board in accordance with detailed arrangements approved by the Board.

**19.** Every candidate who offers a paper in which there is a choice of subject shall take only one of the subject papers (except as provided for in Regulations 21(a), 22(a), 24(b), and 25(b)); the candidate's examination entry shall state which subject the candidate intends to offer.

**20.** A candidate for Part I shall offer:

- (a) one language from Paper A1;
- (b) *either* Paper A2 *or* Paper A3; and
- (c) three other papers chosen from Group A;

provided that

- (i) a candidate who has previously obtained honours in the Classical Tripos or the Asian and Middle Eastern Studies Tripos may not offer in Paper A1 a language in which the candidate has previously offered a paper in an Honours Examination;
- (ii) a candidate may not offer more than two papers which have been specified by the Faculty Board under Regulation 17.

**21.** A student who is a candidate for Part IIA in the year next after obtaining honours in Part I of the Theology, Religion, and Philosophy of Religion Tripos shall offer four papers chosen from Group B, provided that

- (a) a candidate who so wishes may offer as an additional paper either a second language from Paper A1 other than the one the candidate offered in Part I or a second language from Paper B1, if the candidate is offering that Paper;
- (b) a candidate may not offer more than two papers which have been specified by the Faculty Board under Regulation 17;
- (c) not more than one paper in the same language may be offered.

**22.** A student who is a candidate for Part IIA in the year next after obtaining honours in an Honours Examination other than Part I of the Theology, Religion, and Philosophy of Religion Tripos or who is an Affiliated Student shall offer four papers, including:

- (a) Paper A1, unless the candidate either (i) is exempted from this requirement under the provisions of Regulation 26, or (ii) offers Paper B1 under section (c) of this regulation;
- (b) one paper in biblical studies chosen from Group B; and
- (c) *either* (i) two other papers chosen from Group B, if the candidate offers Paper A1, or (ii) three other papers chosen from Group B;

provided that

- (i) a candidate who so wishes may offer as an additional paper (1) another Paper chosen from Group B, or (2) if the candidate is exempt from the requirement to offer Paper A1, a language from Paper A1 other than that for which exemption has been granted; or (3) if the candidate offers Paper B1, a second language from Paper B1;
- (ii) a candidate who has previously obtained honours in the Classical Tripos or the Asian and Middle Eastern Studies Tripos may not offer in Paper A1 a language in which the candidate has previously offered a paper in an Honours Examination;
- (iii) a candidate may not offer more than two papers which have been specified by the Faculty Board under Regulation 17;
- (iv) not more than one paper in the same language may be offered.

**23.** A student who is a candidate for Part IIA in the year next after obtaining honours in an Honours Examination other than Part I of the Theology, Religion, and Philosophy of Religion Tripos and who has kept seven terms shall offer four papers chosen from Group B, provided that

- (a) a candidate who so wishes may offer as an additional paper another paper chosen from Group B;
- (b) a candidate who so wishes may offer Paper A1 instead of Paper B1;
- (c) a candidate who has previously obtained honours in the Classical Tripos or the Asian and Middle Eastern Studies Tripos may not offer in Paper A1 a language in which the candidate has previously offered a paper in an Honours Examination;
- (d) a candidate may not offer more than two papers which have been specified by the Faculty Board under Regulation 17;
- (e) not more than one paper in the same language may be offered.

**24.** A student who is a candidate for Part IIB in the year next after obtaining honours in Part IIA under Regulations 22 or 23 shall offer four papers chosen from Group C, provided that

- (a) a candidate who offered paper A1 in Part IIA may offer Paper B1 in the same language instead of Paper C1 as one of the papers chosen from Group C;
- (b) a candidate may offer as an additional paper, either a language from Papers A1 or B1 which the candidate has not previously offered, or a second language from Paper C1, if the candidate is offering that paper, or one further paper chosen from Group C;
- (c) no candidate may offer more than two papers which have been specified by the Faculty Board under Regulation 17;
- (d) a candidate may offer a dissertation on a topic approved by the Faculty Board in place of one paper chosen from Group C. Such a candidate may not offer more than one paper which has been specified by the Faculty Board under Regulation 17;
- (e) not more than one paper in the same language may be offered.

**25.** A student who is a candidate for Part IIB in the year next after obtaining honours in an Honours Examination other than Part I or Part IIA of the Theology, Religion, and Philosophy of Religion Tripos or who is an Affiliated Student shall offer four papers from Group C, provided that

- (a) a candidate may offer Paper B1 in the same language instead of Paper C1 as one of the papers chosen from Group C;
- (b) a candidate may offer as an additional paper, (i) a language from Papers A1 or B1 which the candidate has not previously offered, or (ii) a second language from Paper C1, if the candidate is offering that paper, or (iii) one further paper chosen from Group C;
- (c) a candidate who has previously obtained honours in the Classical Tripos or the Asian and Middle Eastern Studies Tripos may not offer in Paper A1 a language in which the candidate has previously offered a paper in an Honours Examination;
- (d) no candidate may offer more than two papers which have been specified by the Faculty Board under Regulation 17;
- (e) a candidate may offer a dissertation on a topic approved by the Faculty Board in place of one paper chosen from Group C. Such a candidate may not offer more than one paper which has been specified by the Faculty Board under Regulation 17;
- (f) not more than one paper in the same language may be offered.

**26.** The Faculty Board shall have power to exempt from the requirement to offer a language from Paper A1 any candidate for Part IIA under Regulation 24 who produces evidence that the candidate has done work of a satisfactory standard in Greek or in Hebrew or in Sanskrit or in Arabic, whether in Cambridge or elsewhere. Such a candidate shall not offer in Part IIA Paper A1 in the language in which they have gained exemption. Any application for exemption shall be sent through the candidate's Director of Studies to the Secretary of the Faculty Board so as to arrive not later than the first Monday of the Full Michaelmas Term next preceding the examination, and shall include details of the applicant's qualifications. The Secretary shall inform the candidate's Director of Studies as soon as possible, and in any case by the division of the Michaelmas Term, whether the application has been approved.

## SUPPLEMENTARY REGULATIONS

### **With effect from 1 October 2023**

The Faculty Board of Divinity gives notice of the withdrawal of the supplementary regulations for the Theology, Religion, and Philosophy of Religion Tripos.

## Master of Studies

(*Statutes and Ordinances*, p. 554)

The General Board, on the recommendation of the Strategic Committee of the Institute of Continuing Education and the Degree Committees concerned, has approved the amendment of the Schedule to Regulation 5 of the General Regulations for the degree of Master of Studies to add two courses approved for flexible study,<sup>1</sup> as follows:

### SCHEDULE

#### With effect from 1 October 2022

Sustainability Leadership

#### With effect from 1 September 2026

Leadership of Urban Digital Innovation for Public Value

<sup>1</sup> See *Reporter*, 6655, 2021–22, p. 467 and the Notice immediately below.

## Leadership of Urban Digital Innovation for Public Value for the M.St. Degree

### With effect from 1 September 2026

The General Board, on the recommendation of the Faculty Board of Engineering, has approved Leadership of Urban Digital Innovation for Public Value as a subject of study for the degree of Master of Studies from 1 September 2026. Special regulations have been approved as follows:

#### LEADERSHIP OF URBAN DIGITAL INNOVATION FOR PUBLIC VALUE

The scheme of examination for the course of study in Leadership of Urban Digital Innovation for Public Value for the degree of Master of Studies shall be as follows:

1. For the purpose of the general regulations for the degree, the Degree Committee concerned with the examination shall be the Degree Committee for the Faculty of Engineering.
2. The course of study shall be of up to thirty-one months' duration.
3. The examination shall consist of:
  - (a) three written essays, each of no more than 4,000 words in length, and each on a topic approved by the Degree Committee;
  - (b) an oral group project presentation on a topic approved by the Degree Committee;
  - (c) one further written essay, of no more than 4,000 words in length, on a topic approved by the Degree Committee;
  - (d) two written group essays, each of no more than 6,000 words in length, and each on a topic approved by the Degree Committee;
  - (e) an oral group project presentation on one of the written group submissions on a topic approved by the Degree Committee; and
  - (f) a dissertation of not less than 10,000 words in length and not more than 12,000 words in length, including footnotes and appendices but excluding a bibliography, on a subject approved by the Degree Committee. The assessment of the dissertation will include an oral presentation of the project work on which the dissertation is based.
4. The Examiners may recommend to the Degree Committee that it recommends the award of the Postgraduate Diploma to a candidate who has satisfactorily completed the requirements under Regulations 3(a)–(e) and who has not completed or fails to reach the required standard for the dissertation under Regulation 3(f).

## Postgraduate Certificate in Leadership of Urban Digital Innovation for Public Value

**With effect from 1 September 2024**

The General Board, on the recommendation of the Faculty Board of Engineering, has approved the Postgraduate Certificate in Leadership of Urban Digital Innovation for Public Value as a course of study with effect from 1 September 2024. Regulations for the Postgraduate Certificate have been approved as follows:

### POSTGRADUATE CERTIFICATE IN LEADERSHIP OF URBAN DIGITAL INNOVATION FOR PUBLIC VALUE

1. The Postgraduate Certificate in Leadership of Urban Digital Innovation for Public Value shall be administered by the Faculty of Engineering.
2. The course of study shall be of up to eleven months' duration.
3. The scheme of examination shall consist of the following:
  - (a) three written essays, each of no more than 4,000 words in length, and each on a topic approved by the Degree Committee for the Faculty Board of Engineering; and
  - (b) an oral group project presentation on a topic approved by the Degree Committee.

## Postgraduate Diploma in Leadership of Urban Digital Innovation for Public Value

**With effect from 1 September 2025**

The General Board, on the recommendation of the Faculty Board of Engineering, has approved the Postgraduate Diploma in Leadership of Urban Digital Innovation for Public Value as a course of study with effect from 1 September 2025. Regulations for the Postgraduate Diploma have been approved as follows:

### POSTGRADUATE DIPLOMA IN LEADERSHIP OF URBAN DIGITAL INNOVATION FOR PUBLIC VALUE

1. The Postgraduate Diploma in Leadership of Urban Digital Innovation for Public Value shall be administered by the Faculty of Engineering.
2. The course of study shall be of up to twenty-one months' duration.
3. The scheme of examination shall consist of the following:
  - (a) three written essays, each of no more than 4,000 words in length, and each on a topic approved by the Degree Committee for the Faculty Board of Engineering;
  - (b) an oral group project presentation on a topic approved by the Degree Committee;
  - (c) one further written essay, of no more than 4,000 words in length, on a topic approved by the Degree Committee;
  - (d) two written group essays, each of no more than 6,000 words in length, and each on a topic approved by the Degree Committee; and
  - (e) an oral group project presentation on one of the written group submissions on a topic approved by the Degree Committee.
4. The Examiners may recommend to the Degree Committee that it recommends the award of the Postgraduate Certificate to a candidate who has satisfactorily completed the requirements under Regulations 3(a) and (b) and who has not completed or fails to reach the required standard under Regulations 3(c)–(e).

## Diplomas and Certificates open to non-members of the University

*(Statutes and Ordinances, p. 596)*

**With effect from 1 October 2023**

The General Board, on the recommendation of the Faculty Board of Engineering, has approved the addition of two new courses to the Schedule (see the Notices above), as follows:

By adding a Postgraduate Diploma and a Postgraduate Certificate to the Schedule as follows:

*Diplomas*

*Faculty of Engineering*

Postgraduate Diploma in Leadership of Urban Digital Innovation for Public Value

*Certificates*

*Faculty of Engineering*

Postgraduate Certificate in Leadership of Urban Digital Innovation for Public Value

## REPORTS

## Joint Report of the Council and the General Board on an updated contribution reward scheme for academic-related staff in Grade 12

The COUNCIL and the GENERAL BOARD beg leave to report to the University as follows:

1. This Report proposes changes to the reward scheme for all academic-related staff at Grade 12, including Directors of Divisions in the Unified Administrative Service (UAS) and some Grade 12 staff in other Non-School Institutions.<sup>1</sup>

2. The scheme was implemented following the approval of the recommendations of the Second Joint Report of the Council and the General Board on a new pay and grading structure for non-clinical staff (see Annex 9: *Reporter*, 6002, 2004–05, p. 745). There has been no substantial review of the scheme since then. Prompted by recommendations from the Vice-Chancellor's Advisory Committee for Contribution Increments for Non-Academic Officers in the Professorial Grade 12, the HR Committee put forward a revised scheme, which the Council and the General Board approved in June 2023. The criteria for the new scheme are set out in Annex A.

3. The Council and the General Board consider that reward schemes have considerable value in helping to address the challenges associated with the recruitment and retention of University staff. This is particularly relevant for those in senior professional service roles, where contribution increments offered under the scheme may be the only means of obtaining a pay rise (other than through nationally negotiated annual pay awards). They also help to ensure that staff receive recognition when their performance has been exceptional, thereby ensuring their continued motivation and commitment to the University.

4. The following changes to the current scheme are proposed:

- (a) For the scheme to become an annual exercise rather than a biennial one. This would bring it into line with the Contribution Reward Scheme for Academic-Related and Assistant staff in Grades 1 to 11 (CRS 1–11), which runs annually. While it would iterate more frequently than the biennial Professorial Pay Review scheme, anecdotally there are more significant recruitment and retention challenges affecting this group of staff (as well as staff in lower grades). Scheme guidance would be redrafted to emphasise that awards in consecutive years would only be granted in exceptional circumstances;
- (b) For staff to be eligible for consideration who have been in post and performing their duties at the current grade normally for at least one year (as opposed to two years) prior to the effective date of the award;
- (c) To allow non-consolidated payments to be made especially in circumstances where (i) an individual has reached the top spine point for their band within Grade 12, which means they have no means of progressing their pay, or (ii) an individual has excelled in relation to a short-term piece of work (such as a major but finite project) but does not meet the criterion for exceptional contribution. To keep them in line with CRS 1–11, these could be called single contribution payments and be an award of 3% of salary *pro rata* (broadly equivalent to the value of one increment);

(d) Although the award of up to two increments would continue to be the normal upper threshold, to allow for the possibility of an award of up to three increments in exceptional circumstances, such as ones relating to potential equal pay or relativities issues (up to three increments is allowable under the current CRS 1–11 scheme);

(e) In the absence of a budget for this scheme, to note in the guidance that approximately 20% of eligible staff might be expected to be nominated/nominate themselves for an award each year. The rationale for including this percentage is that it is a fairly typical expectation of the number of staff who are performing outstandingly in any organisation;

(f) Rather than the scheme being an applications-led process, for it to become primarily a management- or nominations-led one, whereby all those who line-manage Grade 12 staff are invited to put forward staff for an award who meet the scheme criteria (see Annex A). All eligible academic-related Grade 12 staff can still put themselves forward for an award, but will need to do so following discussion with their line manager. This change would align the scheme more closely with other reward and progression schemes designed for senior managers in most organisations, rather than the appropriate scheme for academics (who are applying for recognition that they meet the standards of excellence, for example, in the areas of research, teaching and service rather than being evaluated on whether they have performed outstandingly in their role);

(g) For completion of a Staff Development Review (SDR) to be strongly recommended as a major source of justification for staff to be nominated for an award. Recognition of this will be added to the relevant form (the PD32). This will make the link between evidence of strong performance and reward more explicit;

(h) For a fuller set of criteria for an award to be produced, replacing the sole (though key) criterion relating to 'sustained contribution'. The revised criteria are set out in Annex A. These take account of the observations made by the Vice-Chancellor's Advisory Committee at its meeting on 31 January 2022, for example, about widening recognition of someone's contribution beyond their departmental setting to the whole University, as well as some suggested by the HR Committee;

(i) To encourage more vigilance over equality, diversity and inclusion (EDI) considerations in connection with this scheme, for each line manager who manages Grade 12 staff to receive a report at the start of the process indicating the EDI profile of the staff they manage, showing how that profile compares with the EDI profile for all staff at this level (academic-related Grade 12), and when each member of staff last received any incremental

<sup>1</sup> Pro-Vice-Chancellors and the Heads of the Schools do not fall under the remit of this scheme but instead under the Professorial Pay Review (PPR) scheme.

award. This information can help inform managerial decisions about who to put forward for an award. The Reward Team will provide an analysis of the data on total nominations compared to successful nominations to the Council's Remuneration Committee each year for review;

- (j) The title of the decision-making body for awards will be updated to the Vice-Chancellor's Advisory Committee for Awards to Professional Services Staff (Grade 12).

5. Currently, around 100 staff are eligible for awards under the scheme. Under the proposed new arrangements, the annual costs are estimated to be in the region of £100k,

compared to costs of approximately £50k per year for the existing scheme. These figures exclude on-costs, such as pension contributions, which would also be payable. If non-consolidated payments are approved, these would be an in-year rather than an ongoing cost. The Council and the General Board do not consider these costs to be significant, bearing in mind the expense and impact of high staff turnover.

6. If the recommendations of this Report are approved before the beginning of Michaelmas Term 2023, the changes will be implemented and guidance updated in time for the launch of the next iteration of the scheme later that term.

**7. The Council and the General Board recommend** that a new Contribution Reward Scheme for Professional Services Staff in Grade 12, as described in paragraph 4 of this Report and including the revised criteria as set out in Annex A, be approved.

28 June 2023

ANTHONY FREELING,  
*Acting Vice-Chancellor*  
ZOE ADAMS  
ZAYNAB AHMED  
MADELEINE ATKINS  
GAENOR BAGLEY  
SAM CARLING

ANTHONY DAVENPORT  
JOHN DIX  
SHARON FLOOD  
HEATHER HANCOCK  
LOUISE JOY  
ANN KAMINSKI  
SCOTT MANDELBROTE

SALLY MORGAN  
SHARON PEACOCK  
PIPPA ROGERSON  
JASON SCOTT-WARREN  
ANDREW WATHEY  
MICHAEL SEWELL  
PIETER VAN HOUTEN

28 June 2023

ANTHONY FREELING,  
*Acting Vice-Chancellor*  
MADELEINE ATKINS  
NEVE ATKINSON

TIM HARPER  
ELLA MCPHERSON  
PATRICK MAXWELL  
NIGEL PEAKE

EMILY SO  
PIETER VAN HOUTEN  
BHASKAR VIRA  
JOCELYN WYBURD

## ANNEX A

The following revised criteria would be adopted on approval of this Report's recommendations, replacing the current scheme as set out in Annex 9 of the Second Joint Report of the Council and the General Board on a new pay and grading structure for non-clinical staff (*Reporter*, 6002, 2004–05, p. 745).

### Contribution Reward Scheme for Professional Services Staff in Grade 12

In nominating staff/making an application for an award, the following criteria should be addressed:

1. Where the case is made for the recurrent award of one, two or three increments for exceptional contribution:
  - (a) in what ways that contribution has been exceptional;
  - (b) as well as commenting on *what* has been achieved (for instance, in exceeding expectations in meeting set objectives), explain *how* that has been achieved (for instance, in role-modelling one or more of the professional services' staff values);
  - (c) explain how the individual's contribution has impacted the wider University and its core mission, in addition to their achievements within their own department/institution. Where appropriate, this may include contributions made to the collegiate University and/or beyond the University;
  - (d) confirm that a Staff Development Review (SDR) has been conducted which supports the nomination (or at the very least that feedback has been given to the individual being nominated/the individual has been in receipt of recent feedback).
2. Where the case is made for an award broadly equivalent to one increment (c. £3,000) in relation to a non-recurrent contribution:
  - (a) why that contribution has exceeded expectations;
  - (b) commentary on the *how* as well as the *what*, as for 1(b);
  - (c) commentary on impact on the wider University/collegiate University/beyond the University, as for 1(c);
  - (d) confirmation that an SDR has been conducted/feedback given, as for 1(d).

## Report of the Council recommending allocations from the Chest for 2023–24

The COUNCIL begs leave to report to the University as follows:

### Background and context

1. The Council is required to make an annual Report to the Regent House recommending allocations from the Chest to Schools, institutions and centrally managed funds. The Chest allocations and associated Chest expenditure cover the majority of the recurrent pay costs of the University's academic and professional services posts; however, Chest financial information excludes all research activity, some teaching activity and some other activities. It therefore presents a minority of the total Academic University financial base and proportionally more of the deficit-generating activities compared to the total Academic University position.

2. The 2022–23 Allocations Report noted that the University forecasts using two different approaches; a bottom-up, Chest-focused planning process linked to available funding sources, and a top-down, overall cash-flow model built from most recent actual results. Enhanced Financial Transparency (EFT), once the new finance system has been brought in, will align bottom-up and top-down planning, meaning institutions can plan on an EFT basis and strategic modelling (at the level of the Finance Committee) can be transparently reconciled to the bottom-up approach. During the years before the finance system is brought in, EFT information will begin to incorporate bottom-up information – where material – to align to Ten-Year Model (TYM) projections. However, until the new finance system is brought in, institutions will need to continue to rely on planning that is focused on the Chest.

3. The Council reported to the Regent House in December 2022 on the transition to EFT and the gradually diminishing part that the Chest (now only 35–40% of the financial activity of the Academic University) will play in the University's future budgeting process. The recommendations of that Report (approved by Grace 2 of 8 March 2023) will permit preliminary changes to the University's Statutes which support the ongoing oversight of the University's budget by the Regent House. However, the Council notes that these changes do not commit the University to the adoption of EFT or the removal of the Chest as a central part of the University's financial structures, which would need to be approved by separate Grace(s).<sup>1</sup>

4. The Finance Committee has agreed a roadmap for the implementation of EFT through the replacement of the University Finance System (CUFS) and a new chart of accounts, designed to provide improved access to management information. In the meantime, Schools and Non-School Institutions (NSIs) will continue to be resourced, in part, via Chest allocations, with the Council continuing to make an annual Report recommending allocations from the Chest to Schools, NSIs and centrally managed funds. The Chest allocations Report will be made in the context of both the total Academic University position and the financial outlook of the University Group (including Cambridge University Press & Assessment).

<sup>1</sup> Chest income comprises unrestricted general income to the University principally from Research England and the Office for Students, student fees and endowment income, and a share of the 'overhead' element from research grant income, which is brought into the Chest to offset costs incurred in support of research. Non-Chest income consists principally of research grants, trust funds and other restricted funds, specific donations and trading activity carried out by departments and institutions. It is, for the most part, received and managed directly by relevant local institutions.

<sup>2</sup> Full economic costing. As part of the Reshaping our Estate analysis the University will gain improved information on space usage. This will assist the University in ensuring that the allocation of related overheads under TRAC guidelines for Research remains representative.

<sup>3</sup> <https://www.officeforstudents.org.uk/news-blog-and-events/press-and-media/university-finances-generally-in-good-shape-but-risks-include-over-reliance-on-international-recruitment/>.

### The Academic University's financial position

#### Ten-Year Model

5. The University Group as a whole (including Press & Assessment) continues to generate a material annual cash-flow surplus from its operations and distributions from the endowment. Nevertheless, the proposed 2023–24 Budget for just the Academic University indicates a marked deterioration in financial performance, and growth in costs continues to outpace income. This results largely from the external environment of exceptional inflationary cost pressures and the associated staff pay agreement. The TYM now indicates an overall deficit of around £40m for 2023–24; the equivalent projection in last year's Report was an overall deficit of £23m.

6. The projections in the latest version of the TYM suggest a recovery to a more balanced position by 2027, as energy costs decline from their current levels and the University benefits from lower pension contribution requirements. This improvement alone is not expected to be sufficient for the Academic University to achieve a cash-flow surplus from its core academic operations (the mid-term ambition, to provide headroom for renewal and academic investment) and there are risks that inflation remains higher than modelled.

7. The established ambition of a sustainable annual cash-flow surplus from core academic operations remains achievable in the medium term, provided appropriate revenue growth is secured, costs kept under control and, in particular, that planned cost-saving programmes which do not reduce the academic potential of the University, are delivered. A failure to deliver a cash surplus from core academic operations leaves the University substantially reliant on Press & Assessment and philanthropy for the capital it needs for investment to remain a world-leading university.

8. Furthermore, the cost base of the University (which is high compared to other UK universities) means that less resource is available for investment and also results in high fEC charges of research funding, creating problems for researchers who have capped grants.<sup>2</sup>

9. The Academic University's position is consistent with the Office for Students' (OfS) annual report on financial sustainability in English universities, which highlights the impact of inflation on costs and challenges in growing income to meet increasing costs, and in meeting investment needs for facilities and environmental policies, with an expected reduction in financial performance across the sector.<sup>3</sup>

10. The projected, overall operating cash-flow position for the Academic University as reported to the Finance Committee via the TYM indicates an overall deficit of around £40m for 2022–23, with a similar deficit predicted for 2023–24. This shows the significant impact of inflationary cost pressures over the equivalent projections in

last year’s Report (overall deficit of £23m for 2023–24). Over the six-year period from 2019–20 through to 2024–25, income has grown / is projected to grow on average by 3% and expenditure by 4% on average over the same period.

*Enhanced Financial Transparency*

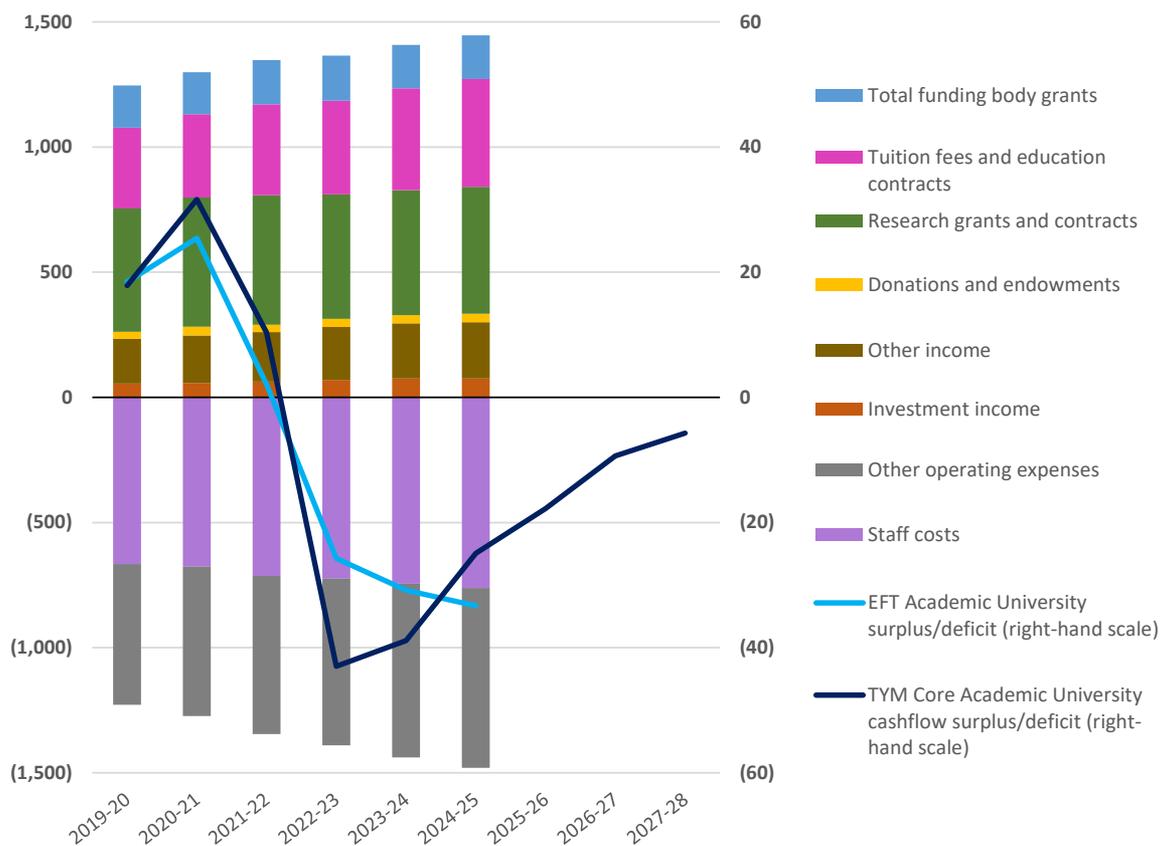
11. As reported in the 2022–23 Allocations Report, the University is developing a new approach to planning and budgeting as part of the EFT project within the Finance Transformation Programme (FTP).

12. EFT’s goal is to provide reliable and transparent financial information so that institutions are empowered to make better informed decisions and to plan and budget in generally accepted, straightforward, and efficient ways. Through EFT, income will be attributed where earned, costs aligned to those income streams where incurred, and indirect costs such as libraries or the research operations office, attributed according to a fair and equitable set of drivers.<sup>4</sup> Together with policies to incentivise the achievement of balanced financial outcomes, it is expected that EFT will inform and encourage decisions that support academic priorities while achieving improvements in the University’s financial sustainability.

13. A new chart of accounts, together with a planning module within the new finance system, are required to implement EFT in full. These are anticipated in early 2027, alongside the planned change in the finance system. During the transition to EFT, preliminary financial information will be available via a prototype income and expenditure model; a process of sharing extracts from this prototype model with the Planning and Resources Committee (PRC), and with School and NSI leadership teams, has recently commenced.

14. EFT forecasts for 2022–23 and subsequent years are built on the 2021–22 actuals and incorporate some high-level planning assumptions from Schools and NSIs. Income includes updated information for student numbers and fee rates for 2023–24 and 2024–25; the increase in quality-related (QR) research funding from Research England as a result of the 2021 Research Excellence Framework (REF); and the latest insights into the mix and volume of research grants and contracts. Expenditure includes updated information identified in planning submissions from Schools and NSIs where material; and the latest assumptions for pay and non-pay inflation, modelled at an aggregate 6.5% for 2023–24.<sup>5</sup>

**Figure 1: Academic University financial projections, £m**



<sup>4</sup> A driver is an agreed method to share central income or costs, for example sharing the costs of the HR Division by staff numbers, or space costs per m<sup>2</sup>. Once central costs have been shared out these are described as indirect costs.

<sup>5</sup> Figure 1 below shows graphical EFT information for three actual years and three plan years (agreeing to the figures presented in Annex 1). The light blue line (EFT surplus/deficit, right-hand scale) is not extrapolated further forward than 2024–25 as EFT data is currently only available for the six years presented. EFT plan years extrapolates forward EFT actuals, and incorporates preliminary bottom-up information (where material), to align to TYM projections. The dark blue line (TYM core Academic University cashflow surplus/deficit, right-hand scale) continues to 2027–28; this is the top-down, strategic modelling forecast.

15. Cost pressures have increased. Staff and other operating expenditure are projected to grow more rapidly than core operating income, and projected income from the CUEF,<sup>6</sup> donations and restricted grants is insufficient to close that gap. Energy costs and other inflation are also projected to increase significantly, albeit now expected to peak in 2023–24. In addition, the 2023–24 pay award provides for a total increase of 5%, implemented in two stages effective from 1 February and 1 August 2023.

16. An improved financial outcome will therefore demand costed academic plans to provide a more structured prioritisation of activities at the level of Schools and NSIs, and of those initiatives that arise from new University-wide policies that are developed through the Council and the General Board.

17. EFT will deliver improved financial information over time. It will be supported by policies to reinforce the necessity of prioritisation and incentivise the achievement of improved financial outcomes. In the interim, initiatives enabled by the Surplus Improvement Fund (SIF) are helping to change decision-making behaviours and have generated some incremental income. However, the scale of the benefit is modest in view of the overall change required to reach a sustainable operating surplus. It will be important to continue to develop surplus improvement initiatives that bring in net income over the next few years.

18. University-wide programmes, such as Reshaping our Estate, Strategic Procurement and Purchasing, the Finance, HR and Research transformation programmes, and the foundational Reimagining Professional Services (RPS) will require University-wide collective leadership and buy-in if the University is to achieve simpler, more standardised processes and hence realise the associated cost-savings potential.

19. The PRC has therefore agreed that the Registry and the Chairs of the PRC and the Change and Programme Management Board (CPMB), will establish a small group, the purpose of which would be to ensure that progress is made towards the delivery of savings. Ideas the PRC and CPMB may explore include requesting the Strategic Procurement and Purchasing and Reshaping our Estate projects to articulate how – with the benefit of promised efficiencies in estates, systems and processes – they could achieve cash efficiencies of 5%, 10% and 20% with reference to the annual cost measured at year-end 2022–23 and to be delivered over a defined period of years. In time,<sup>7</sup> RPS would be reviewed similarly, although, in keeping with the University's commitment to being a good employer and to ensure continued engagement with the programme, the emphasis would be on natural attrition and redeployment rather than redundancies. The level of cost savings achievable for each of the programmes will vary and costs should take into account the totality of related costs across the University.

20. In parallel, the PRC will look to accelerate the development and use of EFT-related financial and non-financial key performance indicators that will progressively influence behaviours, financial responsibilities and prioritisation in advance of the new finance systems

go-live (currently planned for Q1 2027). These measures will enable the PRC to strengthen the imperative to hold management to account to deliver on the cost-savings potential of the collective change programmes.

### The Chest position

21. Until the new finance system, with its new chart of accounts, is brought in, Schools and NSIs are partially resourced via Chest allocations. For several years Budget Reports have supported Chest allocations in excess of available Chest income, resulting in a Chest allocations deficit.

22. Chest allocations are informed by proposed expenditure. Therefore there is a risk that allocations are unnecessarily high if expenditure budgets are prepared on an over-cautious basis. This has been the case in recent years, with actual Chest results typically better than the budgeted Chest position. This creates an overstated Chest allocations deficit (defined as Chest income less Chest allocations), which has in turn resulted in unspent allocations accumulating in Schools and NSIs as unrestricted Chest-sourced reserves.

23. To address these risks and promote improved collective budgetary control, the PRC approved a framework for Chest allocations – commencing in 2022–23 – that operates as follows:

- Proposed Chest allocations to Schools and NSIs are determined by agreeing a baseline and applying an inflation rate aligned to the assumptions for pay and non-pay inflation that drive the TYM. As with expenditure, the rate applied takes account of internal and external inflationary pressure and is 6.5% for 2023–24.
- The majority, but not all, of the Chest allocation is released at the beginning of the financial year. For Schools and a majority of NSIs this is 95% of Chest allocation (i.e. a 'holdback' rate of 5%). For the UAS, UIS and a majority of centrally administered funds this is 90% of Chest allocation (i.e. a 'holdback' rate of 10%).<sup>8</sup>
- Each School and NSI's Chest allocation is fully underwritten; 100% of the Chest allocation will be available if a need is demonstrated.
- The 2022–23 budget underwrote a higher baseline allocation for the UAS and UIS. Thereafter, the expectation for 2023–24 was that all baseline allocations would increase by the same inflation assumption (noting a mechanism may still be required for new University initiatives and new external requirements).

24. 2022–23 is the first year of the Chest framework and holdback mechanism, and until July 2023 year-end completes, the efficacy of the framework cannot be fully measured. As part of financial year-end work, a review of the usage of Chest-funded reserves (as distinct to restricted or committed reserves) will be carried out. This also aligns to work within FTP to classify reserves as part of the new chart of accounts, together with development of a new reserves policy.

<sup>6</sup> Cambridge University Endowment Fund.

<sup>7</sup> Before RPS can be similarly reviewed, it must first (i) establish the cost of professional services across the entire University so as to provide a cost base (the 2022–23 year end will not show this information); and (ii) complete the process mapping so as to provide an activity base. There will then be two firm points from which to measure savings.

<sup>8</sup> Some administered funds are a direct income share (e.g. the agreed distribution of fee income to Colleges and University Partner Institutions) where a holdback cannot be applied.

25. The Chest framework arguably lacks flexibility to accommodate new expenditure linked to opportunities and risks that may arise during the year. This is most notable in areas such as the UAS and UIS which are most affected by new University initiatives and by new external requirements and which have limited non-Chest sources of income. However, the framework does reinforce the importance of planning and prioritising expenditure on new and existing activities with reference to the funding available.

#### 2022–23

26. Chest income in 2022–23 was budgeted at £566.9m, with the 2022–23 in-year forecast indicating that income is anticipated to be higher than originally budgeted by £8m, primarily due to increased funding body grants from Research England. The University's recurrent research funding from Research England increased by approximately £15m in 2022–23 (the first year of the new QR funding settlement that draws on the outcomes from REF 2021) and included an additional £6m of mainstream QR.<sup>9</sup>

27. Bottom-up material revisions of expenditure (i.e. greater than £500k), based on six months of actual expenditure, suggest that 2022–23 expenditure is anticipated to be of the order £623m. Generally, this is lower than budgeted in Schools and NSIs but with higher than budgeted costs in the centrally administered funds (e.g. utilities and insurance). The £19.6m provision for timing delays made as part of the 2022–23 budget is likely to be superseded.

28. As a result, the in-year forecast Chest deficit position for 2022–23 has further deteriorated from budgeted expenditure deficit of £42.7m to £48.5m.

#### 2023–24

29. The principal increase to budgeted Chest income in 2023–24 is an increase in tuition fee income of £12.3m (Chest tuition fee income only, compared to Chest tuition fees in the Budget Report for 2022–23). The University's recurrent allocation of funding from Research England and the Office for Students is assumed to be unaltered from 2022–23, pending the publication of grant letters for 2023–24.<sup>10</sup>

30. However, the faster than anticipated growth in expenditure is impacting the budget for 2023–24, when the potential expenditure deficit increases further, to £89.3m.

31. As the PRC's Chest framework is based on applying an appropriate level of inflation to prior year budgets, the single most significant deterioration on 2022–23 is primarily due to inflation assumptions of 6.5%, arising from the effect of the 2022–23 and 2023–24 pay rises and inflationary environment on prior year. This has increased Chest expenditure and allocations by £40m. In other words, simply maintaining the Chest framework increases the expenditure deficit from £42.7m to £76m, after adjusting for increased income.

32. Additional to the framework-based increases, there are further non-discretionary increases in expenditure from centrally administered funds (increased costs of utilities, insurance and business rates) which increase the expenditure deficit to £84.6m.

33. Most Schools and NSIs have proposed expenditure within the PRC's Chest framework for 2023–24, with exceptions in the UAS and UIS.<sup>11</sup>

34. These proposed exceptions to the framework – which increase the Chest expenditure deficit by up to £9.6m – have been considered by the Resource Management Committee as part of its review of forecast Chest expenditure in 2022–23 and proposed Chest expenditure in 2023–24, and subsequently by the PRC in the context of the overall financial position summarised in this Report. The PRC is satisfied that this additional expenditure is necessary if the UAS and UIS are to implement the substantial programmes and initiatives that have been approved by the central bodies, and to meet the University's new external requirements.

- Additional expenditure in the UAS is driven principally by a requirement to support new University initiatives as directed by the Council and other central committees; to meet additional, external regulatory or compliance requirements; and to address unsustainable workloads resulting from an increased volume and complexity of existing activity.
- Additional expenditure in the UIS is attributable principally to cyber security risk reduction as recommended by the Information Services Committee and the Audit Committee; and digital services supporting education, as endorsed by the Information Services Committee on the recommendation of its IT Portfolio Sub-committee.

35. It is likely, however, that elements of increased expenditure in both UAS and UIS will be delayed, particularly where expenditure concerns new staff appointments; therefore a provision for timing delay has been included in forecast expenditure. This reduces forecast expenditure and would result in a 2023–24 Chest expenditure deficit of £89.5m. The Chest *expenditure* deficit translates to a Chest *allocations* deficit (Chest income less Chest allocations) of £92.8m.<sup>12</sup>

<sup>9</sup> The University received significant non-recurrent allocations in 2021–22, and therefore the overall year-on-year increase in 2022–23 is lower than £15m.

<sup>10</sup> It is assumed that further non-recurrent allocations from Research England in 2022–23 will not be repeated in 2023–24.

<sup>11</sup> Non-material movements also include a cost neutral transfer from the Surplus Improvement Fund to CUDAR (which is provisional pending the PRC's performance review of a business case agreed in 2020) and a modest increase in Chest expenditure in the Centre for Music Performance and the Careers Service.

<sup>12</sup> The proposed Chest expenditure deficit is lower than the proposed Chest allocations deficit because the former includes a small provision for timing delay of expenditure. If this timing delay materialises, it would be addressed in the Chest allocation result through the holdback allocation applied at year-end July 2024.

36. The impact is summarised in the table below:

| Comparison between Chest expenditure and Chest allocations deficits, 2022–23 and 2023–24<br>£m | 2022–23<br>Approved budget |                   | 2023–24<br>Recommended budget |                   |
|--|----------------------------|-------------------|-------------------------------|-------------------|
|  | Chest expenditure          | Chest allocations | Chest expenditure             | Chest allocations |
| Initial allocation   |                            | 574.7             |                               | 620.1             |
| Holdback allocation  |                            | 47.3              |                               | 60.4              |
| Full allocations underwritten  |                            | 622.0             |                               | 680.5             |
| Chest allocations deficit on initial allocation (memo)   |                            | (7.8)             |                               | (32.4)            |
| <b>Chest expenditure deficit</b>   | <b>(42.7)</b>              |                   | <b>(89.5)</b>                 |                   |
| <b>Chest allocations deficit on full underwritten allocation</b>                               |                            | <b>(55.2)</b>     |                               | <b>(92.8)</b>     |

### Summary and recommendations

37. The University Group as a whole (including Cambridge University Press & Assessment) continues to generate a material annual cash surplus from its operations and distributions from the endowment. The Group's balance sheet strength means that it is relatively well placed to handle the range of sector-wide risks identified by the Office for Students.

38. Nonetheless, the Academic University faces the same pressures that are seeing declining trends in financial performance across the higher education sector. Furthermore, the cost base of the Academic University (which is high compared to other UK universities) means that less resource is available for investment and also results in high fEC charges of research funding, creating problems for researchers who have capped grants.

39. The proposed 2023–24 Chest expenditure deficit must be considered both in the light of the total Academic University's financial position and the strength of the wider University Group, and the extraordinary current

inflationary environment (in which context, simply maintaining the PRC's Chest framework significantly increases the expenditure deficit). The inflationary impacts are compounded, albeit at a lower order of magnitude, by externally driven increases in necessary expenditure on utilities, insurance and business rates.

40. A failure to deliver a cash-flow surplus from the core academic operations leaves the Academic University substantially reliant on Press & Assessment and philanthropy for the capital it needs for investment to remain a world-leading university.

41. The ambition of a sustainable annual cash-flow surplus from core academic operations, sufficient to provide the surplus headroom required for long-term renewal and academic investment, remains achievable in the medium term, provided appropriate revenue growth is secured, costs are kept under control and, in particular, that planned cost-saving programmes, which do not reduce the academic potential of the University, are delivered to the bottom line.

**42. Taken in the context of both the University Group and the Academic University's overall financial position, the Council recommends:**

I. That allocations from the Chest for the year 2023–24 be as follows:

- (a) to the Council for all purposes other than the University Education Fund: £221.1m;
- (b) to the General Board for the University Education Fund: £459.4m.

II. That any supplementary grants from the Office for Students and UK Research & Innovation (through Research England), which may be received for special purposes during 2023–24, be allocated by the Council, wholly or in part, either to the General Board for the University Education Fund or to any other purpose consistent with any specification made by the OfS or UKRI, and that the amounts contained in Recommendation I above be adjusted accordingly.

28 June 2023

ANTHONY FREELING,  
*Acting Vice-Chancellor*

ZOE ADAMS  
ZAYNAB AHMED  
MADELEINE ATKINS  
GAENOR BAGLEY  
MILLY BODFISH

SAM CARLING  
ANTHONY DAVENPORT  
JOHN DIX  
SHARON FLOOD  
HEATHER HANCOCK  
LOUISE JOY  
ANN KAMINSKI  
SCOTT MANDELBROTE

SALLY MORGAN  
SHARON PEACOCK  
PIPPA ROGERSON  
JASON SCOTT-WARREN  
ANDREW WATHEY  
MICHAEL SEWELL  
PIETER VAN HOUTEN

### ANNEXES

Annex 1: EFT financial information for the Academic University (p. 787).

Annex 2: Chest income and expenditure, including recommended Chest allocations for 2023–24 (p. 788). A larger version of Annex 2 is also available from the *Reporter* website at <https://www.admin.cam.ac.uk/reporter/2022-23/weekly/6706/AllocationsReport2023-Annex2large.pdf>

**ANNEX 1 – EFT financial information for the Academic University**

| Academic University, EFT basis<br>£m               | Actuals      |              |              | Plan         |              |              |
|--|--------------|--------------|--------------|--------------|--------------|--------------|
|  | 2019–20      | 2020–21      | 2021–22      | 2022–23      | 2023–24      | 2024–25      |
| Tuition fees and education contracts               | 323          | 332          | 363          | 375          | 407          | 431          |
| Total funding body grants                          | 169          | 168          | 177          | 179          | 173          | 174          |
| Research grants and contracts                      | 492          | 517          | 518          | 498          | 499          | 508          |
| Other income                                       | 179          | 190          | 197          | 212          | 220          | 224          |
| Donations and endowments                           | 28           | 34           | 30           | 32           | 33           | 33           |
| Investment income                                  | 55           | 58           | 63           | 70           | 75           | 76           |
| <b>Total income</b>                                | <b>1,246</b> | <b>1,299</b> | <b>1,348</b> | <b>1,366</b> | <b>1,407</b> | <b>1,446</b> |
| Staff costs  | 666          | 676          | 713          | 724          | 745          | 762          |
| Other operating expenses                           | 562          | 597          | 633          | 667          | 694          | 718          |
| <b>Total expenditure</b>                           | <b>1,228</b> | <b>1,273</b> | <b>1,346</b> | <b>1,391</b> | <b>1,439</b> | <b>1,480</b> |
| <b>Academic University EFT surplus / (deficit)</b> | <b>18</b>    | <b>26</b>    | <b>2</b>     | <b>(25)</b>  | <b>(32)</b>  | <b>(34)</b>  |

EFT financial information shown above is preliminary and subject to testing and development. This data is also available at School, institution and department level for actuals, and at School and institution level for plan years, and in all cases the information is broken down by income and cost category. The data will be reviewed with institutions during summer 2023, to help inform the development of the next budget cycle of EFT business plans. Full EFT business plans will only be available after the new finance system is brought in.

## ANNEX 2 – Chest income and expenditure, including recommended Chest allocations for 2023–24

|   | 2020–21      | 2021–22      | 2022–23       | 2023–24         | 2023–24                 |             |                              |
|---|--------------|--------------|---------------|-----------------|-------------------------|-------------|------------------------------|
|   | Actuals      | Actuals      | Budget        | Proposed budget | Recommended allocations |             |                              |
|   | £m           | £m           | £m            | £m              | initial allocation      | holdback    | full underwritten allocation |
| <b>Chest income</b>   |              |              |               |                 |                         |             |                              |
| Funding body grants*  | 159.2        | 165.4        | 148.4         | 164.0           |                         |             |                              |
| Tuition fees and education contracts                                  | 265.7        | 289.9        | 313.7         | 326.0           |                         |             |                              |
| Research grants and contracts   | 52.2         | 53.1         | 54.9          | 49.9            |                         |             |                              |
| CUEF income and interest receivable (investment income)               | 22.6         | 22.0         | 24.0          | 26.5            |                         |             |                              |
| Other operating income (includes donations and endowments)            | 31.8         | 20.0         | 25.9          | 21.3            |                         |             |                              |
| <b>Total income</b>   | <b>531.5</b> | <b>550.5</b> | <b>566.9</b>  | <b>587.7</b>    |                         |             |                              |
| Income Incentivisation Model as allocation of increased income        | (2.5)        | -            |               |                 |                         |             |                              |
| <b>Total income after Income Incentivisation Model (2020–21 only)</b> | <b>529.0</b> | <b>550.5</b> | <b>566.9</b>  | <b>587.7</b>    | <b>587.7</b>            |             | <b>587.7</b>                 |
| <b>Chest expenditure</b>  |              |              |               |                 |                         |             |                              |
| <b>Schools</b>  |              |              |               |                 |                         |             |                              |
| School of Arts and Humanities   | 26.7         | 26.7         | 26.5          | 28.2            | 27.1                    | 1.4         | 28.5                         |
| School of the Humanities and Social Sciences                          | 42.6         | 44.1         | 45.9          | 48.9            | 46.4                    | 2.4         | 48.8                         |
| School of the Physical Sciences                                       | 48.1         | 46.7         | 48.9          | 53.0            | 50.3                    | 2.6         | 52.9                         |
| School of Technology  | 35.2         | 34.7         | 36.3          | 38.8            | 37.4                    | 2.0         | 39.4                         |
| School of the Biological Sciences                                     | 40.2         | 43.6         | 41.7          | 46.7            | 44.6                    | 2.3         | 46.9                         |
| School of Clinical Medicine   | 25.3         | 31.2         | 27.9          | 28.6            | 28.8                    | 1.5         | 30.3                         |
| <b>Total Schools</b>  | <b>218.1</b> | <b>227.0</b> | <b>227.2</b>  | <b>244.2</b>    | <b>234.6</b>            | <b>12.2</b> | <b>246.8</b>                 |
| <b>Academic Institutions and Services</b>                             |              |              |               |                 |                         |             |                              |
| Fitzwilliam Museum  | 4.0          | 4.5          | 5.4           | 5.1             | 4.8                     | 0.3         | 5.1                          |
| Hamilton Kerr Institute   | 0.1          | 0.2          | 0.2           | 0.2             | 0.2                     | 0.0         | 0.2                          |
| Kettle's Yard   | 0.6          | 0.5          | 0.5           | 0.5             | 0.5                     | 0.0         | 0.5                          |
| Institute of Continuing Education                                     | 0.5          | 0.4          | 0.4           | 0.4             | 0.4                     | 0.0         | 0.4                          |
| HRH Prince Alwaleed Bin Talal Centre of Islamic Studies               | -            | -            | -             | -               | -                       | -           | -                            |
| Centre for Music Performance****                                      | -            | 0.1          | 0.1           | 0.3             | 0.3                     | 0.0         | 0.3                          |
| University Library and Affiliates                                     | 17.8         | 17.6         | 18.1          | 19.2            | 18.3                    | 1.0         | 19.3                         |
| Development and Alumni Relations**                                    | 9.1          | 10.2         | 11.2          | 12.9            | 12.3                    | 0.6         | 12.9                         |
| Cambridge in America***   | 3.9          | 3.7          | 3.9           | 5.0             | 4.9                     | 0.3         | 5.2                          |
| University Information Services                                       | 24.2         | 26.9         | 33.5          | 40.1            | 29.6                    | 10.5        | 40.1                         |
| Unified Administrative Service  | 51.2         | 54.8         | 64.1          | 72.8            | 60.4                    | 12.4        | 72.8                         |
| <b>Total Academic Institutions and Services</b>                       | <b>111.5</b> | <b>118.8</b> | <b>137.4</b>  | <b>156.5</b>    | <b>131.7</b>            | <b>25.1</b> | <b>156.8</b>                 |
| <b>Staff and Student Services</b>                                     |              |              |               |                 |                         |             |                              |
| Careers Service   | 1.4          | 1.5          | 1.6           | 1.8             | 1.6                     | 0.1         | 1.7                          |
| ADC Theatre   | 0.0          | 0.0          | 0.1           | 0.0             | 0.0                     | 0.0         | 0.0                          |
| <b>Total Staff and Student Services</b>                               | <b>1.4</b>   | <b>1.5</b>   | <b>1.7</b>    | <b>1.8</b>      | <b>1.6</b>              | <b>0.1</b>  | <b>1.7</b>                   |
| <b>Administered Funds</b>   |              |              |               |                 |                         |             |                              |
| College Fee shares <sup>§</sup>                                       | 80.9         | 83.7         | 90.1          | 94.6            | 94.6                    | -           | 94.6                         |
| Teaching and research <sup>§</sup>                                    | 27.4         | 28.4         | 52.5          | 47.7            | 40.1                    | 3.8         | 43.9                         |
| Contingency   | 0.1          | (0.9)        | 0.9           | 0.4             | 0.4                     | 0.0         | 0.4                          |
| Human resources   | 0.2          | 0.6          | 7.0           | 5.0             | 3.7                     | 1.3         | 5.0                          |
| Operational   | 5.2          | 5.3          | 8.0           | 10.3            | 8.6                     | 1.7         | 10.3                         |
| General   | 2.4          | 2.6          | 4.0           | 4.2             | 3.7                     | 0.5         | 4.2                          |
| Estate related <sup>§§</sup>  | 5.9          | 13.2         | 14.3          | 15.9            | 13.9                    | 1.9         | 15.8                         |
| Utilities and rates <sup>§§</sup>                                     | 25.1         | 29.5         | 34.9          | 49.3            | 44.4                    | 4.9         | 49.3                         |
| Buildings maintenance <sup>§§</sup>                                   | 21.9         | 35.2         | 35.7          | 38.0            | 30.4                    | 7.6         | 38.0                         |
| <b>Total Administered Funds</b>                                       | <b>169.0</b> | <b>197.6</b> | <b>247.4</b>  | <b>265.4</b>    | <b>239.8</b>            | <b>21.7</b> | <b>261.5</b>                 |
| Chest expenditure not picked up elsewhere                             | (3.9)        | (2.3)        | 1.0           | 1.0             |                         |             |                              |
| <b>Subtotal chest expenditure</b>                                     | <b>496.2</b> | <b>542.7</b> | <b>614.7</b>  | <b>668.9</b>    | <b>607.7</b>            | <b>59.1</b> | <b>666.8</b>                 |
| <b>Subtotal chest operating surplus / (deficit)</b>                   | <b>32.8</b>  | <b>7.8</b>   | <b>(47.9)</b> | <b>(81.2)</b>   |                         |             |                              |
| <b>Other projects</b>   |              |              |               |                 |                         |             |                              |
| Approved SIF expenditure**  | -            | -            | 6.3           | 5.6             | 5.7                     | 0.6         | 6.3                          |
| Covid Contingencies (inc. approved Recovery Plan expenditure)         | 2.5          | 0.2          | 1.1           | -               | -                       | -           | -                            |
| PRC Priorities  | 0.9          | 1.6          | 7.0           | 7.5             | 6.7                     | 0.7         | 7.4                          |
| <b>Other projects</b>   | <b>3.4</b>   | <b>1.8</b>   | <b>14.4</b>   | <b>13.1</b>     | <b>12.4</b>             | <b>1.3</b>  | <b>13.7</b>                  |
| Provision to recognise timing delay in budgeted expenditure           |              |              | (19.6)        | (4.8)           |                         |             |                              |
| <b>Total chest expenditure</b>  | <b>499.6</b> | <b>544.5</b> | <b>609.5</b>  | <b>677.2</b>    | <b>620.1</b>            | <b>60.4</b> | <b>680.5</b>                 |
| <b>Chest operating surplus / (deficit)</b>                            | <b>29.4</b>  | <b>6.0</b>   | <b>(42.7)</b> | <b>(89.5)</b>   | <b>(32.4)</b>           |             | <b>(92.8)</b>                |

N.B. Comparisons between budget and actuals are difficult at the individual Institution level due to the switch in Chest funds budgeted for in the Administered Funds, but expensed in Schools and institutions. This value is c. £30m annually.

\* Higher Education Innovation Funding expenditure appears in the non-Chest thus will not be included in budget or forecast figures from 2023–24 onwards. The budget for 2022–23 funding body grants did not make provision for the continuation of certain non-recurrent elements of QR from 2021–22 which have subsequently been announced as recurrent elements. Although 2023–24 budget does include these recurrent elements, it does not make further provision for non-recurrent QR received in 2022–23.

\*\* In 2023–24, there is a cost neutral transition for funding relating to the anticipated cessation of the Surplus Improvement Funds for CUDAR, subject to PRC approval.

\*\*\* The Chest absorbs the impact of foreign exchange transactions in relation to the Cambridge in America allocation.

\*\*\*\* Centre for Music Performance had provision within NSIs and PRC Priorities Fund in the 2022–23 budget. In the 2023–24 budget these amounts have been aligned only in the NSIs category. An additional amount of £68k is expected to be spent to get CMP to a stable footing. Once these three amounts are aligned CMP's Chest funding should remain at this level thereafter, then uplifted for inflation as for other NSIs.

§ In the administered funds, the college and third party fee share funds have been separately reported from other Teaching and Research support funds.

§§ In the administered funds, the Estates related non-pay category has been expanded to show the primary externally driven factors responsible for increased expenditure forecasts: i.e. utilities and business rates. Building maintenance expenditure is also identified separately.

## Report of the General Board on curatorial and associated staff progression in certain museums

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

1. This Report proposes changes to the Academic Career Pathways (Research and Teaching) (ACP (R&T)) scheme and a new provision to be added to Special Ordinance to enable applications for promotion to be considered under the scheme from academic<sup>1</sup> curatorial and associated staff in the Museum of Archaeology and Anthropology and the Whipple Museum of the History of Science (within the School of the Humanities and Social Sciences) and the Fitzwilliam Museum.

2. In May 2022, the Vice-Chancellor's Committee recommended a change to the eligibility criteria for the ACP (R&T) scheme to permit applications from curators and associated staff. The Board supported the Committee's recommendation in principle, and further discussions with Directors of the University's Museums and with the University Librarian led to a proposal being taken to the General Board's Museums Committee in March 2023. In June 2023, the General Board approved that proposal on the recommendation of the HR Committee.

3. The proposal, as endorsed by the Museums Committee, would allow those holding Grade 9 offices and unestablished posts with curatorial and associated responsibilities in the Museum of Archaeology and Anthropology, the Whipple Museum of the History of Science and the Fitzwilliam Museum to be considered for promotion to Grade 10 under the ACP (R&T) scheme.

4. The current wording of Special Ordinance C (ix) 5 requires those holding the office of University Associate Professor (Grade 10) to teach at least 30 hours a year. In the absence of a contrary provision, this implies that those being promoted to another Grade 10 office under the ACP (R&T) scheme will also be expected to meet this requirement. The roles identified in paragraph 3 above are necessarily more focused on research and service than teaching so would be unlikely to meet this threshold. A new provision in Special Ordinance is therefore proposed to allow for lesser levels of teaching among officers with curatorial and associated responsibilities.

**7. The General Board recommends** that the Academic Career Pathways (Research and Teaching) scheme be amended to allow for the promotion of the curatorial and associated staff specified in paragraph 3 above, and new Section 3(d) inserted in Special Ordinance C (ii) (*Statutes and Ordinances*, p. 76), to read as follows:

(d) The Faculty Board or other authority concerned, after consultation with the General Board, shall determine the amounts of teaching to be given by officers undertaking curatorial and associated responsibilities in that institution. For the purposes of this sub-section, the General Board shall determine the meaning of curatorial and associated responsibilities.<sup>[1]</sup>

<sup>[1]</sup> The General Board has delegated its responsibilities under this sub-section to the Academic Secretary.

28 June 2023

ANTHONY FREELING,  
*Acting Vice-Chancellor*  
MADELEINE ATKINS  
NEVE ATKINSON

TIM HARPER  
ELLA MCPHERSON  
PATRICK MAXWELL  
NIGEL PEAKE

EMILY SO  
PIETER VAN HOUTEN  
BHASKAR VIRA  
JOCELYN WYBURD

<sup>1</sup> One potential candidate's role is academic-related, but there are grounds for applying for an exemption for this role to be accommodated as well.

## GRACES

### Graces submitted to the Regent House on 28 June 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, 7 July 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 the Marks & Spencer Professorship of Farm Animal Health, Food Science, and Food Safety (1996) (*Statutes and Ordinances*, p. 716) be retitled the Professorship of Bacterial Evolution.<sup>1</sup>
2. That the Chaucer Reading Prize (*Statutes and Ordinances*, p. 816) be retitled the Christopher Page Chaucer Reading Prize.<sup>2</sup>

<sup>1</sup> The Council, on the recommendation of the General Board and the Council of the School of the Biological Sciences and with the consent of Professor Julian Parkhill, the current holder of the Professorship, is proposing this change in the name of the Professorship to better reflect the research agenda of the current officeholder and to promote wider interdisciplinary collaborations within and outside the University.

<sup>2</sup> The Council, on the recommendation of the General Board and the Faculty Board of English and with the support of the donor, is proposing this change to commemorate the name of the donor in the name of the Prize.

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

## ACTA

### Approval of Graces submitted to the Regent House on 14 June 2023

The Graces submitted to the Regent House on 14 June 2023 (*Reporter*, 6704, 2022–23, p. 757) were approved at 4 p.m. on Friday, 23 June 2023.

### Congregation of the Regent House on 21 June 2023: Honorary Degrees

A Congregation of the Regent House was held at 2.45 p.m., at which the Chancellor was present. Before the Congregation, processions formed and walked around Senate-House Yard before entering the House by the East Door. The train of the Chancellor's robe was carried by Mr Skyler Yikun Lu, of Sidney Sussex College. Music was performed by the Cambridge University Brass Ensemble, by Ms Imaan Kashim, of St John's College, and by the choirs of Christ's College and of Sidney Sussex College. The programme of music was arranged by the University Organist, Ms Sarah MacDonald, of Selwyn College, who also conducted the choirs.

The following titular degrees were conferred:

*Doctor of Law (honoris causa):*

**STEPHEN J. TOOPE**, O.C., PH.D., F.R.S.C.,

*Honorary Fellow of Trinity College and of Clare Hall, Emeritus Vice-Chancellor and Emeritus Professor of International Law, legal scholar and academic leader*

*Doctor of Medical Science (honoris causa):*

**RAVINDER MAINI**, KT, B.A., B.CHIR., M.B., F.R.C.P., F.R.S., F.MED.SCI.,

*Honorary Fellow of Sidney Sussex College, Emeritus Professor of Rheumatology, Imperial College School of Medicine, rheumatologist*

*Doctor of Science (honoris causa):*

**CHRIS FRITH**, M.A., F.R.S., F.B.A., F.MED.SCI.,

*Member of Christ's College, Emeritus Professor of Neuropsychology, University College London, psychologist*

**JULIA SLINGO**, D.B.E., F.R.S., HON. F.R.S.C., HON. F.INST.P.,

*Honorary Fellow of Darwin College, formerly Chief Scientist, University Kingdom Meteorological Office, former President of the Royal Meteorological Society, meteorologist and climate scientist*

**JOHN C. TAYLOR**, O.B.E., M.A., F.R.ENG.,

*Honorary Fellow of Corpus Christi College, former Chairman of Strix Ltd, inventor and holder of over four hundred patents, horologist and philanthropist*

*Doctor of Letters (honoris causa):*

**LINDA COLLEY**, D.B.E., M.A., PH.D., F.R.S.L., F.R.HIST.S., F.B.A.,

*Honorary Fellow and former Fellow of Christ's College, sometime Fellow of Girton College and of Newnham College, member of Darwin College, Shelby M. C. Davis 1958 Professor of History, Princeton University, historian*

**LIDA LOPES CARDOZO KINDERSLEY**, M.B.E.,

*Honorary Fellow of Magdalene College, member of Clare Hall, Partner, the Cardozo Kindersley Workshop, lettercutter, typographer and author*

*Doctor of Music (honoris causa):*

**CHI-CHI NWANOKU**, C.B.E., F.R.A.M., HON. F.T.L.,

*Visiting Fellow of Jesus College, Professor of Double Bass Historical Studies, Royal Academy of Music, Founder and Artistic Director of the Chineke! Foundation and Principal Double Bass, Chineke! Orchestra, musician*

The Orator made the following speeches when presenting the Honorands to the Chancellor:

**Q**VI agmen hodie ducit, Magistri, quid opus est oratori uobis eum commendare, quem per **Q**v annos saepius huic tribunali praesidentem quam adstantem magno nobis decori fuit Procancellarium nuncupare? neque tum nobis ignotus erat cum tricensimum fere post annum quam in hoc senaculo pileum doctoris atque pallium sibi induit ducem nostrum eum recepimus. magnum dum abest sibi nomen comparauit et in rebus academicis administrandis et in iuris negotique gentium disciplina. quippe, inuidiosa illa Africae Australis dominatione tandem euersa hic uir inter eos fuit qui comitiis praefuerunt. hic uir Vnitarum Nationum senatui de hominibus ui surreptis censuit. et in Cami ripas tandem redux nihilo segnitius uestigia imposuit. eo duce nobis propositum est quo pacto praesentibus naturae opibus ita uteremur ut posteris integro et sano uitae statu fruerentur neque extremis frigorum calorumque varietatum uexarentur. eo duce inaudita discendi ratio et uia patefacta est qua omnes qui apud nos florere possent nisi casu et fortuna impediende doctrinae fundamentis et occasione carerent ad Camum studia incipiant. quod si recordamur quae tempestates ei fuerint nauigandae, uix mirum est nomen quod nouissimo libello imposuit de iure in tali hominum gentiumque anxietate administrando!

gaudeamus igitur nunc omnes qui non imperatorem rude donatum dico sed amicum carissimum secedentem sodalitates iure quo sumus iuncti uiatico prosequimur et chlamyde hac purpurea haud minus digna quam illa simpliciore toga nuper deposita honestamus.

dignissime domine, domine Cancellarie, et tota academia, praesento uobis egregium hunc uirum excellentissimo ordini Canadae adscriptum, doctorem in philosophia, Regiae Societatis Canadensis sodalem, Collegi Sanctae et Indiuiduae Trinitatis necnon Aulae de Clare honoris causa socium adscitum, officio Procancellarii functum et scientiae iuris gentium professorem emeritum, uirum rebus legitimis eruditum et academiae ducem,

**STEPHEN TOOPE,**

ut honoris causa habeat titulum gradus Doctoris in Iure.

**O**UR first honorand scarcely needs an introduction, although we are more used to seeing him sit upon the dais than stand before it, whom for five years it was our honour to call Vice-Chancellor. Nor was he unknown to us when we invited him to preside over us: thirty years earlier he had knelt in this Senate-House to receive his doctorate. While he was away he made a great name for himself not only as an academic leader, but also as a scholar of international law and international relations. Indeed, when the hated apartheid regime fell, he was among those who oversaw the first free elections in South Africa. He, too, advised the United Nations about disappeared persons. Nor when he returned to the banks of the Cam was he slow to make his mark. Under his leadership was founded the Cambridge Zero project, with its aim to develop ways of using our natural resources for a resilient and sustainable world for future generations, and to avert the worst effects of the climate crisis. Under his leadership, too, we have seen a new route to Cambridge opened up for those who have been prevented by educational disadvantage or disruption from realising their academic potential. As Vice-Chancellor he guided us through unprecedented storms, and it is no wonder that he has titled his most recent monograph *A Rule of Law for Our New Age of Anxiety*.

*Let us therefore rejoice as we say not goodbye to a retiring general, but farewell to a dear friend, and, by the right of fellowship in which we are joined, offer to him as a parting gift this scarlet gown, no less worthy than the simpler cassock of his former office.*

*Distinguished Chancellor, members of the University, I present to you*

**STEPHEN TOOPE, O.C., PH.D., F.R.S.C.,**

*Honorary Fellow of Trinity College and of Clare Hall, Emeritus Vice-Chancellor and Emeritus Professor of International Law, legal scholar and academic leader, that he may receive the title of the degree of Doctor of Law, honoris causa.*

**E**CETERIS ceteris quos produxit ciuitas Ludhianensium natos illustrissimos, quorum alii negoti gubernatores, alii in rebus publicis uersati, alii Camenam castissime colendo gloriam collegerunt, nemini maiorem meritam gratiam ab omnibus hominibus persolendam iudico quam huic uiro. studiis medicinalibus apud nos inceptis, postea apud Londinienses in uerba Hippocratica iurato, collega adiuuante ad id articulorum uitium superandum incubuit quod artus quasi per fluxionem quandam tumidos factos ita detorquet ut uel qui integerrima sint aetate summo dolore corporis diu afflicti tandem claudi reddantur. percontatus igitur moleculas quasdam, quae commode dispositae corporis praesidiis naturalibus signum dant proelii, in articulis eorum qui hoc morbo uexantur inuenit ita errore afflicta ut non iam in tumorem uitiosum sed in sana membra fiat impetus. quid plura? τὰ ἐναντία τῶν ἐναντίων ἰήματα.<sup>1</sup> elementis iam quae contraria appellantur in murino cellulo subtilissima arte productis et in tela conformatis quae noxiis iis moleculis obsisterent remedium perfectum probauit.

nescioquis olim uaticinatus erat numquam haec elementa in usu necessaria fore ad medicamenta paranda. o hominem ualde acutum et multa prouidentem! quam celerrime uerborum erat paenitendum! curationibus enim ab hospite hoc nostro nouatis et ad alia alui cutisque et iam iam — mirabile dictu! — etiam mentis uitia curanda nunc adhibitis, tantam multitudinem uidemus non iam diuturna corporis infirmitate deformem uel etiam immatura morte absumptam sed tam prospera et integra uitae condicione fruentem ut nullum sit dubium quin nouissimae et inopinatae scientiae medicinalis uiae patefactae esse uideantur.

dignissime domine, domine Cancellarie, et tota academia, praesento uobis egregium hunc uirum, equitem auratum, baccalaureum in artibus, baccalaureum in medicina necnon in chirurgia, Regii Collegi Medicorum, Regiae Societatis, Scientiarum Medicinalium Academiae sodalem, Collegio Dominae Franciscae Sidney Sussex honoris causa socium adscriptum, uitiorum articularium indagatorem et eiusdem disciplinae Collegi Imperialis professorem emeritum,

**RAVINDER MAINI,**

ut honoris causa habeat titulum gradus Doctoris in Scientiis Medicinalibus.

<sup>1</sup> Hippocrates *Peri phuson* 1.

**T**HE city of Ludhiana has produced many distinguished scions — captains of industry, politicians, artists; but none to whom a greater debt is owed by humanity than our next honorand. He began his medical studies here in Cambridge, and having completed his clinical training at Guy's, together with his colleague Professor Sir Marc Feldman he set about finding a treatment for rheumatoid arthritis, a cruel disease which so inflames and twists the limbs that even those of a young age are crippled with unbearable pain. In the joints of patients so afflicted they found a concentration of a certain molecule which, in the proper run of things, marshals the body's natural defences to fight disease, now perverted so that the attack is made not on a malignant tumour but on healthy tissue. If the fault lay in the immune system, could not the immune system also provide the cure? And so they took chimerical antibodies derived from the cells of mice and forged them into a weapon against the renegade molecules.

*A distinguished pharmacologist had once declared that monoclonal antibodies would never be practical medicines. How he would now rue his words! The remedies pioneered by our honorand have been applied to the treatment of many other diseases, of bowel and skin, and even, it has most recently been announced, of the mind. We see a great multitude of people saved from chronic disability or even untimely death, who now enjoy healthy and comfortable lives. Who can doubt that we have witnessed the birth of a new and wondrous field of medicine?*

*Distinguished Chancellor, members of the University, I present to you*

**RAVINDER MAINI, KT, B.A., B.CHIR., M.B., F.R.C.P., F.R.S., F.MED.SCI.,**

*Honorary Fellow of Sidney Sussex College,*

*Professor of Rheumatology Emeritus, Imperial College School of Medicine, rheumatologist,*

*that he may receive the title of the degree of Doctor of Medical Science, honoris causa.*

QVI de rerum natura disserunt (ita hic uir), si dignitatis ordine inter se numerati sint, infimum sane locum obtineant ψυχολόγοι. quin etiam apud nos in litteris uersato magister ei neminem e suis discipulis tam dementem fore se sperasse aiebat qui ad illam rem se adhiberet. nil tamen deterritus inter eos mox erat tamquam inuisae semitae exploratores qui machinis ingentibus et strepitus plenis usi uiuentis hominis integram caluariam tam subtili oculorum acie penetrant ut non cerebri modo conformationem uerum etiam ipsius animi motus percipere posse uideantur. quippe, ‘si illic recubueris,’ inquit, ‘in toto corpore immobilis, utrum amici uultum an digiti nutum animo contemples cernere queam.’ ab eo accipimus neque res externas et sensibus subiectas, ne mentem quidem ipsam nos cognoscere, tantummodo speciem cogitatum a se fictam cerebrum complectari. porro in hac mentis facultate et de se et de alienis animis contemplandi omnia pendere ea commoda quae ex hominum societate exoriantur. accipimus quoque quo pacto fiat ut confuso intestino cum extero sensuum impetu mens turbata interdum rerum imagines et audita simulacra sibi fingat. cui rei argumento esse quod qui ita mente alienata laborent id possint facere quod saniores nequeant: confricatione dico se titillare.

nolite existimare me res magni momenti parui pendere, Magistri: aspera enim est materies nec quae huius spatio orationis facile contineatur. hic uir tamen in libello polito *De animo* quanta facunditate tanto sale omnia clarissime explicauit.

dignissime domine, domine Cancellarie, et tota academia, praesento uobis egregium hunc uirum, magistrum in artibus, Regiae Societatis, Academiae Britannicae, Scientiarum Medicinalium Academiae sodalem, Collegi Christi alumnum, neruorum necnon animi doctrinae apud Londinienses professorem emeritum,

CHRIS FRITH,

ut honoris causa habeat titulum gradus Doctoris in Scientiis.

‘**J**UST like any other tribe’, our next guest has said, ‘scientists have a hierarchy. Psychologists are somewhere near the bottom.’ His own director of studies here in Cambridge used to say that he had hoped that none of his students would be so foolish as to apply themselves to psychology. Our honorand was not deterred, and soon he found himself amongst those pioneers who use huge and noisy machines to peer inside the intact skull of a living patient with such accuracy and clarity that they see not only the structure of the brain, but almost its very thoughts. ‘If you were to lie there completely motionless’, he says, ‘I would be able to tell if you were thinking about seeing the face of a friend or moving a finger’. From him we learn that we have no direct knowledge of the world of the senses, nor even of our own minds, but the brain contemplates only the mental models which it has created for itself. It is upon this faculty of the mind to think about itself and about the minds of others that all the products of human society and cooperation depend. We learn too that sometimes the mind confuses its own thoughts with the external stimuli of the senses, and so makes for itself visual and auditory hallucinations. Proof of this, he says, is that people with schizophrenia are able to do that which for others is impossible: they can tickle themselves.

*Do not think that I make light of serious matters. The subject is a difficult one and too vast for your Orator to treat properly. Our honorand, however, has explained it with clarity and wit in his book, Making Up the Mind.*

*Distinguished Chancellor, members of the University, I present to you*

**CHRIS FRITH, M.A., F.R.S., F.B.A., F.MED.SCI.,**

*of Christ’s College, Professor of Neuropsychology Emeritus, University College London,  
psychologist,*

*that he may receive the title of the degree of Doctor of Science, honoris causa.*

‘**A**TENERIS unguiculis,’ inquit hospes haec nostra, ‘in perspicenda cognoscendaque rerum natura sum cupidissima. totiens mi caelum suspicienti placet mirare quo pacto

nubila concrecant ubi corpora multa uolando  
hoc supero in caeli spatio coiere repente  
aspera,<sup>1</sup> uel uenti nobis a uespere solis  
exorti flatu soleant spirare madenti.’

studiis igitur apud Bristolenses confectis ad meteorologiae officinam se contulit ut praescripta subtilissima inuolutam in seriem ordinaret per quae instrumentis electronicis usa omnes uel perparuulas uariationes et motus caeli ad rationem uocatos intellegeret. ‘illis ecquidem diebus,’ inquit, ‘praedicens dioxidii in aëre soluti geminata ui quemadmodum uapor et nebulae frigorum calorumque mutationes moderaturae essent, non omnino errauisse uideor.’ o nimiam uerecundiam! ea enim duce singulorum locorum tempestatis rationes tali acumine confectae sunt quod non priores modo spectatores, ne Lynceus quidem ipse aequare potuisset. neque idcirco tantum prognostica interpretatur ut prouisam pluuiam in proximis diebus praecaueamus! immo: longos annos multaque per caelum solis uoluentia lustra<sup>2</sup> prospiciens gentium ducibus censet de tempestatum modis humana industria mutatis. nec mirum est in hac hominum stultitia uel etiam crudelitate, mulierem audacem tranquilla uoce uerum dicentem nonnullorum saeuam contumeliam accepisse. ‘sed non uitatur’ inquit ‘hoc odium nisi tacendo’. tacere tamen nescit. nam si re ipsa docta aliquid pro certo habet, id fatendum sibi iudicat etiamsi locuta aliis displiceat. et iam cum haud multum absit quin in extremum discrimen adducti simus, quis est qui repugnet?

dignissime domine, domine Cancellarie, et tota academia, praesento uobis egregiam hanc mulierem, excellentissimi ordinis Imperi Britannici dominam commendatricem, Regiae Societatis sodalem, Regiae Societatis Chemiae honoris causa sodalem adscitam, Physicorum Instituto honoris causa adscriptam, Collegi Darwiniani honoris causa sociam adscitam, Officinae Meteorologiae indagatoribus quondam praepositam, Regiae Societatis Meteorologiae quondam praesidem, aëris status mutationumque spectatricem,

**JULIA SLINGO,**

ut honoris causa habeat titulum gradus Doctoris in Scientiis.

<sup>1</sup> Lucretius *De rerum natura* 6.451–53.

<sup>2</sup> id. 5.931.

‘I’M a naturally curious person’, our next honorand says of herself. ‘I always enjoyed looking out of the window at the sky and thinking about why, for example, clouds form, and why the wind blows mostly from the west in this country.’ And so, when she graduated from the University of Bristol in 1973, she joined the Met Office. Here she wrote the complex computer codes to solve the fundamental equations which explain in the minutest detail how the atmosphere works. One of the things she worked out in those days was the extent to which clouds and water vapour control how the climate might respond if the amount of carbon dioxide in the atmosphere doubled. ‘It wasn’t that far off the mark’, she says. Too modest! Under her leadership the Met Office would go on to construct the most detailed weather models ever produced, with such acuity indeed that not even the fabled Lynceus could rival.

She does not read the signs only to warn us of impending rain. No, she looks years and decades ahead to advise world leaders about the effects of man-made climate change. In the present state of the world, it is sadly no surprise that a woman who dares calmly to speak the truth should find herself the subject of savage abuse. ‘The only way to avoid it’, she says, ‘is to say nothing, but that’s not the right thing to do. It’s my duty as a scientist to communicate what the science is saying even if it is unpalatable.’ And as we stand on the brink of catastrophe, who can doubt that she is right?

*Distinguished Chancellor, members of the University, I present to you*

**JULIA SLINGO, D.B.E., F.R.S., HON. F.R.S.C., HON. F.INST.P.,**

*Honorary Fellow of Darwin College,*

*formerly Chief Scientist, United Kingdom Meteorological Office,*

*former President of the Royal Meteorological Society, meteorologist and climate scientist,*

*that she may receive the title of the degree of Doctor of Science, honoris causa.*

**N**VNC adest uir, Magistri, qui ignotas animum dimittit in artes naturamque nouat.<sup>1</sup> anno decimo nondum exacto patri nescio quod machinamentum moderari conanti censuit ut clauo cochleato adhibito membrorum firmitatem temperaret ut iam subito iam leniore motu correpta declinarentur. ‘diploma si explicaris’ inquit ‘clauum illum meum octauum et uicensimum in ordine numeratum inuenies.’ is quem puerum confusa legendi facultate laborantem quod rudis esset et sine litteris contempserant magistri, hodie auctoris diplomata monopolii plus quam quadringena adeptus est. nostrae aetatis Daedalus eum appellarem — sed laetiosem per aethera cursum dirigere potest. machinis ab eo excogitatis caenum de carrucae fenestella detergetur, fitque ne lebes qui stat siccus ad feruendum excitetur sed feruente iam aqua exstinguatur. earum tanta est copia undique peruulgata ut psalmodum scriptoris uerba in mentem occurrant: dinumerabo eas et super arenam multiplicabuntur.<sup>2</sup>

quas ex iis rebus fecit pecunias in scientiam doctrinamque adiuuandam collocavit. ex aliis muneribus quibus collegium suum ornauit nullum splendidius eo horologio quod non minus terroris spectantibus mouet quam admirationis. nam aureo orbi insidet monstrum edacis grylli immani forma praeditum quod labentia temporis puncta faucibus hiantibus deuorare uidetur. neque horae iucundo tintinnabulo notantur, sed funebris uinculorum strepitus redditur et angusta cadaueris arca Libitinae malleo percussa auditur. subscriptaque admonent haec uerba: MVNDVS TRANSIT ET CONCVPISCENTIA EIVS. est istuc quidem aliquid. attamen eam quae ingeniosus uir et benignus et liberalis sibi compararit famam aeternam fore iudico.

dignissime domine, domine Cancellarie, et tota academia, praesento uobis egregium beneficissimumque hunc uirum excellentissimo ordini Imperi Britannici adscriptum, magistrum in artibus, Fabrorum Regiae Academiae sodalem, Collegi Corporis Christi honoris causa socium adscitum, sodalitates quae Strix nuncupatur quondam caput, rerum auctorem monopolii diplomatibus quadringenis ornatum, horologiorum inuentorem,

**JOHN TAYLOR,**

ut honoris causa habeat titulum gradus Doctoris in Scientiis.

<sup>1</sup> Ovid *Met.* 8.188–89.

<sup>2</sup> *Psalm* 138.18.

**T**HERE now stands before you a prolific inventor. His first patented invention came at the age of ten, when he advised his father, who was trying to control some kind of switch, to use a screw in order to adjust the stiffness of the members and so the suddenness of the movement with which they snapped together. You can look up the patent documents — part number 28 is his screw. Because he struggled with dyslexia, as a child his teachers had dismissed him as ‘practically illiterate’. Today he has over four hundred patents to his name. Indeed, I would call him a Daedalus for our age, although he is a rather more successful aviator. The switches which he devised wash the dirt from our car windscreens, they stop an empty kettle from being switched on, and they switch it off again when the water is boiling. There are so many of them in use every day throughout the entire world that it would be easier to count the grains of sand.

The fortune which he amassed from his inventions he has invested in the promotion of science and learning. Many are the gifts which he has bestowed upon his College, but none more splendid than the famous clock which inspires both admiration and fear in those who see it. For atop a golden disc sits a monster in the form of a huge and voracious grasshopper, which seems to devour the passing moments with its gaping maw. The hours are marked not by the pleasant chime of a bell, but by the mournful clanking of chains and the strike of the undertaker’s hammer upon the coffin lid. Beneath it all an inscription warns: the world passes away, and its desires with it. That may be true; but I am sure of this: that the glory which is won by a clever man who is also kind and generous will live forever.

*Distinguished Chancellor, members of the University, I present to you*

**JOHN TAYLOR, O.B.E., M.A., F.R.ENG.,**

*Honorary Fellow of Corpus Christi College, former Chairman of Strix Ltd,  
inventor and holder of over four hundred patents, horologist and philanthropist,  
that he may receive the title of the degree of Doctor of Science, honoris causa.*

**N**VLLVM esse eximiorum existimatorum elegantius iudicium scripsit haec mulier (dis scilicet immortalibus exceptis, quorum de censura quis est qui aliquid certius possit dicere?) quod ullius uel potentissimi hominis res gestas percenseat et notam approbationis aut uituperationis apponat, praeter quam diuersorum scriptorum aestimationem. quos inter iudices eminet ipsa.

non ad unicum fontem quaerit Clionem sed floriferis ut apes in saltibus omnia libant,<sup>1</sup> ita modo litterarum monumenta abditis in tabulariis euoluit et magnorum uirorum limata uerba exhaurit, modo ad uersiculos, ad mediorum hominum narratiunculas, ad faceti ingeni salsas imagines se confert. neque opera angustis finibus describuntur nec constrictis generis ripis continentur, sed iam magni momenti res et fata regnorum enarrantur, iam uiri e medio erepti uita quotidiana depingitur, iam mores habitus consuetudines plebis exponuntur. qui sint imperio modi, quae supplicia excessis his modis non ii quos penes est res publica sed infimi ordinis ciues patiantur; quibus causis e pluribus inter se diuersis partibus ciuitas haec nostra coniuncta sit, quibus iterum possit fieri ut diripiatur; quo pacto quem uidimus status nationum tam armis et Marte quam stilo et Iustitia conformatus sit: talia sibi proponit et semper expedita oratio et facile currens et sententiis abundans lectorem raptum non minus delectat quam erudit. nec mirum igitur si et apud scriptores et apud populum opinionem habet uirtutis; nec mirum si rei publicae gubernatorum fruitur approbatione: ἀληθεστάτην εἶναι παιδείαν καὶ γυμνασίαν πρὸς τὰς πολιτικὰς πράξεις τὴν ἐκ τῆς ἱστορίας μάθησιν.<sup>2</sup>

dignissime domine, domine Cancellarie, et tota academia, praesento uobis egregiam hanc mulierem, excellentissimi ordinis Imperi Britannici dominam commendatricem, magistram in artibus, doctorem in philosophia, Regiae Litterarum Societatis, Regiae Societatis Historicae, Academiae Britannicae sodalem, Collegi Christi honoris causa sociam adscitam et eidem Collegio, Collegio Girtonensi, Collegioque Newnhamensi quondam sociam adscriptam, Collegio Darwiniano adscriptam, apud Princetonenses historiae professorem, rerum scriptorem,

LINDA COLLEY,

ut honoris causa habeat titulum gradus Doctoris in Litteris.

<sup>1</sup> Lucretius *De rerum natura* 3.11.

<sup>2</sup> Polybius *Hist.* 1.1.2.

**O**UTSIDE of heaven (for who can speak with certainty of the judgements of the immortal gods?) there is no disembodied tribunal, our next honorand has written, which is going to award any of us, even the most powerful, a satisfactory, retrospective tick for our actions. ‘There are only miscellaneous historians.’ Of which bench of judges she is herself a distinguished member.

*She does not seek Clio at a single source. Like the bee who sips from flowers across the whole meadow, she draws now from volumes in dusty archives, now the polished speeches of famous men, now poems, now the accounts of ordinary people, now cartoons. Nor is her work easily categorised or confined within the bounds of genre, but turns from narratives of great events and the fates of kingdoms to biography to cultural and social history. What are the limits of empire, and how do ordinary citizens suffer the consequences when those limits are overstepped? By which forces was this United Kingdom forged from its diverse constituencies, and which might tear it apart again? How has the modern world been shaped as much by weapons and war as by the pen and the law? These are the questions which she poses for herself, and always her writing, eloquent and flowing and rich in ideas, both delights and informs the reader. It is no wonder that she has won renown among the public as well as her colleagues. It is no wonder, either, that she has enjoyed the admiration of those who steer the ship of state, for, as Polybius said, the study of history is the greatest education and training for political life.*

*Distinguished Chancellor, members of the University, I present to you*

**LINDA COLLEY, D.B.E., M.A., PH.D., F.R.S.L., F.R.HIST.S., F.B.A.,**

*Honorary Fellow and former Fellow of Christ’s College,  
sometime Fellow of Girton College and of Newnham College, member of Darwin College,  
Shelby M. C. Davis 1958 Professor of History, Princeton University, historian,  
that she may receive the title of the degree of Doctor of Letters, honoris causa.*

**G**RAECVS quidam cum Phoeniciis consonantibus uocales addidisset eam exactam atque perfacilem rationem arti scribendi dederat qua etiam nunc fruimur: peritissima haec mulier iisdem litteris dat formam leporem soliditatem. ab omnibus machinarum compendiariis et recentioris aetatis dolis atque artificiis abhorret, quippe quae quamuis sint commoda, quo pleniora sint festinationis eo magis ueri artificis sollertia et proprio ingenio careant. ‘quisquis in saxo’, inquit, ‘uerba insculpat, cum sempiterna naturae pulchritudine et duro marmoris robore uim memoriam sententiam contextit.’ quotiens igitur in lapide aliquid cuiuslibet generis fabricetur, ita faciendum esse caelatori ut opus melius fieri non possit. nam quod in lapidem imponatur solidam rem fieri unde id exprimatur quod in intima mente habeat auctor. itaque graphide scalptra tereti malleolo assumpto pristinae artis praecepta amplectitur ut litteris summa cum gracilitate lapidi uitro metallo mandatis iis quos amamus, quorum mortem lugemus, quibus debitam gratiam reddere uolumus detur gloria et laus et aeternitas. qui machinata est tituli tam grauitate quam uigore pleni hortulos solaria templa bibliothecas collegia adornant. neque in hac nostra urbe, in qua domum fecit et officinam illam clarissimam condidit, oculos potest tollere uiator quin huius mulieris caelamina notissima sua forma coruscantia statim agnoscat.

a Graecis profectus iam peroraturus ad Graecorum poetam redeo qui scripsit ψυχῆς ἰατρὸν τὰ γράμματα.<sup>1</sup> quae cum ita sint, quemnam possum uobis adducere hac muliere digniorem cui hunc quem nunc offerimus titulum donetur.

dignissime domine, domine Cancellarie, et tota academia, praesento uobis egregiam hanc mulierem, excellentissimo ordini Imperi Britannici adscriptam, Collegi Sanctae Mariae Magdalenae honoris causa sociam adscitam et Aulae de Clare adscriptam, eius cui cum priore marito nomina imposuerat officinae consociam, pulcherrimarum litterarum inuentricem et caelatricem,

**LIDA LOPES CARDOZO KINDERSLEY,**  
ut honoris causa habeat titulum gradus Doctoris in Litteris.

<sup>1</sup> Philemon fr. 10 K.–A.

**I**T was a certain Greek who added vowels to the Phoenician consonants and laid the foundations of the alphabet which we use today. To those same letters this most skilful woman gives form and beauty and solidity. All shortcuts afforded by machinery and modern contrivances she avoids, for while they may offer speed and convenience, they lack the skill and personality of the true craftsman. ‘Cutting letters in stone’, she says, ‘fuses the timeless natural beauty and permanence of the material with a living message and meaning. Everything done at any time in stone needs to be the best that can be done.’ A cut stone, like a sacrament, is the physical embodiment of the intention of its author. And so she takes up her white pencil, her chisel and her round mallet and embraces the traditional techniques of her art so that with letters gracefully carved into stone and glass and metal those we love, those we mourn, those to whom we wish to give thanks may be commemorated with praise, glory and eternity. Her inscriptions bring formality and energy to gardens, to sundials, to churches, to libraries, to colleges. And in this city especially, where she has made her home and where she founded her famous workshop, a traveller can scarcely raise his eyes without instantly recognising an example of her work.

*We began with a Greek and in closing we return to a Greek poet who wrote that letters are the doctor of the soul. Who, then, could be more worthy than this woman of the title we now offer her?*

*Distinguished Chancellor, members of the University, I present to you*

**LIDA LOPES CARDOZO KINDERSLEY, M.B.E.,**

*Honorary Fellow of Magdalene College, member of Clare Hall,  
Partner, The Cardozo Kindersley Workshop, lettercutter, typographer and author,  
that she may receive the title of the degree of Doctor of Letters, honoris causa.*

QVAE agmen iam claudit, Magistri, haud scio an in arte athletica praeclara hodie ad uos adduceretur ni repentino quodam casu stadii damnus Musis decori fuisset. cui octavo decimo anno nondum exacto iam iam coronam Olympiacam in currendo apud Canadenses petiturae, folle ludenti — eheu! — crus sauciatur. curriculo igitur clauso ad artem musicam se contulit; sed quo organo praestare poterat? citharam maximam suscepit quippe quae, quod propter magnitudinem liberis rarissime proferetur, serius assumpta nulli foret incommodo. macte uirtute! sic itur ad astra. inter enim tres annos, quamuis instrumenti altitudinem uix aequaret, tanta floruit peritia ut fidicen nullus uel non multi usquam inuenirentur sollertiores. et iam in neruis pellendis per saecula lustrat ab opimis prioris aetatis et tamquam adipatis modis usque ad recentiores numeros elegantissimos.

‘hunc cursum,’ inquit, ‘cum ingressa sum, frustra fuscum uultum apud symphoniacos quaesisses.’ pallidum esse pulpitem, pallidulam caueam. sed quia docuissent parentes — Nigerianus pater, mater ex Hibernis orta, de quibus multa si sufficeret spatium miranda possunt dici — quia docuissent parentes quidquid uellet cum opera et perseuerantia se perficere posse, quot et qualia alio colore musicis hominibus obiecta obstarent impedimenta nondum ait se intellexisse. multis tantum post annis se sensisse quibus molestiis, qua impotentia uexarentur. ad hanc igitur iniuriam extirpandam incubuit. institutum condidit quo iis qui ex Afris, ex Asia, e diversis fontibus stirpem ducerent locus canendi praeberetur ubi accepti fouerentur. nam ‘si iuuenis uel unus,’ inquit, ‘cutem et colorem impedire sentit quominus artem musicam colat, eum uolo sustinere, ei uocem dare, eum certiore facere musicam cuiuslibet generis omnium hominum esse patrimonium.’

dignissime domine, domine Cancellarie, et tota academia, praesento uobis egregiam atque numerosissimam hanc mulierem, excellentissimi ordinis Imperi Britannici commendatricem, Regiae Academiae Musicae sodalem et citharae maximae studiorum historicorum professorem, Musaei Labaniani honoris causa sociam adscitam, Collegio Iesu hospitis iure sociam adscriptam, Instituti Chineke conditricem et reatricem,

CHI-CHI NWANOKU,

ut honoris causa habeat titulum gradus Doctoris in Musica.

**O**UR *final honorand, I am sure, I would now be introducing to you as a champion athlete, had not fate had other plans; but sport's loss was to be music's gain. At the age of eighteen she was training to race at the Montreal Olympics when she badly injured her knee playing football and was told she would never sprint again. She therefore turned to music. But at what instrument might she excel? She took up the double bass, which, because of its size, was not given to children and would not be a disadvantage to one who had come to it rather late. It was a wise choice, and the start of a stellar career. Within three years — although she was scarcely taller than her instrument — she was ranked among the very best players in the world, with a repertoire now ranging from baroque to the classical music of the twenty-first century.*

*When she started on this path she was the only person of colour in the orchestra. Classical music was a predominantly white affair, for both performers and audiences. Her parents had raised her to believe that, with hard work and perseverance, she could achieve anything she wanted. (Her father was Nigerian, her mother Irish, and their story, too, is a fascinating one, if space allowed.) 'So I genuinely did not understand', she says, 'why virtually no other minority ethnic musicians were climbing up through the ranks. It was many years later that I realised and learnt just how out of place and uncomfortable many aspiring BME musicians felt.' It was to this injustice which she addressed herself. She established the Chineke! Foundation to create a space where musicians of colour can walk on stage and know they belong. 'If even one Black and ethnically diverse child feels that their colour is getting in the way of their musical ambitions', she says, 'then I hope to inspire them, to give them a platform, and to show them that music, of whatever kind, is for all people.'*

*Distinguished Chancellor, members of the University, I present to you*

**CHI-CHI NWANOKU, C.B.E., F.R.A.M., HON. F.T.L.,**

*Visiting Fellow of Jesus College,*

*Professor of Double Bass Historical Studies, Royal Academy of Music,*

*Founder and Artistic Director of the Chineke! Foundation and*

*Principal Double Bass, Chineke! Orchestra, musician,*

*that she may receive the title of the degree of Doctor of Music, honoris causa.<sup>1</sup>*

<sup>1</sup> The Orator apologises unreservedly to Professor Nwanoku for two factual errors in the Oration for her which appeared in the printed Programme and which have been corrected in the texts above.

E. M. C. RAMPTON, *Registrar*

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

## REPORT OF DISCUSSION

**Tuesday, 20 June 2023**

A Discussion was convened by videoconference with Deputy Vice-Chancellor The Rt Hon. Lord Smith of Finsbury, *PEM*, presiding and the Registry's deputy, the Deputy Junior Proctor and the Senior Pro-Proctor as the attending officers.

Remarks were received as follows:

***Report of the Council, dated 6 June 2023, on the introduction of electronic voting in elections and other votes of the Senate***

(*Reporter*, 6703, 2022–23, p. 715).

Professor G. R. EVANS (Emeritus Professor of Medieval Theology and Intellectual History):

Deputy Vice-Chancellor, I will not be the only member of the Senate who is also a member of Oxford's Convocation and therefore able to vote in that capacity more often than members of the Senate are likely to be called upon to do here. In both universities a large body votes for its Chancellor, but only in Oxford is there a vote for a Professor of Poetry, while in Cambridge the Senate may still create and vote for its own Graces.

The Senate's choice of a Chancellor was left to it as a residual responsibility when almost everything else moved to the Regent House as the University's governing body. It has its importance in one particular respect. Only he may settle a doubt about the meaning of a Statute. The University of Cambridge Act (1856) established that (s.42) and it reappeared in the Oxford and Cambridge Act of 1877 and the Act of 1923 under which Cambridge still holds its powers to create its own Statutes. It is now Statute A IX 2, in the same words, with the addition of a provision for the University to pay the Chancellor's costs.

The Chancellor has a range of surviving powers. He may call a Congregation of the Regent House and shares with the Vice-Chancellor the duty to see that all University officers 'perform their duties'. He appoints the Commissary by letters patent. In principle he chairs the Council. He appoints University preachers. In certain circumstances he acts in his ancient judicial capacity. It is to the Chancellor that three members of the Council may make a complaint calling for the removal of the Vice-Chancellor from office. (I trust the Vice-Chancellor-to-be has got this far in her mastering of the 1,147 pages of the *Statutes and Ordinances*. It is on p. 20.)

So appointing the Chancellor, though a residual power of the Senate, is not a negligible one. The need for a device to deal with the problem of the sheer numbers of eligible voters in Cambridge exercised both houses of Parliament while they were considering the Bill which became the University of Cambridge Act of 1856. It was commented more than once that two Cambridge Colleges, Trinity and St John's, were responsible for a disproportionate number of members of the Senate, though if only the resident members were considered the balance looked better. There was much anxious comparing with the still-recent University of Oxford Act of 1854, which had decided that Convocation should not be dispossessed of any of its then powers except as provided by the new Act (s.22).

The Lord Chancellor (a Cambridge man) noted that:

The Convocation at Oxford answered to the Senate at Cambridge; that was, all the masters of arts who retained their names on the books were members of the Senate.<sup>1</sup>

The Lord Chancellor had thought the best mode of constituting the new Council at Cambridge was to constitute it 'in the same manner as that at Oxford'. But in Cambridge:

they must begin by first constituting a constituency that was at present unknown, or the election should be by the Senate at large. Now he could not conceive anything less calculated than a general election by the Senate to secure the only object which there ought to be in electing such a body, namely, due attention to academical improvement; on the contrary, he feared there would be a contest to see who could get the most friends to vote for them.<sup>1</sup>

The requirement that one must be a Master of Arts to be a member of Convocation or the Senate lasted until quite recently in both Universities. It is now acknowledged that although in Cambridge this is indeed a degree it is 'not available as a postgraduate qualification'.<sup>2</sup> The new Vice-Chancellor is to be admitted on 5 July, including admission to an M.A. Degree under Statute B II 2.<sup>3</sup>

The problem of arranging a vote of a huge number of graduates, many of whose whereabouts are now not knowable, faces both Universities. Since 1870 there has been an Oxford *Gazette* and a Cambridge *Reporter* to carry an announcement, though it took more than a century for those to become available online to be read anywhere.

Oxford's Convocation has to elect a Professor of Poetry every four years and this year's successful candidate was announced on 16 June. Oxford has therefore had to devise a practical arrangement for the conduct of a vote by many thousands of its members whose present addresses are not known to it. It is no longer reasonable to expect voters to arrive in person, wearing gowns, and identify themselves by date of matriculation and College there, any more than it is in Cambridge. This time the *Gazette* invited applicants for a vote simply to give details of their Oxford degrees with dates. These were checked and the voter added to the list, to be sent an email in due course with instructions for the actual voting. I am sure Cambridge's senior administrative officers will have asked about that and how it went. For it turns out that it was not as straightforward as it sounds. An 'Update' of 19 May explained that the 'external voting supplier, Civica Election Services' had 'identified a duplication error', with 252 receiving two votes. 'These votes have now been invalidated, and the affected voters are being contacted to issue them with a new vote. All eligible registered voters therefore now have one vote each.'

The decision before Cambridge's Senate in the present Report is not to remove voting in person as Oxford has for Convocation, but to add digital voting. This Report does not explain in any detail how the scattered thousands are to be contacted to gain the necessary registration. 'If this Report's recommendations are approved, details of that registration process will be published separately after consultation with Civica'. So Civica will be in charge in Cambridge too.

<sup>1</sup> <https://hansard.parliament.uk/Lords/1855-04-24/debates/37523997-f9aa-47d0-9c02-1ce99fc8645e/CambridgeUniversityBill>

<sup>2</sup> <https://www.cambridgestudents.cam.ac.uk/your-course/graduation-and-what-next/cambridge-ma>

<sup>3</sup> *Reporter*, 6700, 2022–23, p. 662.

Mr C. M. TAYLOR (Christ's College):

Deputy Vice-Chancellor, I am a non-Regent member of the Senate. I warmly welcome the proposal to introduce remote voting for elections by the Senate. The registration of eligible members will obviously be a challenge but if Civica can manage it for millions of members of the National Trust I expect that it can manage the registration of the Senate with the co-operation of the University. Nevertheless a further Report would be welcome, especially on whether registration will be automatic (since as I saw in 2011 the University has a Register of the Senate even though in theory it has been abolished) or will depend on application.

I would hope that communication with alumni would be more extensive than it was in 2011; many of us only discovered the existence of the 2011 election from the media which no doubt accounts for the relatively small turnout. Again communication on applications for registration (if required) will be vital. There must be a danger that alumni such as myself who are signed up to emails will be favoured but I expect that Civica can address this challenge. The University of Manchester, which has faced this challenge for many years, and the ancient Scottish universities with their General Councils, may be able to assist.

The issue not addressed by the current proposal is the annoyance of the Nomination Board, which of course is the reason why the 2014 proposals were withdrawn. It is not too late to rethink the existence of this pointless body, for the reasons which Professor Edwards admirably summarised in the Discussion of 27 May 2014 (*Reporter*, 6350, 2013–14, p. 614).

Professor A. W. F. EDWARDS (Gonville and Caius College):

Deputy Vice-Chancellor, this is essentially a continuation of the Discussion of 27 May 2014 on the Report of the Council, dated 13 May 2014, on the process for the nomination and election of the Chancellor.<sup>1</sup>

As a result of the mauling of that not very edifying Report and the withdrawal by the Vice-Chancellor of its associated Grace at my request because it was *ultra vires*, nothing came of it except an undertaking 'to revisit the matter when there was an election by the Senate in prospect on the advent of a vacancy in the office of the Chancellor or High Steward'.<sup>2</sup>

I remarked at the time:

Thus does the present Council kick the procedure into the long grass for a different Council to consider the constitutional tangle and the problems that have been drawn to their attention which they have declined to discuss. These are (1) the use of the Single Transferable Vote system for filling a single vacancy and (2) the requirement for a Nomination Board to stand between the Senate electorate and free nomination by its members.<sup>3</sup>

In fact I think I should perhaps have said 'declined to discuss seriously' for there has been no *substantial* analysis of the objections to both procedures.

The present Report is deliberately limited to (3) the question of electronic voting, proposing it to be allowed. I doubt the wisdom of this change because of the risk that it might be manipulated by twittering internet groups with political motives, but to oppose it would be argued to be an affront to the democratic rights of distant members of the Senate. The proposal that we locals might continue to have the option of voting in person is welcome. I should also like to see the Proctors formally recognised as scrutineers for the whole process, as they were historically.

But the proposal to continue to use the Single Transferable Vote system as contained in Recommendation II is unacceptable without serious discussion. It should be withdrawn. I gave detailed reasons for this in my remarks at the 2014 Discussion which the Council have never answered satisfactorily. In reply, all they could muster in its defence was

The Council is aware of the shortcomings of the Single Transferable Vote system, to which Professor Edwards refers, but notes its widespread use in votes of the Regent House and does not wish to consider a review of the voting system at the present time.<sup>4</sup>

But this has nothing to do with the objection that it should never be used for selecting one among a number of candidates, when it reduces to the Alternative Vote system.

Electing to a particular office is not a question of proportional representation for which STV was designed. If so used it can lead to the Condorcet Paradox 'where A is elected even though more voters prefer B to A'. As I pointed out, the voting on the last occasion amply illustrated the risk.

If the proposal is not withdrawn then I ask for a separate Grace on Regulation 9, there being no provision for amendments to Graces of the Senate in the Ordinances. As a matter of fact the use of STV for filling a single place was only introduced on the recommendation of Professor Sir Peter Swinnerton-Dyer some years ago. I recall the *Reporter* Notice to that effect, but have been unable to locate it. No-one remarked on this inappropriate use at the time. I am not objecting to the use of STV in general, but only for the filling of a single office such as the Chancellorship.

Turning now to the question of the Nomination Board, the Council states that 'There will be the opportunity in the future to put forward separately proposals for further changes to Senate procedure'. I am accustomed to waiting long periods for Council responses, ten years in the case of the removal of the age-limit for members of the Regent House, and now nine years for considering the Nomination Board. But this can be delayed no longer. When the question of the Chancellorship came up in conversation in March I looked up the current membership of the Nomination Board. I discovered on searching the *Reporter* for the regular Graces for filling the rotational retirement of the sixteen members appointed by the Senate (*Statutes and Ordinances*, p. 109) that the last were on 15 May 2019. Since each tenure is four years the Board is now empty of such members. I enquired of the Registry, who replied that this was indeed so, which is confirmed by the recent Special No 5 of the *Reporter* dated 9 June 2023, *Members of University Bodies*. It says 'appointments pending'. Obviously none should yet be made in case the Regent House decides by Grace not to retain the Board. The administrative lapse started pre-Covid.

All the strong arguments I advanced for abolishing the Board are further strengthened by this situation. The Nomination Board consists of the members of the Council and the sixteen Graced members of the Senate. The whole point of a cyclical rotation is that one quarter of the latter are replaced each year so that they are not all proposed by identical Councils. But now we have a particular Council with complete control over the nomination of the 'official' candidate by virtue of nominating all the non-Council members. This deplorable fact is enough to make one vote against him or her anyway. A ridiculous bureaucratic body set up allegedly to avoid the occurrence of an event of probability *epsilon* has now become a farce.

I repeat my call for its abolition, and ask the Council to propose a Grace to abolish the Board. If they decline and persevere by trying to fill all sixteen places at once then a *non-placet* of those Graces would be no embarrassment, since the proposed members would be collectively and not severally involved. There is no need for a Report or a 'working group' to look into the matter. It is not a question of Statute. Just publish the Grace to change the Ordinance so that we can have a vote on it, and let the opposing views be expressed in fly-sheets. We should not miss this golden opportunity.

The argument for electronic voting is democracy. It is also an argument for abolishing the Nomination Board. It has no equivalent in Oxford.

<sup>1</sup> Respectively *Reporter*, 2013–14: 6350, p. 614 and 6347, p. 536.

<sup>2</sup> *Reporter*, 6361, 2014–15, p. 57.

<sup>3</sup> *Oxford Magazine*, Fifth Week, Michaelmas Term, 2014, pp. 21–22.

<sup>4</sup> *Reporter*, 6355, 2013–14, p. 705.

Mr M. N. H. Moss (Homerton College):

Deputy Vice-Chancellor, I was a University administrator in 2011, and jointly responsible, with the then Head of the Registry's Office, for organising the vote for a successor as Chancellor to HRH The Duke of Edinburgh. I also attended meetings of the Working Group to review the arrangements after the event.

The Working Group considered in depth the question of in-person or remote voting, and it is worth revisiting the careful wording of the Council's Report dated 13 May 2014:

The working group ... particularly considered the current requirement that voting be only in person. While such a requirement is likely to mean that voting is concentrated amongst the section of the electorate with the most direct involvement in the life and work of the University and the fullest understanding of the Chancellor's role, and provides a valuable ceremonial opportunity for Collegiate Cambridge to welcome alumni back to Cambridge, it nevertheless potentially constitutes a restriction which in practice disenfranchises the majority of the wider, international alumni community, and which the working group believe should be removed.<sup>1</sup>

It was a narrow conclusion, and I was one of those who – on balance, and noting all the arguments in favour of 'more democracy' – believed rather that it should not be removed.

My opinion is coloured by my memory of the two voting days. There were long queues at times, but not too long, and there were many happy conversations with members of the Senate converging on Cambridge for the experience. The overwhelming impression was of a group of voters who cared, very much, who is at the pinnacle of their University.

To introduce online voting is to introduce a sharp transfer of electoral power from those who care a lot, to those who may care only a little, and are affected only a little.

There is no doubt that there are many members of the Senate who care, and who would not be able to travel to Cambridge in person. In-person voting, in practical terms, does prevent them from voting, there is no escaping that fact. But might in-person voting not also provide protection against an election being hijacked by the sort of online campaign that brought us Boaty McBoatface?

The election of a Chancellor of this University is not like the election of a government – it is much more important. If we don't like the government, then in five years' time we can throw the scoundrels out. But a Chancellor is elected for life.

So if this proposal is to proceed, I would like to see some evidence that the Council has thought about the possibility of mischievous or bad actors, of online rumour and disinformation, and can propose ways to mitigate the risk.

<sup>1</sup> *Reporter*, 6347, 2013–14, p. 536.

Mr J. J. HUMBLER (Junior Esquire Bedell and Peterhouse):

Deputy Vice-Chancellor, given that members of the Senate are entitled to vote in its elections, and that the technology exists to allow them to do so remotely, it is probably difficult to argue with the principle of this Report – although I hope that many will still choose to vote in person.

We are told that details of the registration procedure will be published later. It is understandable that approval of the principle (i.e. Recommendation I) should be sought before commissioning any detailed work on the system; but for the final arrangements to simply be announced by Notice, without any further oversight by the Senate, would be to encroach upon one of that body's few remaining powers – that of regulating its own procedures.

A warning from history: when electronic voting was introduced for the Regent House, the system was not ready in time for its first intended use, which had to be abandoned.<sup>1</sup> The Senate is presumably orders of magnitude larger than the Regent House, and I would guess that most of its members do not have an @cam.ac.uk email address; so the system for the Senate will surely be considerably more awkward to develop. It would be publicly embarrassing if the same issue were to recur at, say, a contested election for the Chancellorship.

<sup>1</sup> *Reporter*, 6336, 2013–14, p. 355.

Dr J. P. SKITTRALL (Department of Pathology and Trinity College):

Deputy Vice-Chancellor, votes of the Senate have in recent times been so rare as almost to be vestigial, and yet those of us who remember the last election of a Chancellor will understand the value of having a Report such as this before us. Firstly, requiring in-person attendance in Cambridge limits the members of the Senate who can vote. Secondly, managing an in-person ballot is clunky. Indeed, these factors create a pressure to avoid seeking the Senate's approval for anything controversial, lest a ballot may result. Hence, a proposal that makes democratic consultation more likely, and makes participation more straightforward, is to be welcomed.

So why am I here today to speak? The answer is that there is an elephant in the room. The elephant in the room is that we no longer have a single definitive roll of electors.

This issue is alluded to in the most recent Report: '[The] 2014 proposals included a plan to enable voting other than in person in elections, *following registration*' (my emphasis). Those 2014 proposals included a provision that 'no person shall be entitled to vote other than in person unless that he or she has applied to be registered as a voter no later than the deadline for the submission of nominations to the Nomination Board'.<sup>1</sup> The provision is missing from the current proposals, without explanation.

The issue here is that to make electronic voting work, it is necessary to establish both the identity and the eligibility to vote of the putative voter. Lest this seem too trivial a matter, I think it worth briefly pondering whether we can think of any bad actors who might be tempted to influence an election for the Chancellor of the University if an easy opportunity arose. Simply placing responsibility for getting all of this right in the hands of the Vice-Chancellor, as presiding officer, rather than in (amendable) Ordinance, seems to stretch the limits of what it is reasonable to ask of a presiding officer.

We already occasionally run into conflict when the roles of the Vice-Chancellor as the Chair of the Council and as the presiding officer for handling Graces of the Regent House overlap. In 2018 I represented to the Commissary that the then Vice-Chancellor had misdirected himself in law by ruling an amendment to a Grace inadmissible. The Commissary rejected my referral on the grounds that when acting as presiding officer, the Vice-Chancellor's *opinion*

sufficed according to the Special Ordinance: that is, there was no requirement that the Vice-Chancellor act as a reasonable presiding officer ought to act, and therefore no need to consider whether the Vice-Chancellor had, indeed, acted reasonably. I bring up this anecdote not to concern ourselves with a particular past incident, but to illustrate why the flexibility of loose drafting would be undesirable here – as currently written, it would be difficult after the fact to correct even an unintentional mistake regarding the arrangements for registration, because the requirements of the Ordinance would have been met.

In summary, this Report is really close to getting it right and the final work to get it over the line seems entirely reasonable. It would be ideal if that final work resulted in a proposal so uncontroversial that we did not need to have a ballot of the Senate to approve it!

<sup>1</sup> *Reporter*, 6347, 2013–14, p. 536.

## COLLEGE NOTICES

### Elections

#### *Fitzwilliam College*

Elected to a Fellowship in Class C, with effect from 1 October 2023:

Gabriel Duckels, B.A., *Goldsmiths*, M.Phil., *JN*  
Itai Massad, B.Sc., M.Sc., *Technion, Israel Institute of Technology*

Elected to a Fellowship in Class A from 1 October 2023:

Lisa Mullen, B.A., *Oxford*, M.A., Ph.D., *Birkbeck*

### Vacancies

#### *Annual College Research Fellowship competitions*

A number of Colleges propose to hold competitions for Research Fellowships tenable from the start of the academic year 2024–25 with closing dates for application on or near 1 October 2023. Advertisements will appear online at <https://www.jobs.cam.ac.uk/college/> not later than 31 August 2023. Advertisements for competitions with a later closing date will normally appear in the *Cambridge University Reporter* and the *Oxford University Gazette*, as well as online, not less than 28 days before the closing date.

*Pembroke College*: Postdoctoral Research Associateships (three available); tenure: one year from 1 October 2023, with the possibility of renewal for a further year or more; dining rights and other benefits apply; closing date: 11 August 2023; further details: <https://www.pem.cam.ac.uk/college/job-vacancies>

*Trinity College*: Junior Research Fellowships; tenure: up to four years from October 2024 or as agreed; salary: up to £39,000 plus benefits; closing date: 31 August 2023; further details: <https://www.trin.cam.ac.uk/vacancies/junior-research-fellowships-2024/>

## OTHER NOTICES

### Notice by the University Bellsringer

In the morning of Wednesday, 21 June 2023, the following rang the bells of Great St Mary's, the University Church, to mark the birthday of HRH the Prince of Wales:

Claire Y. Barlow  
Lesley H. M. Boyle  
Gareth Davies  
Timothy K. Dickens  
Kirsten J. Hawkins  
Lynne P. Hughes  
Frank H. King  
June Mackay

For many centuries, the bells of the University Church have been rung for certain royal anniversaries and, in recent years, the occasions marked have been the Accession and the birthdays of the sovereign and the heir apparent. This is the first occasion that the bells have been rung for Prince William.

In the afternoon of 21 June, the same ringers rang for the Honorary Degree Congregation.

## EXTERNAL NOTICES

### Oxford Notices

*St Anne's College*: Deputy Development Director; permanent; salary: £44,414–£51,061; closing date: 17 July 2023 at 12 noon; further details: <https://www.st-annes.ox.ac.uk/about/job-opportunities>