

SPECIAL ORDINANCES UNDER STATUTE C

UNIVERSITY OFFICES AND EMPLOYMENT IN THE
UNIVERSITY

SPECIAL ORDINANCE C (i):

*University Officers: sabbatical leave, dispensation, duty to examine
(Special Ordinance under Statute C 1 1)*

1. Those holding the offices specified in Schedule C (i) 1 shall be designated as academic staff. The holder of such an office shall be entitled to be dispensed from discharging the duties of their office during one term for every six terms of service as hereinafter defined; provided always that

- (a) the officer's duties include undertaking research, which duty is specified in the officer's contract of employment;
- (b) the officer shall obtain the consent of the General Board, which consent shall not be unreasonably withheld;
- (c) in estimating the amount of leave of absence due under this section at any time account shall not be taken of any service done by the officer more than six years before;
- (d) an officer shall not necessarily receive any stipend in respect of any period of absence under this section, but the General Board may fix the amount (if any) of the stipend payable in respect of such period.

For the purposes of this section the General Board shall have power to determine whether a term or part of a term is to be reckoned as a term of service in any case where the holder of an office specified in the Schedule has been excused compliance with any or all of the conditions of the office under Statute C and the Ordinances or has been dispensed from discharging all or part of the duties of the office under Section 2 below; and for the same purposes a term of service shall be defined as any term during which or during part of which a University officer has held such an office, except

- (i) any term for which or for part of which the General Board has excused the officer from compliance with any or all of the conditions of their office under Statute C and the Ordinances but has not allowed the term to be reckoned as a term of service;
- (ii) any term for which or for part of which the General Board has dispensed the officer from discharging all or part of the duties of their office under Section 2 below but has not allowed the term to be reckoned as a term of service;
- (iii) any term for which the officer has been dispensed from discharging the duties of their office under this section.

2. The competent authority may for sufficient cause dispense a University officer from discharging all or part of the duties of their office, as follows:

- (a) The competent authority may dispense an officer, on account of their illness, from discharging the duties of their office for a period not exceeding six months, without loss of stipend. The competent authority may extend such dispensation and if it does so shall fix the amount (if any) of the stipend payable to the officer.
- (b) The competent authority may dispense an officer, for sufficient cause other than illness, from discharging the duties of their office for a period not exceeding five years. In exceptional circumstances the competent authority, with the concurrence of the votes of not less than two-thirds of the whole number of its members, may grant such a dispensation for a period longer than five years, or may extend beyond five years a dispensation already granted, provided always that such a dispensation or extension shall not be valid without the concurrence of the Board, Syndicate, or other body chiefly concerned with the duties of the officer. No stipend shall be payable to the officer during any such dispensation (whether or not the period of dispensation exceeds five years) unless at the time of giving it or at the time or times of extending it the competent authority, having regard to all the circumstances of the case, including the nature of the sufficient cause and the question whether the officer is receiving or will receive payment from some source other than the University during the period of the dispensation, shall determine that the whole or part of the normal stipend is to be payable.
- (c) The competent authority may dispense an officer, for sufficient cause other than illness, from discharging part of the duties of their office, provided always that such a dispensation shall not

be valid without the concurrence of the Board, Syndicate, or other body chiefly concerned with the duties of the officer. Requests for dispensations shall be considered in accordance with the flexible working legislation in force and any rules made from time to time by the competent authority. A reduced stipend, as determined by the competent authority, shall be payable during such a dispensation.

3. The competent authority shall have power to determine whether any period, or part thereof, of an officer's dispensation or partial dispensation from duty under this Special Ordinance shall be omitted in reckoning the limit of tenure fixed at the time of the officer's appointment or reappointment to their office.

SCHEDULE C (i) 1¹

University offices whose holders are entitled to leave under Special Ordinance C (i) 1

Professors
 Clinical Professors
 Professors (Grade 11)
 Readers
 University Associate Professors (Grade 10)
 University Senior Lecturers
 University Associate Professors (Grade 9)
 University Lecturers
 University Assistant Professors
 Assistant Directors of Research
 Senior Assistants in Research
 University Pathologist in the Department of Veterinary Medicine
 Assistant Directors of Development Studies
 Director of the Melville Laboratory for Polymer Synthesis
 Director of the Institute of Criminology
 Director of the Scott Polar Research Institute
 Director of the Botanic Garden
 Executive Director of Research in the Faculty of Economics
 Deputy Director of the McDonald Institute for Archaeological Research

SPECIAL ORDINANCE C (ii)

University Officers (Special Ordinance under Statute C I 2)

Amended by Grace 2 of 12 June 2024

1. Certain matters which may be regulated in future by Special Ordinances under Statute C I 2 are at present provided for by the Schedule to Statute C (formerly Statute U).²

2. The competent authority shall decide, after hearing the opinion of the Faculty Board or other authority concerned, whether a University office that is vacant or is expected to become vacant shall be filled or left vacant; provided that this shall not apply to

- (a) any of the offices specified individually in Statute C I 1;
- (b) any Professorship;
- (c) any office which is required to be filled under the terms of a trust subsisting at the time.

An election or appointment to an office may be made by anticipation as from a future date if it is known that the office will then be established, or will then be vacant and may be filled.

3. (a) The tenure of a University officer other than an officer specified in Schedule C (vii) 1 shall begin on such date as may at the time of the election or appointment be specified by the electing or appointing body; or, if no such date is specified, then

- (i) if the office is already vacant or is newly established, the officer's tenure shall begin on the day of the election or appointment,
- (ii) if the office is not yet vacant, the officer's tenure shall begin on the day after that on which the retiring officer vacates the office;

¹ See also p. 695.

² Cross-reference may be amended by Grace pursuant to Statute C I 8(c).

provided that no such body shall specify a date, or shall make an election or an appointment without specifying a date, so that the tenure of the officer elected or appointed begins on a date that is either earlier than the day on which the office fell vacant, or more than six months earlier than the day of the election or appointment, or more than eighteen months later than that day.

(b) Wherever in respect of a University office or category of University office provision is made by Statute or Ordinance or has been made by Grace for reappointment, and reappointment has not been precluded by the conditions upon which a particular office was established or re-established, no holder of such office or of an office in such category shall be reappointed more than one year before the date on which their present tenure of the office is due to expire.

(c) Where any Statute or Ordinance provides that a University office shall be divided into grades, whether identified by a number or by a specific title, each grade shall, unless otherwise specified in the relevant Statute or Ordinance, be regarded as a separate University office, and promotion from a lower grade to a higher grade within an office which is so divided shall be regarded as appointment to a different office.

(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.¹

4. Unless it is otherwise provided by Statute or Ordinance, every officer shall be admitted to their office as soon as may be after the commencement of tenure by subscribing, in a book kept at the Registry, a declaration that the officer will well and faithfully discharge all the duties of the office, and by entering in the book the date of entering upon the office.

5. The stipend of an office shall accrue due to an officer from the commencement of tenure unless they fail to enter upon the duties of the office on or before the required date as hereinafter defined. The required date shall be that specified by the electing or appointing body at the time of the election or appointment, or, if no such date is specified, it shall be that of the commencement of tenure if the commencement is not on the day of the officer's election or appointment, or the first day of the next term if the commencement is on the day of the officer's election or appointment.

6. An officer who fails to enter upon the duties of their office on or before the required date shall report the fact to the competent authority. The competent authority shall then determine the date from which the officer's stipend is due to accrue, and may excuse the officer from compliance with any or all of the conditions of the office during a period of not more than one year after the required date, subject to any deduction of stipend which the competent authority may determine.

7. Except where it is otherwise determined by the University, stipends shall be considered as accruing from day to day and shall be apportionable in respect of time accordingly.

8. The University shall have power to prescribe by Ordinance that the stipend attached to any office shall be subject to deduction on account of emoluments received by the holder from a College or Colleges.

9. No person or body shall have authority to make any representation or contract on behalf of the University, except in the performance of duties assigned to such person or body by or under Statute or Ordinance, or by consent of the University authority concerned. Such consent may be given either with regard to a particular transaction or generally with regard to a class or classes of transaction, and shall be subject to any restrictions which may be imposed by the authority concerned.

10. The University shall join in the Universities Superannuation Scheme and shall pay the pension contributions due thereunder in respect of the pensionable salaries of those officers who become members of the Scheme.

11. Every University officer (other than the Chancellor, the High Steward, the Deputy High Steward, the Commissary, and any University officer who is exempted under any Statute from the provisions of this section) shall comply with such regulations concerning residence and accessibility as may be made by the University.

12. Subject to the provisions of Statute C and any Special Ordinance made under Statute C, the following University officers shall be entitled, unless their office is exempted by Statute or Special Ordinance from the provisions of this section or the tenure of their office is limited by Statute or

¹ The General Board has delegated its responsibilities under this sub-section to the Academic Secretary.

Ordinance or by Grace, to hold office until the retiring age so long as they satisfactorily perform the duties of the office:

(a) officers designated as academic staff under Special Ordinance C (i) 1;

(b) the holders of the offices of Vice-Chancellor and Pro-Vice-Chancellor.

Such officers shall vacate their offices not later than the end of the academic year in which they attain the age of sixty-nine years.

13. Every University officer shall send to the secretary of the competent authority and of the Board, Syndicate, or other body which is chiefly concerned with the officer's duties, such returns as the competent authority and the other body may respectively direct.

14. The duty to undertake examining which is imposed by Statute C I 4 shall not apply to any University officer who was appointed to their current office with effect from a date earlier than 1 October 1994.

SPECIAL ORDINANCE C (iii)

The Proctors (Special Ordinance under Statute C IV)

1. (a) The election of the Proctors shall be held on the first weekday of the Michaelmas Term each year at 10 o'clock in the morning, the Proctors for the previous year vacating their offices immediately beforehand. At the election the two Esquire Bedells shall stand in scrutiny and shall take their own votes and those of other voters by the words *placet* or *non placet*. If each of the persons nominated is approved by a majority of those voting, the Esquire Bedells shall declare each of them to be elected. When the Proctors have been elected, the election of the deputy Proctors shall be held without delay.

(b) Exceptionally, the election of the Proctors and their deputies and the necessary public declarations may take place by any means of communication which permits all those participating simultaneously to hear one another, and the Registry may in advance of the election confirm by Notice the arrangements for voting in those circumstances.

(c) If after the election a Proctor desires to nominate an additional person for election as deputy Proctor, they shall request the Council to submit a Grace to the Regent House for the approval of the person nominated.

2. The Cycle of Nominations shall be as set out in Schedule C (iii) 1. When the series of years specified in the Cycle is ended, the order of nomination shall proceed as in the beginning of the Cycle and until the end of it, and so on continually.

3. In the Easter Term of each year the Head of each College whose turn it is to nominate a Proctor for the ensuing academic year shall, either in person or through a deputy, present to the Vice-Chancellor, in the presence of the Registry, the person nominated by the College, and shall certify in writing that during the past two years the person nominated has resided in the University for the greater part of each of three terms at least. Before the end of the academic year each of the two persons nominated Proctor shall nominate either one or two persons for election as deputy Proctors.

4. If the nomination of a Proctor, having been duly made by a College, becomes void or is withdrawn before the election for some cause deemed sufficient by the Council, the College shall make a further nomination.

SCHEDULE C (iii) 1:
Cycle for the nomination of Proctors¹

1999–2000	Jesus	2016–17	Trinity Hall
	New Hall		St Edmund's
2000–01	Downing	2017–18	Newnham
	Magdalene		Darwin
2001–02	Christ's	2018–19	St Catharine's
	Selwyn		Lucy Cavendish
2002–03	King's	2019–20	Fitzwilliam
	Gonville and Caius		Peterhouse
2003–04	Robinson	2020–21	Emmanuel
	Darwin		Clare Hall
2004–05	Peterhouse	2021–22	Churchill
	Newnham		Clare
2005–06	St Catharine's	2022–23	Pembroke
	Fitzwilliam		Girton
2006–07	Churchill	2023–24	St John's
	Pembroke		Corpus Christi
2007–08	Trinity	2024–25	King's
	Clare		Hughes Hall
2008–09	Girton	2025–26	Trinity
	Corpus Christi		Sidney Sussex
2009–10	Emmanuel	2026–27	Homerton
	St John's		Queens'
2010–11	King's	2027–28	Jesus
	Sidney Sussex		Murray Edwards
2011–12	Christ's	2028–29	Downing
	Jesus		Magdalene
2012–13	Murray Edwards	2029–30	Christ's
	Magdalene		Selwyn
2013–14	Downing	2030–31	Robinson
	Queens'		Darwin
2014–15	Robinson	2031–32	Gonville and Caius
	Selwyn		Wolfson
2015–16	Gonville and Caius		
	Wolfson		

SPECIAL ORDINANCE C (iv):

Administrative Officers (Special Ordinance under Statute C VI 4)

There shall be administrative officers under the direction of the Council in categories to be determined by Ordinance.

SPECIAL ORDINANCE C (v):

The Librarian (Special Ordinance under Statute C VII)

Amended by Grace 2 of 12 June 2024

1. There shall be in the University a Library Syndicate which shall have power to make rules for the management of the University Library, provided that such rules shall not be inconsistent with any Ordinance. The composition of the Library Syndicate and the manner of its appointment shall be determined by Ordinance from time to time.

2. The Librarian is placed under the direction of the Library Syndicate and shall act as Secretary to it. It shall be the duty of the Librarian

(a) to be responsible for the management of the University Library in all respects as determined by Ordinance and by the rules made by the Library Syndicate;

(b) to act as the General Board's principal adviser on matters relating to libraries;

¹ The present cycle was approved by Grace 7 of 26 May 1999 and amended by Grace 4 of 3 November 2010.

(c) to be responsible, in consultation with the Registry where appropriate, for the custody and arrangement in the Library of the University archives and of documents that are added thereto at the request of the Registry or otherwise, provided that the Registry shall be entitled to require the temporary deposit in the Registry of any document to which they may need to refer.

3. The Librarian shall be elected by a Board of Electors consisting of the Vice-Chancellor, or a duly appointed deputy, two persons appointed by the Council, three persons appointed by the General Board, and five persons appointed by the Library Syndicate. One at least of the Electors appointed by the General Board and one at least of those appointed by the Library Syndicate shall be persons who at the time of their appointment are not resident in the University nor officially connected with it, and three at least of the Electors appointed by the Library Syndicate shall be appointed from among the members of that Syndicate. The Secretary of the General Board, or a duly appointed deputy, shall be Secretary to the Board of Electors.

4. Electors shall be appointed in the Michaelmas Term to serve for four years from 1 January following their appointment.

5. If an Elector is or becomes a candidate for the office of Librarian that Elector shall be disqualified from acting thereafter in the matter of that election, and the other Electors shall have power to act.

6. If an appointment to the Board of Electors is made after the Electors have first met to consider a vacancy in the office of Librarian, the Elector so appointed shall not have any vote in the election of the Librarian, but that Elector's predecessor, if not a candidate for the office of Librarian, shall retain their right to vote in the election.

7. When it becomes known to the Vice-Chancellor that a vacancy has occurred or will occur in the Librarianship, the Vice-Chancellor shall report the fact to the Council and to the General Board at their next meetings.

8. Not later than the thirtieth day after reporting a vacancy or an expected vacancy in the Librarianship the Vice-Chancellor shall publish a Notice inviting applications to fill the vacancy; provided that the General Board shall have power to suspend the publication of such a Notice for any period not exceeding one year.

9. The Board of Electors shall have power to act notwithstanding one or more vacancies in the number of its members and shall have power to adjourn and generally to regulate its own procedure, provided that

- (a) no election shall be made earlier than the day following that on which the qualifications of the candidates have been considered in the first instance at a meeting of the Board;
- (b) no election shall be made unless two-thirds at least of the members of the Board (exclusive of any member disqualified by being a candidate) are present at the time of voting and a majority of the members present vote in favour.

10. The Board of Electors shall have power (a) to offer the Librarianship to a person who has not submitted an application for the office, provided that such a person's qualifications have been considered at two meetings held on different days, and (b) to enquire whether any person or persons other than those who have submitted applications would accept the office if offered.

11. If at the end of two years from the date of publication under Section 8 of the Notice inviting applications for the Librarianship the Electors have been unable to make an election, the Librarian shall be appointed by the Chancellor or, if the office of Chancellor is vacant, by the High Steward.

SPECIAL ORDINANCE C (vi):
The Director of the Fitzwilliam Museum
(Special Ordinance under Statute C VIII)

1. The Director of the Fitzwilliam Museum (who shall also be Marlay Curator) shall, subject to the direction of the Fitzwilliam Museum Syndicate, have charge of all the objects in the Museum and in the Marlay Collection and shall perform such other duties as may be prescribed by Ordinance.

2. The manner of appointment and, subject to the provisions of Statute C and any Special Ordinance made under it, the conditions of tenure of office of the Director and the manner of appointment of the Syndicate shall be determined by Ordinance from time to time.

SPECIAL ORDINANCE C (vii)
Professors (Special Ordinance under Statute C XI 3)

Amended by Grace 2 of 12 June 2024

Part A: Professorships

1. In addition to the Regius Professorships specified in Statute C XI, there shall be in the University such Professorships as by any trust for the time being binding on the University are required to be maintained; such Professorships as are for the time being included in Schedule C (vii) 1 and such Professorships as are for the time being established by Ordinance.

2. Subject to the provisions of any trust for the time being binding on the University,

(a) the University may make regulations for a Professorship under which candidature for that Professorship at any election thereto may be limited, or preference may be given by the Board of Electors, to candidates whose work is connected with a particular area of study within the general field of the title of the Professorship;

(b) either before or after the occurrence of a vacancy in a Professorship to which no such regulations apply, the General Board may determine that candidature for the Professorship at the next election thereto shall be limited, or preference shall be given, as aforesaid.

Notice of any such limitation or preference shall be published to the University forthwith.

3. No Professorship shall be established in the University except by Grace of the Regent House. The Grace shall state whether or not it is recommended that the Professorship be placed in Schedule C (vii) 1. If the Grace recommends inclusion in Schedule C (vii) 1, it may also recommend inclusion in Schedule G (i) 1. If the General Board proposes the establishment of a personal Professorship or Professorships under a University promotions scheme (including following an appeal under that scheme), it shall publish a Report. When the General Board proposes the establishment of a Professorship without publishing a Report, the Grace shall be published with a Notice, which shall confirm the arrangements for funding the Professorship and, in the case of a Professorship to be established for an individual, the process by which the individual was selected.

4. (a) When a Professorship becomes vacant or is due shortly to become vacant, the University may, on the recommendation of the General Board, terminate or temporarily discontinue it as from the date of the vacancy or modify the conditions relating to it, unless such termination or temporary discontinuance or modification can only be effected by Statute or by an authority other than the University.

(b) If it is reported to the General Board that a Board of Electors has been unable to make an election to a Professorship, the General Board may publish a Notice temporarily discontinuing the Professorship for a specified period determined under the provisions of Section 20 of Part B below, unless such temporary discontinuance can only be effected by Statute or by an authority other than the University.

5. If a Professorship is one which cannot be temporarily discontinued or the conditions of which cannot be modified otherwise than by making a Statute or by submitting an application for the alteration of a trust to an authority other than the University, and if the University has approved such a Statute or has submitted such an application, the election shall remain suspended until the result of the submission of the Statute to His Majesty in Council or of the application to the other authority is known.

6. Subject to the provisions of Statute C and this Special Ordinance regarding the age of retirement, the University shall have power to establish a Professorship limited to a fixed term, including to the tenure of one Professor only, or to direct that election to a Professorship (being neither a Professorship to which appointments are made by the Crown nor a Professorship governed for the time being by a trust expressly providing otherwise) shall be for a fixed term.

7. The University shall assign each Professorship to a Faculty or Department or other institution under the supervision of the General Board, as appropriate, and may change the assignment from time to time. Subject to the concurrence of the authorities concerned, the duties of a particular Professorship may concern such institutions as the General Board shall determine.

8. Professorial stipends shall be determined from time to time by the University, provided that Professors shall always receive any emolument to which they are entitled under the terms of any trust for the time being binding on the University.

9. The University may from time to time prescribe the minimum amount of instruction to be given by a Professor and the character of such instruction.

10. The University may from time to time by Ordinance impose restrictions on the nature of College offices that may be held by Professors and on the teaching which Professors may give otherwise than on behalf of the University.

11. If the University alters either the title of a Professorship or the definition of the scope of a Professorship, such alteration shall not have effect during the tenure of the person then holding the office except with their consent; but if the person concerned consents to the alteration they shall be entitled to hold the office under the same conditions as if the alteration had been made before their election to the office.

12. The University shall have power to add or remove Professorships to or from the list of those specified in Schedule C (vii) 1.

13. Any person who has not previously held the Slade Professorship of Fine Art may be elected to that Professorship for a period not exceeding three years notwithstanding that they have attained the age of sixty-nine years; but no one shall be re-elected to the Professorship for a period such that the tenure of the office will continue beyond the end of the academic year in which they will attain the age of sixty-nine years.

14. Any person may be elected or re-elected to one of the following Professorships, notwithstanding that they have attained, or will attain during the tenure of the office, the age of sixty-nine years: the John Wilfrid Linnett Visiting Professorship of Chemistry, the Alexander Todd Visiting Professorship of Chemistry, the Arthur Goodhart Visiting Professorship in Legal Science, the Pitt Professorship of American History and Institutions, the Simón Bolívar Professorship of Latin-American Studies, the Diane Middlebrook and Carl Djerassi Visiting Professorship of Gender Studies, the Visiting Professorship of Architecture, the Sir Arthur Marshall Visiting Professorship of Urban Design, and the Humanitas Visiting Professorships.

Part B: Elections to Professorships

1. Elections to all Professorships shall be governed by the provisions of this Special Ordinance (Parts A and B) except for

- (a) the Regius Professorships of Civil Law, Physic, and History, and the King Edward VII Professorship of English Literature, to which appointments are made by the Crown;
- (b) a Professorship limited to the tenure of one Professor only, if established for a particular person by Grace;
- (c) the following Professorships, to which elections are made by the General Board:
 - (i) any Professorships on the John Humphrey Plummer Foundation;
 - (ii) the Quick Professorship of Biology;
 - (iii) the MRC Professorship of Cognitive Brain Sciences;
 - (iv) any Professorship the tenure of which is less than a year or is limited to a specified number of years;

provided that

- (i) any Professorship to which the appointment is to be made under the terms of any trust binding for the time being on the University shall be governed by this Special Ordinance only so far as this Special Ordinance is compatible with the terms of the trust;
- (ii) elections to the Dixie Professorship of Ecclesiastical History shall be made in accordance with the provisions of the Statute relating thereto for the University and for Emmanuel College in common.

2. Except as otherwise prescribed in Section 1 above, the election to a Professorship shall be made by a Board of Electors constituted in accordance with either Section 4 or Section 5 below. Subject to the provisions of Section 3, such a Board of Electors may be *either*

- (a) a standing Board, of which the appointed members shall be appointed to serve for four years, *or*
- (b) an *ad hoc* Board, of which the appointed members shall be appointed to serve until the election has been made and the Professor has entered upon the duties of the office, or until the General Board has published a Notice of temporary discontinuance under Part A Section 4(b) above.

3. A Board constituted in accordance with Section 4 may be either a standing Board or an *ad hoc* Board, as determined by the General Board under Section 6 below. A Board constituted in accordance

with Section 5 shall be an *ad hoc* Board. The Registry or a University officer designated by the Council (or a duly appointed deputy appointed by the Registry or such University officer) shall act as Secretary to a Board of Electors. The membership of a standing Board shall be published at least once in each year. The membership of an *ad hoc* Board shall be published as soon as conveniently may be after the members have been appointed.

4. If a Professorship has been assigned to a Faculty or Department, or other institution under the supervision of the General Board, the election shall be made by a Board of Electors consisting of

- (a) the Vice-Chancellor or a duly appointed deputy;
- (b) eight persons appointed by the Council, two on the nomination of the Council itself, three on the nomination of the General Board, and three on the nomination of the Faculty Board concerned in the case of a Professorship assigned to a Faculty or to a Department within a Faculty, or on the nomination of the comparable authority in the case of a Professorship assigned to a Department independent of any Faculty or other institution under the supervision of the General Board.

5. If the General Board considers it desirable that the assignment of a Professorship should be deferred until the election has been made to that Professorship, the election shall be made by a specially constituted Board consisting of

- (a) the Vice-Chancellor or a duly appointed deputy;
- (b) five persons appointed by the Council, two on the nomination of the Council itself and three on the nomination of the General Board;
- (c) such number of additional persons representing the branches of the subject included in the scope of the Professorship as the General Board shall determine, appointed by the Council on the nomination of the bodies deemed by the General Board to be concerned.

6. When a Professorship is first established, the General Board shall determine, after consulting such Faculty Boards or comparable authorities as are deemed by the General Board to be concerned, whether elections to the Professorship are to be made by a standing Board of Electors or by an *ad hoc* Board. The General Board shall subsequently have power to review its decision at any time and, after consulting the Faculty Boards or comparable authorities concerned, to reverse its previous decision; such reversal shall take effect from the first day of October next following.

7. Nominations for any Board of Electors shall be made on such dates as will enable the General Board to nominate with knowledge of the nominations of the Faculty Boards or comparable authorities concerned.

8. When a standing Board of Electors is constituted for the first time the members shall be appointed for periods so determined by the Council that in the year next but one and in every subsequent year (a) two of the eight appointed Electors shall retire on the thirtieth day of September, and (b) none of the nominating bodies shall nominate more than one Elector save when a casual vacancy is to be filled.

9. No person shall be appointed or reappointed a member of a standing Board of Electors who at the commencement of their period of service or further period of service, as the case may be, would have attained the age of sixty-nine years; and no person shall be appointed a member of an *ad hoc* Board of Electors who at the commencement of their period of service would have attained the age of seventy years.

10. To ensure the representation of opinion outside the University, every Board of Electors shall include at least two persons who are not the holders of any University office as defined in Statute C I 1(a) and are not habitually resident within twenty miles of the University Church. At least one such person shall be included among those nominated by the General Board, and at least one among those nominated by the Faculty Board or comparable authority (in the case of a Board constituted in accordance with Section 4) or among those nominated by the bodies deemed by the General Board to be concerned (in the case of a Board constituted in accordance with Section 5).

11. If a member of a Board of Electors who has been nominated as a representative of opinion outside the University subsequently becomes the holder of a University office as defined in Statute C I 1(a) or becomes habitually resident within twenty miles of the University Church, their place on the Board shall not thereby become vacant; but when next the body which nominated that person is to nominate a member of the Board it shall nominate a person qualified as in Section 10, unless there is already such a person among its nominees.

12. Whenever a vacancy from any cause other than lapse of time occurs on a Board of Electors (other than on an *ad hoc* Board after the Electors have first met to consider a vacancy in the Professorship), a new Elector shall be appointed to fill the vacant place. If an appointment to a standing

Board of Electors is made after the Electors have first met to consider a vacancy in the Professorship, the Elector so appointed shall not take part in that election, and their predecessor shall retain the right, subject to the provisions of Section 13 below, to take part in the election. If the General Board publishes a Notice under Part A, Section 4(b) above temporarily discontinuing the Professorship, the publication of the Notice shall have the same effect for the purposes of this section as if an election had been made.

13. If an Elector is or becomes a candidate for a Professorship, they shall be disqualified from acting thereafter in the matter of that election, and the remaining Electors shall have power to act.

14. A Board of Electors shall have power to act notwithstanding one or more vacancies in the number of its members, and shall have power to adjourn and generally to regulate its own procedure, provided that

- (a) no election shall be made earlier than the day following that on which the qualifications of the candidates have been considered in the first instance at a meeting of the Board;
- (b) no election shall be made unless two-thirds at least of the members of the Board (exclusive of any member disqualified by being a candidate) are present at the time of voting and a majority of the members present vote in favour.

15. A Board of Electors shall have power (a) to enquire whether any person or persons other than those who have submitted applications would accept the Professorship if offered, and (b) to offer the Professorship to a person who has not submitted an application, provided that such a person's qualifications have been considered at two meetings held on different days.

16. The following provisions shall apply to all Professorships other than those limited to the tenure of a single holder:

- (a) When a Professor is due under Statutes or Ordinances to retire, the Vice-Chancellor shall report the fact to the General Board not later than the division of the Michaelmas Term of the academic year next but one preceding the year at the end of which the retirement is due to take place.
- (b) When it becomes known to the Vice-Chancellor that a vacancy has occurred or will occur in a Professorship otherwise than by the holder's becoming due to retire or by the expiry of the period for which they were elected, the Vice-Chancellor shall report the fact to the General Board at the next opportunity.
- (c) If a vacancy is due to occur in a Professorship by the expiry of a period of discontinuance of more than three years, action shall be taken in accordance with subsection (a) above as if the end of that period were the end of the year in which a holder of the Professorship is due to retire. If a period of discontinuance is three years or less, action shall be taken in accordance with subsection (b) above.

17. When the Vice-Chancellor has reported under Section 16 above that a vacancy has occurred or is expected to occur in a Professorship, the General Board shall consider whether the conditions relating to the Professorship should be modified, or whether the Professorship should be terminated or temporarily discontinued. For this purpose the General Board shall consult such Faculty Boards or comparable authorities as are concerned, and also the Council of the relevant School, and shall ask whether they recommend that the vacancy should be filled, and if so whether they recommend (a) that candidature for the Professorship should be limited, or alternatively that preference should be given by the Electors, to persons whose work is connected with a particular area of study within the general field of the title of the office, or (b) that candidature should be open without limitation or preference to all persons whose work falls within that general field. In reaching a decision on these questions the General Board shall take into account, but shall not be bound by, the recommendations of the authorities consulted under this section.

18. (a) Not later than the end of the eighteenth month after the Vice-Chancellor's report under Section 16 of a vacancy or an expected vacancy in a Professorship, the General Board shall *either*

- (i) agree that the vacancy shall be filled; *or*
- (ii) ask the Council to promote a Grace for the termination or temporary discontinuance of the Professorship from the date of the vacancy; *or*
- (iii) ask the Council to promote a Grace extending by a specified amount the period prescribed by this subsection within which the General Board is required to act under sub-subsection (i) or (ii) above.

- (b) Not later than the date specified by subsection (a) above if the Board agrees that the vacancy shall be filled or if the Professorship is one that the University is required by any Statute or trust to maintain, *or* not later than the end of the term next following the term in which a Grace under subsection (a)(ii) above has been rejected, the Board
 - (i) may ask the Council to promote a Grace for the amendment of the Statute or Ordinances prescribing the conditions relating to the Professorship; and
 - (ii) if the Professorship is one to which no such Statute or Ordinances apply, shall determine the conditions which shall relate to the Professorship at the next election.

19. Not later than the end of the twelfth month after

- (a) the General Board has agreed under Section 18(a)(i) that a vacancy shall be filled without the need for approval by Grace under Section 18(b)(i) of any modification of the conditions relating to the Professorship, *or*
- (b) the University has approved or rejected any Grace submitted under Section 18(b)(i) or has rejected any Grace submitted under Section 18(a)(ii),

the Vice-Chancellor shall publish a Notice inviting applications to fill the vacancy.

20. (a) If at the end of two years from the date of publication of the Notice inviting applications for a Professorship the Electors have been unable to make an election they shall report this fact and the reasons for it to the General Board. The General Board shall then *either*

- (i) grant the Electors a further period of not more than two years in which to make an election; *or*
- (ii) publish a Notice discontinuing the Professorship for a specified period which shall not extend beyond the end of the seventh academic year following the date of publication under Section 19 of the Notice inviting applications.

(b) If the Electors have been granted a further period of two years under Section 20(a)(i) and within that further period have again been unable to make an election they shall report this fact and the reasons for it to the General Board. The General Board shall then *either*

- (i) recommend the Council to ask the Chancellor, or, if the office of Chancellor is vacant, the High Steward, to appoint the Professor; *or*
- (ii) publish a Notice discontinuing the Professorship for a specified period which shall neither be less than one year nor extend beyond the end of the seventh academic year following the date of publication under Section 19 of the Notice inviting applications.

*Part C: Readerships and Professorships (Grade 11)*¹

1. Save as provided in Section 4,

- (a) every appointment to a Readership or Professorship (Grade 11) of which the work falls preponderantly within the scope of one Faculty or Department or other institution under the supervision of the General Board shall be made by a Committee consisting of the members of the Selection Committee for the institution concerned and two persons appointed by the General Board for the particular occasion, unless a special appointing body has been constituted in the Report proposing the creation of the office;
- (b) every appointment to a Readership or Professorship (Grade 11) of which the work does not fall preponderantly within the scope of any one Faculty or Department or other institution under the supervision of the General Board shall be made by a special appointing body constituted as follows: a Selection Committee constituted in accordance with the provisions of Special Ordinance C (x) and two persons appointed by the General Board for the particular occasion.

2. At least one member of every appointing body constituted under Section 1 shall be a person not resident in the University nor officially connected with it. A non-resident member of the Committee appointed for the occasion of an appointment shall be entitled to reimbursement of their expenses in respect of any visit connected with such appointment up to a sum not exceeding the return railway fare between Cambridge and the member's normal place of residence or other place approved by the Finance Committee of the Council, together with a subsistence allowance in accordance with rates to be determined from time to time by the Finance Committee.

¹ Part C also applies to officers at an equivalent level who hold an honorary clinical consultant contract with the relevant NHS Trust/Body and are paid on the relevant clinical scales (see p. 686).

3. Every appointment to a Readership or Professorship (Grade 11) under Sections 1 and 2 shall require the attendance of at least two-thirds of the members of the appointing body and the concurrence of the votes of not fewer than five members.

4. When the creation of a Readership or Professorship (Grade 11) for a particular person is contemplated, the proposal shall be submitted to the University on the recommendation of the General Board in the form of a Grace authorising the Board to appoint that person.

5. The amount of instruction given by a Reader or Professor (Grade 11) on behalf of a College or Colleges shall not, except with the consent of the General Board, exceed eight hours a week, or if the Professor is also a Tutor or Bursar or an Assistant Tutor or Assistant Bursar or Steward, four hours a week.

SCHEDULE C (vii) 1:

*Professorships*¹

Amendment of this schedule is made by Grace. Professorships are assigned to this schedule by Ordinance or Grace.

This schedule lists University officers whose offices qualify them to hold Professorial Fellowships.

Professors

Abrahamic Faiths and Shared Values (Sultan Qaboos)	Artificial Intelligence
Accounting (2002)	Arts, Humanities, and Social Sciences (John Harvard)
Accounting (2018)	Astronomical Instrumentation
Advanced Materials Engineering	Astronomy (2012)
Aerodynamics	Astronomy (2015)
Aeronautical Engineering (Francis Mond)	Astronomy (2019)
Aerothermal Technology	Astronomy and Experimental Philosophy (Plumian)
Affective Intelligence and Robotics	Astronomy and Geometry (Lowndean)
Al-Kindi	Astrophysics (1909)
American History	Astrophysics (2009)
American History (Paul Mellon)	Astrophysics (2011)
American History and Institutions (Pitt)	Astrophysics (2016)
Anaesthesia	Astrophysics (2022)
Anatomy	Astrophysics and Cosmology
Ancient Greek Literature and Religion	Astrophysics and Exoplanetary Science
Ancient History	Atmospheric Chemistry
Ancient Philosophy	Autism Research
Ancient Philosophy (Laurence)	Bacterial Evolution
Anglo-Saxon (Elrington and Bosworth)	Behavioural Economics and Policy (El-Erian)
Animal Embryology (Charles Darwin)	Behavioural Neuroscience (2009)
Anthropology of Inner Asia (Caroline Humphrey)	Behavioural Neuroscience (2016)
Applied Mathematics (1964)	Behavioural Neuroscience (2023)
Applied Mathematics (2003)	Biochemistry (Sir William Dunn)
Applied Mathematics (2006)	Biochemistry (Herchel Smith)
Applied Mathematics (2013)	Bioelectronics
Applied Mathematics (2017)	Biological and Biomedical Chemistry
Applied Mathematics (2018)	Biological Chemistry
Applied Mathematics (2021)	Biological Physics
Applied Mathematics (2023)	Biology (Quick)
Applied Physics	Biomaterials and Sustainability
Applied Thermodynamics (Hopkinson and Imperial Chemical Industries)	Biomedical Engineering
Arabic (Sir Thomas Adams's)	Biomedical Magnetic Resonance
Archaeological Science (Pitt-Rivers)	Biomedical Physics
Archaeology (Disney)	Biophysical Chemistry
Architectural Engineering	Biophysics (2010)
Architecture	Biophysics (2019)
Architecture and Construction History	Biostatistics (MRC)
Architecture and Engineering	Biostatistics and Health Data Science
Architecture and Urbanism	Botany (Regius)
	Breast Cancer Clinical Oncology

¹ See also p. 695.

Business Economics
 Cancer and Developmental Biology
 Cancer Biology (Royal Society Napier Research)
 Cancer Development
 Cancer Diagnostics
 Cancer Genetic and Applied Epidemiology
 Cancer Prevention
 Cancer Research (Ursula Zoëllner)
 Cancer Risk Prediction
 Cancer Sciences
 Cancer Therapeutics
 Cardiothoracic Surgery
 Cardiovascular Medicine (British Heart Foundation)
 Cardiovascular Sciences (British Heart Foundation)
 Cell and Membrane Biology
 Cell Biology (2014)
 Cell Biology (2017)
 Cell Signalling
 Cellular Biochemistry
 Cellular Dynamics
 Cellular Neuroscience
 Celtic and Medieval Studies
 Chemical and Molecular Biology
 Chemical Biology
 Chemical Engineering (1999)
 Chemical Engineering (2009)
 Chemical Engineering (Shell)
 Chemical Engineering Science
 Chemical Physics (2008)
 Chemical Physics (2011)
 Chemical Reaction Engineering
 Chemistry (1968)
 Chemistry (2014)
 Chemistry (2014)
 Chemistry (2023)
 Chemistry (Yusuf Hamied) (1702)
 Chemistry (Geoffrey Moorhouse Gibson)
 Chemistry and Chemical Biology (2012)
 Chemistry and Chemical Biology (2013)
 Child and Adolescent Psychiatry
 Childhood Cancer Biology
 Chinese Development (Chong Hua)
 Chinese History, Science, and Civilization (Joseph Needham)
 Chinese Management (Sinyi)
 Civil and Environmental Engineering
 Civil and Information Engineering (Laing O'Rourke)
 Civil Engineering (2013)
 Civil Engineering (2017)
 Civil Engineering (Sir Kirby Laing)
 Civil Law (Regius)
 Classical Archaeology (Laurence)
 Classics
 Classics and Ancient History
 Classics and the Classical Tradition
 Climate Change Policy
 Climate Law (Hatton)
 Clinical Autoimmunity
 Clinical Biochemistry and Medicine
 Clinical Endocrinology
 Clinical Microbiology
 Clinical Neuroscience
 Clinical Oncology
 Cognitive Brain Sciences (MRC)
 Cognitive Developmental Neuroscience
 Cognitive Neurology
 Cognitive Neuroscience (2018)
 Cognitive Neuroscience (2019)
 Cognitive Neuroscience (2022)
 Colloid Science
 Commonwealth History (Smuts)
 Communications and Information Theory
 Communications Systems (Marconi)
 Company and Securities Law
 Comparative Anatomy
 Comparative Cognition
 Comparative Developmental Neurobiology
 Comparative Oncology and Genetics
 Comparative Pathology
 Comparative Philology
 Complex Physical Systems (Alan Turing)
 Composition
 Computational and Molecular Biology
 Computational Aerothermal Design
 Computational Biology
 Computational Engineering
 Computational Linguistics (2011)
 Computational Linguistics (2017)
 Computational Morphodynamics
 Computational Multiphysics
 Computational Neuroscience (2017)
 Computational Neuroscience (2020)
 Computational Oncology
 Computational Physics
 Computer Architecture
 Computer Architecture and Compilation
 Computer Engineering
 Computer Science (1994)
 Computer Science (2012)
 Computer Science (2016)
 Computer Science (2020)
 Computer Science (Robert Sansom)
 Computer Security
 Computer Technology
 Computing and Human-Data Interaction
 Condensed Matter Physics
 Conservation and Development (Moran)
 Conservation Biology (Miriam Rothschild)
 Conservation Science
 Construction Engineering (Laing O'Rourke)
 Control Engineering (2002)
 Control Engineering (2020)
 Control Engineering (2023)
 Corporate Governance (Adam Smith)
 Corporate Law (S. J. Berwin)
 Cosmology
 Cosmology (Stephen W. Hawking)
 Cosmology and Astrophysics (2011)
 Cosmology and Astrophysics (2017)
 Criminal Law and Philosophy
 Criminology (Wolfson)
 Criminology and Criminal Justice
 Crop Science (Russell R. Geiger)
 Cultural History and Aesthetics
 Cymatogeny
 Data Science and Healthcare Improvement
 Deep History and Archaeology of Africa (Jennifer Ward Oppenheimer)
 Demography
 Design
 Developmental Biology
 Developmental Cardiovascular Physiology and Medicine
 Developmental Endocrinology

Developmental Genetics	Engineering and the Environment
Developmental Morphogenesis	Engineering Design
Developmental Neurobiology	Engineering Mechanics
Developmental Psychology	English (1966, Grace 2 of 1 December 1965)
Developmental Psychopathology	English (2001)
Device Materials	English and Applied Linguistics
Digital Humanities	English Law
Disability and Inclusive Education	English Law (Rouse Ball)
Divinity (Lady Margaret's)	English Literature (King Edward VII)
Divinity (Norris-Hulse)	English Private Law
Divinity (Regius)	Enterprise Studies (Margaret Thatcher)
Donor Health (NHSBT)	Entrepreneurship and Sustainable Futures
Early English	Environmental and Industrial Fluid Dynamics
Early Modern European History	Environmental Economics and Public Policy
Early Modern French Literature and Culture	Environmental History
Early Modern History	Environmental Systems Analysis
Early Modern Iberian and Latin American Literature	Epidemiology (MRC Research)
Early Modern Literature and Culture	Epidemiology and Medicine
Earth and Nuclear Materials	Epidemiology of Ageing
Earth and Planetary Fluid Dynamics	Epithelial Biology
Earth and Planetary Materials	Equine and Farm Animal Science (Alborada)
Earth Sciences (BP Foundation McKenzie)	European History (2018)
Earth Sciences (Royal Society Research)	European History (2022)
East Asian History	European Law
Ecclesiastical History (Dixie)	European Prehistory
Ecology and Evolutionary Biology (Prince Philip)	European Union and Employment Law
Econometrics (2016)	European Union Law
Econometrics (2022)	Evolution and Behaviour
Economic and Social History	Evolutionary Biology
Economic History	Evolutionary Biology and Ecology
Economic Security and Resilience	Evolutionary Cell Biology
Economics (1970)	Evolutionary Ecology
Economics (2018)	Evolutionary Genetics (2008)
Economics (2022)	Evolutionary Genetics (2017)
Economics (2023)	Evolutionary Palaeobiology
Economics (Arthur Cecil Pigou)	Experimental Astrophysics
Economics (Frank Ramsey)	Experimental Combustion
Economics and Game Theory	Experimental Medicine (Genzyme)
Economics and Organization	Experimental Particle Physics
Economics and Social Science	Experimental Physics (2002)
Education (1938)	Experimental Physics (2014)
Education (2000)	Experimental Pragmatics
Education (2000)	Experimental Psychology (1931)
Education (2004)	Experimental Psychology (2013)
Education (2004)	Experimental Quantum Physics
Education (2005)	Experimental Social Psychology
Education (2008)	Family Research
Education (2011)	Film Studies and Visual Culture
Education and International Development	Finance (2012)
Educational Dialogue and Pedagogical Inquiry	Finance (2015)
Electrical Engineering	Finance (Sir Evelyn de Rothschild)
Electromagnetism	Finance and Economics
Electron Device Physics (Hitachi)	Financial Economics (Janeway)
Electronic and Photonic Engineering	Financial History
Electronic Engineering	Fluid Dynamics
Empirical Macroeconomics	Fluid Mechanics (2006)
Endocrine Physiology	Fluid Mechanics (2006)
Endocrine Signalling	Fluid Mechanics (2016)
Endocrinology	Fluid Mechanics (Dyson)
Energy and Sustainability	Fluid Mechanics (G. I. Taylor)
Engineering (1875)	Forest Ecology and Conservation
Engineering (1966, Grace 5 of 1 December 1965)	French (Drapers)
Engineering (2008)	French Government (Visiting)
Engineering (2012)	French Linguistics and Language Change
Engineering (Rank)	French Literature and the Visual Arts
Engineering (Regius)	Fundamental Physics (Harold Aspden)
Engineering (Van Eck)	Gastroenterology

General Practice	Information Engineering (2012)
Genetic Epidemiology	Information Engineering (2013)
Genetics (Arthur Balfour)	Information Systems and Innovation Studies
Genetics and Epigenetics	Infrastructure Geotechnics
Genetics and Genomics	Innate Immunity
Genome Biology	Innovation and Organization
Geochemistry	Inorganic Chemistry
Geochemistry and Planetary Science	Intellectual Property Law (Herchel Smith)
Geography (1931)	Interactive Systems Engineering
Geography (1993)	Interdisciplinary Design
Geography (2022)	International Dispute Resolution
Geology (Woodwardian)	International Education
Geometry	International Finance (Pembroke Visiting)
Geophysics (1966)	International Law
Geophysics (2019)	International Law (Whewell)
German (Schröder)	International Law and International Constitutional Studies
Global Health (Hong Kong Jockey Club)	International Organization and Global Politics
Graphics and Displays	International Relations
Greek	International Relations (Sir Patrick Sheehy)
Greek (Regius)	Interpretation of the Old Testament
Greek Culture (A. G. Leventis)	Italian
Haemato-oncology	Italian (Serena)
Haematological Medicine	Italian, History of Linguistics, and Women's Studies
Haematology	Italian and Romance Linguistics
Health Management (Dennis Gillings)	Italian Literature and Culture
Health Neuroscience (Bernard Wolfe)	Japanese Studies
Health Services Research (RAND)	Land Economy
Healthcare Improvement Studies (Health Foundation)	Language Acquisition and Cognition
Hebrew (Regius)	Language and Information
High Energy Physics	Language and Machine Learning
Histopathology	Language Learning
Historical Anthropology	Languages Education
Historical and Cultural Geography	Laser Engineering
History (Regius)	Late Antique, Medieval and Byzantine Studies
History and Culture of the Maghrib	Latin (Kennedy)
History and Philosophy of Science (Hans Rausing)	Latin American Geography
History and Public Policy	Latin American Studies
History of Art	Latin-American Studies (Simón Bolívar)
History of European International Relations	Latin Literature
History of Modern Knowledge	Law (2006)
History of Political Thought	Law (2022)
History of Science and Medicine (2016)	Law and Environmental Policy (Harold Samuel)
History of Science and Medicine (2018)	Law and Public Policy
History of Science, Technology and Medicine	Law of Real Property
History of Southeast Asia	Laws of England (Downing)
Human Evolutionary Biology and Prehistory	Legal and Political Philosophy
Human Genetics	Legal Science (Arthur Goodhart Visiting)
Human Geography	Leukaemia Stem Cell Biology
Hypoxia Signalling and Cell Biology	Linguistics
Igneous Petrology	Linguistics and Philosophy of Language
Image and Signal Analysis	Literature and Law
Immunology	Literature and the Environmental Humanities
Immunology (Sheila Joan Smith)	Literature and Public Humanities
Immunology and Cell Biology	Logic
Immunology and Infectious Diseases	Logic and Algorithms
Immunology and Medicine	Machine Learning (2014)
Imperial and Naval History (Vere Harmsworth)	Machine Learning (2020)
Indian Business and Enterprise (Jawaharlal Nehru)	Machine Learning (DeepMind)
Industrial Information Engineering	Machine Learning, Artificial Intelligence, and Medicine (John Humphrey Plummer)
Industrial Relations and Labour Economics (Montague Burton)	Macroeconomics (2017)
Infectious Disease Informatics	Macroeconomics (2022)
Information and Communications	Macromolecular Materials Science
Information Engineering (1994)	Magnetic Resonance Imaging
Information Engineering (2000)	Magnetic Resonance Physics
Information Engineering (2002)	Mammalian Development and Stem Cell Biology
Information Engineering (2004)	

Management Studies (2011)
 Management Studies (2024)
 Management Studies (Beckwith)
 Management Studies (Diageo)
 Management Studies (KPMG)
 Manufacturing Engineering
 Many-Body Physics
 Marketing, Business and Public Enterprise
 Marketing and Decision Sciences
 Materials Engineering
 Materials Physics (2013)
 Materials Physics (2019)
 Materials Science (2001)
 Materials Science (2007)
 Materials Science (2008)
 Materials Science (2009)
 Materials Science (2009)
 Materials Science (2018)
 Materials Science (Sir Alan Cottrell)
 Materials Science (Goldsmiths')
 Materials Science (Royal Academy of Engineering Research)
 Materials Science and Metallurgy (Dobson)
 Mathematical Astrophysics
 Mathematical Biology
 Mathematical Foundations of Computer Science
 Mathematical Physics (1967)
 Mathematical Physics (1978)
 Mathematical Physics (2023)
 Mathematical Sciences
 Mathematical Sciences (N. M. Rothschild & Sons)
 Mathematical Statistics (1961)
 Mathematical Statistics (2016)
 Mathematics (2008)
 Mathematics (2014)
 Mathematics (2018)
 Mathematics (2020)
 Mathematics (2022)
 Mathematics (Lucasian)
 Mathematics (Rouse Ball)
 Mathematics Education
 Mathematics of Information (Churchill)
 Mechanical Engineering (1997)
 Mechanical Engineering (2006)
 Mechanical Engineering (2013)
 Mechanics of Materials
 Media, Culture, and Environment
 Medical Genetics (1997)
 Medical Genetics (2007)
 Medical Genetics (2020)
 Medical Oncology
 Medical Physics
 Medicinal Chemistry (Herchel Smith)
 Medicine (1962)
 Medicine (1987)
 Medicine (2010)
 Medicine (Sheila Joan Smith)
 Medieval and Renaissance English
 Medieval German and Comparative Literature
 Medieval History
 Metabolic Medicine
 Metabolic Physiology
 Metabolic Technology
 Metabolism and Medicine
 Metallurgy (Tata Steel)
 Microbial Genomics and Veterinary Science
 Microbial Pathogenesis (GlaxoSmithKline)
 Microstructure Engineering
 Microsystems Technology
 Mineralogy and Petrology
 Mitochondrial Genetics
 Mitochondrial Redox Biology
 Mobile Systems
 Modern and Contemporary Art
 Modern and Contemporary History
 Modern and Medieval German Studies
 Modern Arabic Studies (His Majesty Sultan Qaboos Bin Said)
 Modern British and Gender History
 Modern Chinese History
 Modern Cultural History
 Modern European Politics and Society
 Modern French Philosophy and Literature
 Modern German and Comparative Culture
 Modern History
 Molecular and Cellular Biochemistry
 Molecular and Cellular Biology
 Molecular Biology (2004)
 Molecular Biology (2011)
 Molecular Biology (Herchel Smith)
 Molecular Cancer Biology (Royal Society Research)
 Molecular Endocrinology
 Molecular Engineering
 Molecular Epidemiology
 Molecular Genetics (Herchel Smith)
 Molecular Haematology
 Molecular Haemostasis
 Molecular Imaging Chemistry
 Molecular Metabolism (2017)
 Molecular Metabolism (2022)
 Molecular Modelling
 Molecular Neurobiology
 Molecular Neurogenetics
 Molecular Neurology
 Molecular Neuroscience
 Molecular Nutrition and Metabolism
 Molecular Oncology
 Molecular Pathology
 Molecular Physiology and Pathology
 Molecular Sciences Informatics (Unilever)
 Molecular Systems Biology
 Music
 Music History
 Music Theory and Analysis
 Musical Performance Studies
 NanoEngineering
 Nanoengineering Science
 Nanomaterials
 Nanomaterials and Aerosol Engineering
 Nanotechnology (2011)
 Nanotechnology (2016)
 Natural Language Processing
 Natural Philosophy (Jacksonian)
 Nephrology
 Network Modelling
 Networked Systems
 Neurobiology
 Neuroeconomics (Leverhulme International)
 Neuroendocrinology
 Neuroimmunology (Genzyme)
 Neuroinformatics (Gnodde Goldman Sachs)
 Neurological Genetics
 Neurology
 Neuronal Mechanics

Neurorehabilitation	Physics (2015)
Neurosurgery	Physics (2020)
Neurotechnology	Physics (Cavendish)
New Testament and Early Christianity	Physics (Herchel Smith)
Nineteenth-Century French Literature and Culture	Physics and Solid State Chemistry
Nociception	Physiology
Nonlinear Mathematical Science	Physiology of Reproduction (Mary Marshall and Arthur Walton)
North American History	Plant and Microbial Biochemistry
Nuclear Medicine	Plant Biochemistry and Cell Biology
Number Theory	Plant Development
Number Theory and Algebra (Kuwait)	Plant Ecology
Nursing	Plant Molecular Genetics
Observational Cosmology and Astrophysics	Plant Systematics and Evolution
Obstetrics and Gynaecology (1975)	Plant Virology
Obstetrics and Gynaecology (2000)	Play in Education, Development, and Learning (LEGO)
Oceanography	Political and Legal Geography
Old Age Psychiatry	Political Economy (1863)
Oncological Pathology	Political Economy (2016)
Oncology (Li Ka Shing)	Political Economy (2017)
Operations and Technology Management	Political Philosophy
Operations Research	Political Thought and History
Ophthalmology	Political Thought and Intellectual History
Optical Fibre Communication	Political Thought and International Relations
Organic Chemistry (Herchel Smith)	Politics
Organic Chemistry	Politics and Public Policy
Organisation Studies (Diageo)	Polymer Physics
Organisational Behaviour (2022)	Polymeric Materials Chemistry and Physics
Organisational Behaviour (2023)	Population Health and Nutrition
Organizational Ethnography	Population Health Research
Organisational Sociology and Leadership	Portuguese Literature and Culture
Orthopaedic Surgery	Postcolonial Studies
Otology and Skull Base Surgery	Primary Care Research
Ovarian Cancer Medicine	Private International Law
Paediatric Epidemiology	Probability (2019)
Paediatrics	Probability (2023)
Palaeography	Protein Crystallography
Paleoproteomics (McDonald)	Psychiatry (1998)
Pathology	Psychiatry (2000)
Pathophysiology	Psychology in the Social Sciences
Penal Theory and Ethics (Andreas von Hirsch)	Public Health and Microbiology
Penology and Criminal Justice	Public Health Medicine
Personality and Individual Differences	Public Innovation (Dr John C. Taylor)
Petroleum Science (BP)	Public Law
Petrology	Public Law (Sir David Williams)
Petrology and Geochemistry	Public Policy
Pharmacology (Sheild)	Public Policy (Bennett)
Philosophy (2012)	Public Understanding of Mathematics
Philosophy (2013)	Pure Mathematics (2005)
Philosophy (Knightbridge)	Pure Mathematics (2009)
Philosophy (Bertrand Russell)	Pure Mathematics (2020)
Philosophy of Religion	Pure Mathematics (Herchel Smith)
Philosophy of Science (2013)	Pure Mathematics (Sadleirian)
Philosophy of Science (2023)	Quantitative Plant Development
Phonetics and Phonology	Quantum Electronics
Photonic Engineering	Quantum Information Theory
Photonic Systems and Displays	Quantum Physics (2005)
Photonics	Quantum Physics (2014)
Photosynthesis	Quantum Physics (2014)
Physic (Regius)	Quantum Physics (Leigh Trapnell)
Physical and Computational Surface Chemistry	Radiology
Physical Chemistry	Reaction Engineering and Catalysis
Physical Geography (2000)	Real Estate and Urban Economics
Physical Geography (2023)	Real Estate Finance (Grosvenor)
Physics (1966, Grace 7 of 1 December 1965)	Receptor Pharmacology
Physics (2005)	Reformation History
Physics (2009)	
Physics (2014)	

Renaissance and Early Modern Art	Structural Biology (2010)
Renaissance Literature	Structural Biology (2017)
Representation Theory	Structural Engineering
Reproductive Biology	Structural Mechanics
Reproductive Physiology	Structural Pharmacology
Respiratory Biology	Superconducting Engineering
Respiratory Science	Superconductor Engineering
Rheumatology (Versus Arthritis)	Supramolecular and Polymer Chemistry
RNA Biology	Surface Science
RNA Molecular Biology	Surgery
RNA Virology	Surgical Oncology
Robotics	Sustainability
Russian and European Art	Sustainable Design
Security and Privacy	Sustainable Reaction Engineering
Self-Aligning Space Optics	Synthetic and Chemical Biology
Semiconductor Engineering	Synthetic Biology
Senobiology	System Genomics and Population Health
Slavonic Studies	Systems, Security and Architecture
Small Animal Surgery	Tax Law
Social Anthropology (2014)	Technology (Prince Philip)
Social Anthropology (2024)	Technology and Innovation (Nanjing)
Social Anthropology (Sigrid Rausing)	Theoretical Astrophysics
Social Anthropology (William Wyse)	Theoretical Chemistry (2011)
Social, Political and Psychological Anthropology	Theoretical Chemistry (2013)
Social Psychology	Theoretical Geophysics
Social Psychology in Society	Theoretical Mineral Physics
Social Sciences	Theoretical Physics (2007)
Social Theory	Theoretical Physics (2007)
Sociology (1985)	Theoretical Physics (2010)
Sociology (2022)	Theoretical Physics (2011)
Sociology and Political Economy	Theoretical Physics (2013)
Soft Matter Physics	Theoretical Physics (2017)
Soft Solids and Surfaces	Theoretical Physics (2018)
Solid Mechanics (Hibbitt)	Theoretical Physics (2019)
South Asian and Iranian Archaeology	Theoretical Physics (2020)
Spanish	Theoretical Physics (2020)
Spanish and Historical Linguistics	Theoretical Physics (2022)
Spatial Planning	Therapeutics
Statistic	Thermofluid Dynamics
Statistical Science	Topology and Group Theory
Statistical Science for Health	Toxicology (MRC)
Statistical Signal Processing	Transfusion Medicine
Statistics (MRC)	Translational Auditory Neuroscience
Statistics in Biomedicine	Translational Imaging
Statistics in Public Life (Harding)	Translational Immunology
Stellar Evolution	Transplant Surgery
Stem Cell Medicine	Veterinary Diagnostic Pathology
Stochastic Analysis	Viral Pathogenesis
Strategy and Innovation	Virology
Strategy and Policy	Virus Bioinformatics
Stress Signalling	Volcanology
Stroke Medicine	Volcanology and Petrology
Structural and Molecular Biology	World History
	Zoology

Professors (subject specified on the occasion of an election)

BBV Foundation Visiting Professor	Professor in the Department of Clinical Neurosciences (2013)
Humanitas Visiting Professors	
Jawaharlal Nehru Visiting Professor	Van Geest Professor in the Department of Clinical Neurosciences (2013) ¹

Other University officers specified in Schedule C (i) 1

Director of the Botanic Garden
 Director of the Institute of Criminology
 Director of the Melville Laboratory for Polymer Synthesis
 Executive Director of Research in the Faculty of Economics

¹ Re-established for one tenure by Grace 5 of 25 May 2022.

Other University officers

Director of the Fitzwilliam Museum
 Director of the Cambridge Endowment for Research in Finance
 The Director of the M.B.A. course

SPECIAL ORDINANCE C (viii):

Readers (Special Ordinance under Statute C XV)

1. The University may from time to time prescribe the minimum amount of instruction to be given by a Reader and the character of such instruction.
2. The stipend of a Reader shall be determined by the University from time to time.
3. The University may from time to time by Ordinance impose restrictions on the nature of College offices that may be held by Readers and on the teaching which Readers may give otherwise than on behalf of the University.

SPECIAL ORDINANCE C (ix):

*University Associate Professors (Grade 10), University Senior Lecturers,
 University Associate Professors (Grade 9), University Lecturers and
 University Assistant Professors¹*

(Special Ordinance under Statutes C XIII 2 and C XV 2)

1. Appointments or reappointments to the office of University Associate Professor (Grade 10), University Senior Lecturer, University Associate Professor (Grade 9), University Lecturer and University Assistant Professor shall be made by a Selection Committee constituted under Special Ordinance C (x), provided that where an appointment to the offices of University Associate Professor (Grade 10) or University Senior Lecturer at Grade 10 is made through promotion the appointment shall be made by the General Board.

2. The provisions in this Special Ordinance shall apply to University Associate Professorships (Grade 10), University Senior Lectureships, University Associate Professorships (Grade 9), University Lectureships and University Assistant Professorships, unless their application to an office is expressly excluded.

3. (a) The appointment to a University Associate Professorship (Grade 10), University Senior Lectureship, University Associate Professorship (Grade 9), University Lectureship and University Assistant Professorship shall be subject to the satisfactory completion of a period of probation under arrangements approved from time to time by the University unless the waiver of this requirement is recommended by the Selection Committee and approved by the Head of the School.

(b) On confirmation of an appointment, a University Associate Professor (Grade 10), University Senior Lecturer, University Associate Professor (Grade 9), University Lecturer and University Assistant Professor shall hold office, subject to the provisions of Statute C or any Special Ordinance made under it, until the retiring age, so long as the person appointed satisfactorily performs the duties of the office.

4. The Council of the School incorporating the institution in which the office is established shall have power to direct, either of its own motion or on the recommendation of the Faculty Board, comparable authority, or Selection Committee concerned, or in order to comply with a trust binding on the University for the time being, that in a special case an appointment or a reappointment to be made by a Selection Committee shall be for a fixed term, which shall be prescribed by the General Board and which may be shorter than the period specified in Section 3(b) above.

5. The General Board, after consulting the Faculty Board or other authority concerned, shall fix for each institution the limits within which the amounts of teaching to be given by all University Associate Professors, University Lecturers and University Assistant Professors in the institution shall be determined. The lower limit of such teaching shall not be less than thirty hours' lectures a year; provided that

(a) an equivalent amount of other teaching may be substituted for lectures, the equivalence of such teaching being determined by the General Board;

(b) the General Board shall have power, in exceptional circumstances and on the recommendation of the Faculty Board or comparable authority concerned, to prescribe for a University Associate Professor, University Lecturer or University Assistant Professor, for periods not exceeding three years

¹ This Special Ordinance also applies to officers at an equivalent level who hold an honorary clinical consultant contract with the relevant NHS Trust/Body and are paid on the relevant clinical scales (see p. 686).

at a time, and under such conditions as the General Board may specify, an amount of teaching which is less than that specified above.

6. The amount of teaching to be undertaken by a University Associate Professor, University Lecturer or University Assistant Professor shall be determined by the Faculty Board or comparable authority concerned within the limits fixed by the General Board in accordance with Section 5 above. Such teaching shall normally be given during full term, but the Faculty Board or comparable authority, with the approval of the General Board and with the officer's consent, may prescribe that some of it shall be given during the Long Vacation.

7. If a University Associate Professor, University Lecturer or University Assistant Professor undertakes administrative work in connection with a Faculty, Department, or other institution, the General Board shall have power, on the recommendation of the Faculty Board or comparable authority concerned, to allow them to count such administrative work as part of the duties for which they receive a pensionable stipend as a University Associate Professor, University Lecturer or University Assistant Professor.

8. In prescribing the amount of teaching to be given by a University Associate Professor, University Lecturer or University Assistant Professor in any year the Faculty Board or comparable authority shall have regard to the character of the subject-matter of the lectures or other teaching, to the time which will be involved in preparation therefor, to any University administrative work approved by the General Board under Section 7 above, and to any College administrative work. If a University Associate Professor, University Lecturer or University Assistant Professor considers that the amount of teaching prescribed is unreasonable they may appeal to the General Board, whose decision shall be final.

9. A University Associate Professor, University Lecturer or University Assistant Professor shall not undertake for remuneration during full term without the consent of the General Board any teaching other than teaching given on behalf of the University or a College or Colleges or the delivery of occasional lectures. The amount of teaching given by a University Associate Professor, University Lecturer or University Assistant Professor on behalf of a College or Colleges shall not, except with the consent of the General Board, exceed twelve hours a week, or, if they are a Tutor or Bursar, eight hours a week. The General Board may on account of the nature of the subject or the circumstances of the particular case extend the maximum number of hours a week to fifteen, or if the University Associate Professor, University Lecturer or University Assistant Professor is a Tutor or Bursar to ten. For the purposes of this section the terms Tutor and Bursar shall include Assistant Tutors and Assistant Bursars unless in a particular case the General Board shall decide otherwise.

10. The prime stipends or scales of stipends for University Associate Professors, University Lecturers and University Assistant Professors shall be determined by the University on the recommendation of the General Board.

11. When there is an incremental scale of prime stipends the General Board shall determine a University Associate Professor, University Lecturer or University Assistant Professor's place on the scale on appointment. If a revised scale of stipends is approved by the University, it shall be competent for the General Board to alter a University Associate Professor, University Lecturer or University Assistant Professor's place on the scale in accordance with the objects and conditions of the revision.

12. The prime stipend of a University Associate Professor, University Lecturer or University Assistant Professor shall be subject, in respect of payments received from a College or Colleges other than payments for teaching and the direction of studies and such occasional payments as may be exempted by the General Board, to deductions to be determined by Ordinance.

SPECIAL ORDINANCE C (x):

Selection Committees (Special Ordinance under Statute C XIII 2)

1. Save to the extent expressly set out below, and unless expressly excluded by the provisions of any trust for the time being binding on the University, the process for the appointment of established academic officers (other than Professors) in each School shall be determined by the Council of the School, and responsibility for overseeing compliance with that process shall rest with the Head of that School.

2. The selection for appointment for every established academic office (other than Professorships) shall be made by a Selection Committee at which a minimum of five members and normally a maximum of nine members are present, unless the Head of the School has determined that the maximum number of members shall be higher in an individual case.

3. The constitution of the Selection Committee shall be determined by the process established under Sections 8 and 10 below, but the majority must be established academic officers in the University and at least one member must be external to the institution in which the appointment is being made.

4. Notwithstanding the minimum of five members specified in Section 2, if notice has been given that a member will be absent from a meeting of a Selection Committee for good cause and that absence would bring the number present below the specified minimum, the Head of the School shall have authority to appoint another person to serve as a member of the Selection Committee for that meeting provided all other requirements of this Special Ordinance C (x) for the constitution of the Selection Committee are met.

5. Those responsible for the constitution of Selection Committees shall endeavour to ensure that there are as nearly as possible equal numbers of men and women on any Selection Committee and consideration should be given to the racial and ethnic diversity of the Committee.

6. Decisions of a Selection Committee shall be made by a two-thirds vote of members (rounded up to the nearest integer) unless unanimity is prescribed for any decision by the process in any School. The Chair shall not have a casting vote.

7. Each member of a Selection Committee shall seek to ensure that the selection process has been conducted fairly and complies with the required procedure and the Recruitment Key Principles. Any member can raise a concern with the Chair of the Committee, orally or in writing, if that member considers that it is not being conducted in accordance with the required procedure or the Recruitment Key Principles as adopted by the University from time to time. In the event that the member's concern is not satisfactorily answered, the member shall be entitled to refer the matter to the Head of the School, who shall have discretion to resolve the matter as the Head of the School considers appropriate. This shall not affect any remedy available to a candidate affected by any defect in process.

The University members of a Selection Committee shall normally have undertaken recruitment training and training in equality and diversity matters as specified from time to time by the General Board. Where a Head of School is not satisfied that a Selection Committee has made a decision fairly, transparently, or in accordance with the required procedure or the Recruitment Key Principles as adopted by the University from time to time, the Head of the School may remit the decision back to the Selection Committee citing concerns and asking that remedial action be taken. In exceptional circumstances, where the Head of the School remains dissatisfied, the Head of the School may veto the making of an appointment, but in those circumstances a full report shall be made to the Council of the School.

8. The process to be established pursuant to Section 1 shall specify at least the following:

- (a) The method and criteria for the appointment of members to a Selection Committee;
- (b) How the chair of the Selection Committee shall be appointed;
- (c) Whether there shall be an *ad hoc* Selection Committee(s) and if so, in what circumstances a Standing Selection Committee(s) may be established, if any;
- (d) The process to be adopted for advertising the appointment, and the procedure for short-listing, interviewing and final selection by the Selection Committee;
- (e) The training requirements for members of Selection Committees within the School.

The above information shall be published by the Schools on their respective websites. The memberships of individual Selection Committees shall also be published on the Schools' websites or on the websites of the institutions concerned.

9. For appointments and reappointments to the University offices of Clinical Lecturer and Clinical Professor, the relevant School under Section 1 shall be the School of Clinical Medicine, in consultation with the School in which the Clinical Lectureship or Clinical Professorship is established.

10. The Council and the General Board shall, by Notice issued from time to time, specify the Selection Committee and process to be adopted in the appointment of established academic officers in institutions under the direct supervision of the Council or the General Board, or of certain officers whose duties concern more than one School or institution.

SPECIAL ORDINANCE C (xi):¹*Associate Lecturers (Special Ordinance under Statute C XIV)*

1. The General Board may create Associate Lectureships and assign each Associate Lectureship to a Faculty or Department, as appropriate. The Board shall have power to direct a Selection Committee to make an appointment or reappointment to a particular Associate Lectureship conditional on the holding of a post specified by the Board in an institution connected with the University.

2. Every appointment or reappointment to a University office of Associate Lecturer shall be made by a Selection Committee. An Associate Lecturer shall be appointed and may thereafter be reappointed for such periods not exceeding five years at a time as the Selection Committee shall determine; provided that if an Associate Lecturer ceases to hold the post in an institution connected with the University which has been specified by the General Board in accordance with Section 1 that person shall thereupon vacate the Associate Lectureship.

3. All Associate Lecturers shall be required to devote themselves to the advancement of knowledge in their subject, to give instruction therein to students, and to promote the interests of the University as a place of education, religion, learning, and research. Every Associate Lecturer shall be required in each academic year to deliver a course or courses of lectures during a number of hours prescribed by the Faculty Board or comparable authority concerned, which shall be not less than sixteen, or to do such amount of other teaching as the General Board on the recommendation of the Faculty Board or comparable authority shall determine to be equivalent thereto, in a subject or subjects prescribed annually by the Faculty Board or comparable authority.

4. Associate Lecturers shall be subject to such conditions of residence as may be imposed from time to time by Ordinance. They shall not be subject to any of the restrictions imposed by Statute on the teaching which may be given by University Lecturers otherwise than on behalf of the University.

5. No Associate Lecturer shall be paid a stipend by the University unless for a particular Associate Lecturer, after consultation with the Faculty Board or comparable authority concerned and with the approval of the Council, the General Board decides otherwise and determines the stipend to be paid and whether it shall be pensionable.

SPECIAL ORDINANCE C (xii):

*Redress of Grievances**(Special Ordinance under Schedule to Statute C Chapter V 2)**General*

1. Every University officer has a right to raise any concerns, problems, or complaints relating to their appointment or employment, not being matters for which express provision is made elsewhere in Statutes and Ordinances.

2. The purpose of this Ordinance is to provide an appropriate means for University officers to seek redress of workplace concerns as informally, fairly and speedily as possible. Where after investigation a grievance is found to be vexatious or malicious, and without any reasonable foundation, disciplinary action may follow.

3. For grievances relating to bullying, harassment, discrimination, sexual misconduct or victimisation, these provisions should be read in conjunction with the Dignity at Work Policy², which sets out the behaviour expected from all members of staff, provides further information on informal methods of resolution and gives details of the support available.

4. An officer may at any time withdraw a grievance or may agree that it has been resolved.

5. The 'Responsible Person' in relation to any particular officer shall for the purposes of this Ordinance be either (i) the Head or Director of the appropriate Department, Division of the Unified Administrative Service, or other institution or the Chair of the Board, Syndicate, or other body which is chiefly concerned with the officer's duties; or (ii) such other University officer as the secretary of the competent authority (as determined by Statute C I 1(b)) may determine. In cases of doubt, the secretary of the competent authority shall determine who is the Responsible Person.

Unless otherwise specified, the Responsible Person may delegate any duty prescribed by Ordinance or under any rule, code of practice, guidance or other provision made under Statute or Ordinance to a

¹ This Special Ordinance will be rescinded with effect from 1 October 2025 following the approval of Grace 1 of 6 May 2021.

² <https://www.hr.admin.cam.ac.uk/policies-procedures/dignity-work-policy-2023-ed>.

named person, provided that the written permission of the secretary of the competent authority to such delegation is obtained in each case, and references to the Responsible Person shall include reference to such other person as appropriate.

6. The expression 'working day' shall exclude weekends, public holidays, or any other day when the University Offices are closed.

7. If at any time during the Formal or Appeal Stage of this Grievance Procedure the aggrieved officer considers that any aspect of the process is subject to unreasonable delay, they may make a complaint in writing:

(a) at the Formal Stage, to the Director of the Human Resources Division or, if they are the Responsible Person, the Chair of the Human Resources Committee, and

(b) at the Appeal Stage, to the Chair of the Human Resources Committee

who shall investigate the alleged delay and respond in writing within five working days of receipt of the complaint. In exceptional circumstances where a complaint has been received, the person to whom the complaint is made may determine that another officer shall act as the Responsible Person or that an officer appointed to inquire into a grievance at the Appeal Stage shall be removed or replaced.

Mediation

8. At the Informal and Formal stages of the Grievance Procedure the aggrieved officer and the person responsible for considering the grievance shall consider whether to refer the matter to mediation. The University's internal mediation service may be used if desired. Participation in mediation is voluntary. Anything said or produced by either party to any mediation will be considered to be confidential and without prejudice.

Informal Stage

9. Grievances should first be raised informally by the officer with the person to whom the officer is immediately responsible. Where the conduct of that person is the subject of the grievance, the aggrieved officer should raise the matter informally with a University officer senior to that person. It is expected that most grievances will be resolved at or before this stage.

Formal Stage

10. If the grievance cannot be resolved by informal discussions, then the officer may make a written complaint to the Responsible Person.

11. If the grievance directly concerns the Responsible Person, the officer should write to the Director of Human Resources who, in consultation with the Chair of the Human Resources Committee (or, if the Director of Human Resources is the Responsible Person, the Chair of the Human Resources Committee), will appoint a person to act in place of the Responsible Person in the Formal Stage of the Grievance Procedure. Where such an appointment is to be made by the Director of Human Resources, they will act in consultation with the Chair of the Human Resources Committee.

12. On receipt of a written grievance the Responsible Person should notify the Human Resources Division without delay. The Human Resources Division will inform the secretary of the competent authority, as determined by Statute C I 1(b), and advise on the requirements of fair and correct practice and procedure, to ensure that these are applied consistently across the University.

13. The Responsible Person will arrange a meeting with the officer, if possible within five working days after receipt of the complaint, and will inform the officer of their right to be accompanied, confirming that information in writing. The Responsible Person may, if the subject matter of the grievance requires particular knowledge or expertise, or involves another part of the University, invite to the meeting such other officer or officers as may be of assistance in hearing the grievance and advising the Responsible Person, and will inform the officer that they will be attending the meeting.

14. The officer has the right to be accompanied by a colleague or by a trade union representative. For a person to qualify as a trade union representative, they must be certified in writing by the union as having experience of, or having received training in, acting as a worker's companion at disciplinary or grievance meetings. The officer has no right to insist on being accompanied by a particular person against that person's will.

15. Before the meeting takes place, the officer shall propose to the Responsible Person whom they have chosen as a companion, if any. The Responsible Person shall accept the companion chosen by

the officer unless their choice is unreasonable, for example if the companion has a conflict of interest or might prejudice a fair discussion of the grievance, when the Responsible Person may ask them to choose a different companion.

16. Where possible, the timing and location of the meeting should be agreed with the officer. If the officer's companion cannot attend on the proposed date, the officer can suggest another date as long as it is reasonable and is not more than five working days after the date originally proposed by the Responsible Person. That five-day time limit may be extended by mutual agreement. The meeting should be held in a private location and there should be no interruptions.

17. At the meeting, the officer shall be allowed to explain the complaint and say how they think it should be settled. If a point in the meeting is reached where the Responsible Person is not sure how to deal with the grievance or believes that further investigation is necessary, they should adjourn the meeting to get advice or to investigate further.

18. The officer's companion shall be allowed to participate fully in the meeting, to confer with the officer during the course of the meeting and if necessary to request an adjournment to confer privately with the officer. The companion may not answer questions on the officer's behalf, nor address the meeting if the officer does not wish it, nor prevent the Responsible Person from conducting the proceedings in any way.

19. The Responsible Person should give the grievance careful consideration before responding.

20. The Responsible Person should write to the officer within a reasonable time, and normally not more than five working days after the meeting (including any adjournment) has concluded, responding to the grievance and referring to the officer's right of appeal. Where it is not possible to respond within five working days the officer should be given an explanation for the delay and told when a response can be expected. The response shall be sent by recorded delivery to the officer's home address as notified to the University by the officer.

Appeal Stage

21. If the officer wishes to appeal, they may, within ten working days after the date of the letter of response, write to the Director of Human Resources asking that the grievance be referred to the Human Resources Committee. The Director of Human Resources shall have discretion to accept a later appeal where they are satisfied that there was good reason why that appeal could not be submitted within ten working days.

22. On receipt of such a request, the Human Resources Committee will appoint one or more persons to inquire into the grievance with a view to resolving it, and to report. The inquiry shall be subject to the Rules of inquiry contained in paragraph 27.

23. If at any time the grievance is withdrawn, or agreed to have been resolved, by the officer who made it, then the person or persons inquiring into the grievance shall not be obliged to proceed further or to report.

24. The Human Resources Committee will decide, after consideration of any report, what action (if any) to take. The Secretary of the Committee shall promptly notify the aggrieved officer in writing of its decision by recorded delivery to the officer's home address as notified to the University by the officer.

25. The Human Resources Committee and the person or persons appointed to inquire into the grievance shall proceed with all reasonable speed.

26. This is the end of the procedure and there is no further appeal.

Rules of inquiry

27. The following rules shall apply as regards an inquiry under the Appeal Stage of the grievance procedure:

- (i) Before any report is made, the aggrieved officer shall be heard. Such a meeting need not be by all of the persons (if more than one) inquiring into the grievance.
- (ii) The aggrieved officer shall be entitled to be represented or accompanied for that purpose by a trade union officer or a colleague, on the same basis as described in paragraphs 13–17 above.
- (iii) Subject to the above rules, the person or persons conducting the enquiry shall use all reasonable endeavours to ensure that the conduct of the inquiry is just and fair.

28. This procedure is established pursuant to the Schedule to Statute C, Chapter V 2.

Transitional provision

29. This Ordinance shall apply to all grievances submitted in writing by officers on or after 13 March 2013. The former arrangements contained in former Statute U, VI shall be deemed to apply to all grievances submitted in writing prior to that date, together with the former Regulations relating to Grievance Committees in Ordinances, Chapter II.¹ When no longer required this provision may be repealed by Grace.

SPECIAL ORDINANCE C (xiii):

Appeals

1. This Special Ordinance establishes procedures for hearing and determining appeals by members of the academic staff who are dismissed or under notice of dismissal or who are otherwise disciplined.

2. References in this Special Ordinance to the Schedule are to the Schedule to Statute C and references to Chapters are to Chapters within that Schedule.

3. This Special Ordinance applies to appeals against, or arising from,

- (a) any decision of a competent authority (or of a delegate of such a body) to dismiss in the exercise of its powers under Chapter II;
- (b) any proceedings, or any decision reached, under Chapter III;
- (c) any dismissal otherwise than in pursuance of Chapter II or Chapter III;
- (d) any disciplinary decision of a University authority otherwise than in pursuance of Chapter III;
- (e) any decision reached under Chapter IV;
- (f) any proceedings, or any decision reached, under Statute C III 11–14 including any decision reached in pursuance of Statute C III 14;

and ‘appeal’ and ‘appellant’ shall be construed accordingly; provided that the following shall not be subject to appeal:

- (i) a decision of the Regent House under Chapter II, Section 4;
- (ii) any finding of fact by the Tribunal under Chapter III or Statute C III, or any medical finding by a Medical Board under Chapter IV; save where, with the consent of the Septemviri, fresh evidence is called on behalf of the appellant at the hearing of the appeal.

4. A member of the academic staff may institute an appeal under this Special Ordinance in accordance with Statute D II 4 *save that*

- (a) for the purposes of any appeal to the Septemviri pursuant to this section against a decision of an Appointments or Selection Committee to terminate the appointment of an officer at the end of their probationary period, the quorum for the Septemviri shall be reduced to three, including the Chair. If the Chair is unavailable, the Chair shall designate one of the members to act as Chair in their stead;
- (b) the provisions of (a) above may be applied in any other appeal to the Septemviri pursuant to this section, at the option of the appellant and with the concurrence of the Chair.

5. The Septemviri may allow or dismiss an appeal in whole or in part and, without prejudice to the foregoing, may:

- (a) remit an appeal from a decision under Chapter II (or any issue arising in the course of such an appeal), to the competent authority for further consideration as they may direct;
- (b) remit an appeal from a decision under Chapter III to be heard again either by the same Tribunal or by a differently constituted Tribunal to be appointed under the provisions of that Chapter;
- (c) substitute any lesser alternative penalty that might have been imposed in respect of the original charge or charges under the provisions of Chapter III;
- (d) remit an appeal arising under Chapter IV to be heard again either by the same Medical Board or by a differently constituted Medical Board to be appointed under the provisions of that Chapter.

6. The Clerk of the Septemviri shall notify the decision of the Septemviri on any appeal, including any decision reached in the exercise of their powers under Section 5 above, together with any findings of fact different from those reached by the competent authority under Chapter II or by a Tribunal under Chapter III, as the case may be, to the Vice-Chancellor, to the University Advocate, and to the appellant.

¹ The regulations were last published in *Statutes and Ordinances* 2012, p. 212.