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UNIVERSITY OF
CAMBRIDGE

NOTICES**Calendar**

1 February, *Sunday*. Preacher before the University at 11.15 a.m., Janet Scott, *MUR*, *HH*, and *HO*, sometime Head of Religious Studies and Director of Studies in Religious Studies and Education at Homerton College, of the Religious Society of Friends.

13 February, *Friday*. Lent Term divides.

17 February, *Tuesday*. Discussion at 2 p.m. in the Senate-House.

21 February, *Saturday*. Congregation of the Regent House at 2 p.m.

Discussions at 2 p.m.

17 February

3 March

17 March

Congregations

21 February, *Saturday at 2 p.m.*

21 March, *Saturday at 11 a.m.*

28 March, *Saturday at 11 a.m.*

Discussion on Tuesday, 3 February 2015: Cancellation

The Vice-Chancellor gives notice that the Discussion announced for Tuesday, 3 February 2015 will not take place as there are no Reports ready for discussion.

The Reports published in this issue (p. 346 and p. 348) will be discussed on 17 February 2015.

Withdrawal of Grace 4 of the Regent House of 14 January 2015

22 January 2015

The Vice-Chancellor gives notice that, under the provisions of Regulation 6 of the regulations for Graces and Congregations of the Regent House (*Statutes and Ordinances*, p. 111), he has withdrawn Grace 4 of the Graces submitted to the Regent House on 14 January 2015 (*Reporter*, 6371, 2014–15, p. 322) concerning the Ver Heyden de Lancey Fund for further consideration.

Council and Board of Scrutiny: Notice of a Bye-election

26 January 2015

Further to the Notice dated 17 December 2014 (*Reporter*, 6370, 2014–15, p. 299), as no nominations were received by the deadline for nominations, the following provides information on the arrangements for further bye-elections to fill one vacancy on the Council in class (c) and two vacancies on the Board of Scrutiny in class (c)(ii) which, subject to the approval of a Grace, will be run to the same timetable as set out below.

Council

The Vice-Chancellor gives notice of an election of a member of the Council in class (c) (member of the Regent House) to serve with immediate effect until 31 December 2018 (*Statutes and Ordinances*, p. 65).

The Council is the principal executive and policy-making body of the University. It has general responsibility for the administration of the University, for defining its mission, for the planning of its work, and for the management of its resources. The Council deals with relations between the University and the Colleges, and conducts negotiations with outside bodies on many matters (other than those relating directly to the educational and research programmes of the University, which are dealt with on its behalf by the General Board of the Faculties). It is responsible for the appointment or nomination of certain members of internal and external bodies, and for many student matters (excluding the selection of entrants, which is a College concern). Further information about the Council can be found in Statute A IV and is available to members of the University on the Council website (<https://www.governance.cam.ac.uk/committees/council/>) and questions about its work can be addressed to the Registry by emailing registry@admin.cam.ac.uk.

Board of Scrutiny

Regulation 2 for the Election of Members of the Board of Scrutiny (*Statutes and Ordinances*, p. 121) provides that, if at any election insufficient nominations are received to fill the vacant places in classes (c)(i) or (c)(ii), the Council shall appoint as many members as may be necessary. No person having been nominated in the election for two members of the Board of Scrutiny in class (c)(ii) (members of the Regent House), the Council was asked to make appointments to the vacancies, to serve with immediate effect until 30 September 2017. At a meeting on 19 January 2015, the Council agreed instead to re-open nominations. The Council is therefore publishing a Grace to enable an election to be held, notwithstanding Regulation 2 (Grace 1, p. 356). If the Grace is approved, nominations will re-open and a ballot may be held in accordance with the timetable published below.

The Board of Scrutiny scrutinizes on behalf of the Regent House the Annual Report of the Council, the abstract of the accounts of the University, the allocations Report of the Council required by Statute F I 1(b), and any other Report of the Council proposing allocations from the Chest. Further information about the Board of Scrutiny can be found in Statute A VII, on the Board's website (<http://www.scrutiny.cam.ac.uk/>), and obtained from the Chair of the Board, Dr Mike Franklin (email mjf3@cam.ac.uk).

Under the provisions of Statute A VII 4 no person may be a member of the Board of Scrutiny who is a member of the Council, the General Board, or the Finance Committee of the Council, or who holds any of the University offices of Chancellor, Vice-Chancellor, Pro-Vice-Chancellor, University Advocate, Deputy University Advocate, Registry, Assistant Registry, or Secretary of a School. The Ordinances for the Board (*Statutes and Ordinances*, p. 121) further exclude Directors and Deputy Directors in the University Offices (Unified Administrative Service) and Assistant Treasurers.

Nominations and election timetable

The nomination and ballot timetable for the elections is governed by Regulations 1–7 and 15 of the regulations for the Election of Members of the Council (*Statutes and Ordinances*, p. 118).

In order to be eligible, a candidate must be nominated on a paper sent to the Vice-Chancellor at the Old Schools so as to reach him not later than **12 noon on Monday, 9 February 2015**. The paper must contain (a) a statement signed by two members of the Regent House, nominating the candidate for election and (b) a statement signed by the candidate certifying that he or she consents to be so nominated. The candidate should also submit a *curriculum vitae* by the same date (see below).

The Vice-Chancellor would be obliged if nominations could be delivered to the Registry in the Old Schools during office hours. Envelopes should be clearly marked as Nomination papers. Nomination papers may also be faxed to 01223 332332 or scanned (showing signatures) and sent by email to registry@admin.cam.ac.uk. Nominations will be published as they are received. The complete list of nominations will be published in the *Reporter* on Wednesday, 11 February 2015.

Each person nominated for election is required to send to the Registry, not later than 12 noon on Monday, 9 February 2015, a statement of her or his *curriculum vitae* for distribution to members of the Regent House with the voting papers. It is suggested that such a statement should be of not more than 500 words in length, and that it should cover the following points:

- the candidate's present position in the University;
- previous posts held, whether in Cambridge or in other universities, or outside the university system, with dates;
- a note of the candidate's particular interests within the field of University business.

If there is an election, it will be conducted by ballot under the Single Transferable Vote regulations. Online voting will open at 9 a.m. on Friday, 20 February 2015 and close at 5 p.m. on Monday, 2 March 2015. Hard-copy voting papers will be distributed not later than Friday, 20 February 2015 to those who have opted before 12 December 2014 to continue to receive them; the last date for the return of voting papers will be 5 p.m. on Monday, 2 March 2015.

Joint Report of the Council and the General Board on revisions to the arrangements for the contribution-based review of Professorial pay: Notice in response to Discussion remarks

26 January 2015

The Council has referred the comments on the above Report (*Reporter*, 6366, 2014–15, p. 182) made at the Discussion on 9 December 2014 (*Reporter*, 6370, 2014–15, p. 315) to the General Board, which has responded as follows.

The General Board notes Professor Evans's commentary on the history of the Professorial pay review. The above Report sets out in paragraph 3 the relatively minor changes to the procedure that are proposed, namely to transfer the responsibility for the review of applications from Professors in Band 2, for both within band increments and progressions to Band 3 or above, to the School-level Committees, which already consider applications from Professors in Band 1. If the changes to the procedure are approved, the School-level Committees will, as part of the biennial review, make recommendations to the Vice-Chancellor's Advisory Committee with regard to the Band 2 applications, but the latter will continue to make the final decisions on those applications.

The Council is submitting a Grace (Grace 2, p. 356) for the approval of the Report's recommendations.

Accounts of the Colleges

The Registry has received the accounts of the Colleges for the year 2013–14. The accounts are available to view on the individual College websites as follows:

Christ's College	http://www.christs.cam.ac.uk/sites/www.christs.cam.ac.uk/files/attachments/RCCA_2013-14_v08 - FINAL_2.pdf
Churchill College	https://www.chu.cam.ac.uk/media/uploads/files/RCCA_13_14_Signed.pdf
Clare College	http://www.clare.cam.ac.uk/data/uploads/about/strategicinformation/ClareCollegeFinancialAccounts2013-14.pdf
Clare Hall	http://www.clarehall.cam.ac.uk/fileadmin/template/images/0.0.1_documents/doc_2014-15/2013-14_RCCA.pdf
Corpus Christi College	http://www.corpus.cam.ac.uk/wp-content/uploads/old/2014-RCCA-Accounts.pdf
Darwin College	http://www.darwin.cam.ac.uk/sites/default/files/2013-14.pdf
Downing College	http://www.dow.cam.ac.uk/documents/about/Accounts14.pdf
Emmanuel College	http://www.emma.cam.ac.uk/about/documents/pdfs/AnnualAccounts.pdf
Fitzwilliam College	http://www.fitz.cam.ac.uk/mi-client/media/accounts/RCCAAccounts2014.pdf
Girton College	http://www.girton.cam.ac.uk/images/pdf/Discover-Girton/FOI/CollegeAccounts/2014finalaccounts.pdf
Gonville and Caius College	http://www.cai.cam.ac.uk/sites/www.cai.cam.ac.uk/files/downloads/Accounts_2013-14.pdf
Homerton College	http://www.homerton.cam.ac.uk/sites/default/files/imce/pdf/Homerton_College_2013-14_statutory_accounts.pdf
Hughes Hall	http://www.hughes.cam.ac.uk/wp-content/uploads/1407-RCCA-Hughes-Hall_DATED5103346_1.pdf
Jesus College	http://www.jesus.cam.ac.uk/wp-content/uploads/statutoryaccounts2014.pdf
King's College	http://www.kings.cam.ac.uk/files/about/college-accounts-2014.pdf
Lucy Cavendish College	http://www.lucy-cav.cam.ac.uk/assets/images/lcc-bursary@lucy-cav.cam.ac.uk_20141209_140057.pdf
Magdalene College	http://www.magd.cam.ac.uk/uploads/College_Accounts/MagdaleneCollege13-14.pdf
Murray Edwards College	http://www.murrayedwards.cam.ac.uk/files/548ea8df3d4d2.pdf
Newnham College	http://www.newn.cam.ac.uk/sites/www.newnham.local/uploads/files/About-Newnham/FoI/accounts/Newnham_College_Signed_FS_2013-14.pdf
Pembroke College	http://www.pem.cam.ac.uk/wp-content/uploads/2012/06/2014.pdf
Peterhouse	http://www.pet.cam.ac.uk/sites/default/files/1306FSS_Peterhouse_DATED.pdf
Queens' College	http://www.queens.cam.ac.uk/sites/www.queens.cam.ac.uk/files/downloads/accounts_annual_report_13-14_-_final_1_october_14.pdf
Robinson College	http://www.robinson.cam.ac.uk/assets/about/foi/2014_Accounts_for_signing.pdf
St Catharine's College	http://www.caths.cam.ac.uk/assets/uploadedfiles/downloads/Accounts_2014.pdf.pdf
St Edmund's College	http://www.st-edmunds.cam.ac.uk/files/2014_Accounts.pdf
St John's College	http://www.joh.cam.ac.uk/document-library?group_nid=All&term=140&title=
Selwyn College	http://www.sel.cam.ac.uk/wp-content/uploads/file/Accounts_2014_Final.pdf
Sidney Sussex College	http://www.sid.cam.ac.uk/aboutus/publications/accounts/accounts13_14.pdf
Trinity College	https://share.trin.cam.ac.uk/sites/public/Senior_Bursars_Office/wwsahwsi/College_Accounts/accounts2014.pdf
Trinity Hall	http://www.trinhall.cam.ac.uk/uploads/2014_Trinity_Hall_Accounts_(Final).pdf
Wolfson College	http://www2.wolfson.cam.ac.uk/files/accounts/RCCAWolfson1314.pdf

VACANCIES, APPOINTMENTS, ETC.**Electors to the Professorship of Geography (1993)**

The Council has appointed members of the *ad hoc* Board of Electors to the Professorship of Geography (1993) as follows:

Professor Jeremy Sanders, *SE*, in the Chair, as the Vice-Chancellor's deputy

(a) *on the nomination of the Council*

Professor Robert Kennicutt, *CHU*

Professor Stuart Lane, *University of Lausanne*

(b) *on the nomination of the General Board*

Professor Julian Dowdeswell, *JE*

Professor Lynne Frostick, *University of Hull*

Professor Paul Linden, *DOW*

(c) *on the nomination of the Faculty Board of Earth Sciences and Geography*

Professor William Adams, *DOW*

Professor Clive Oppenheimer, *SID*

Professor Heather Viles, *University of Oxford*

Vacancies in the University

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

University Lecturer (Honorary Consultant) in Urology in the Department of Surgery; salary: £75,249–£101,451; closing date: 27 February 2015; further particulars: <http://www.jobs.cam.ac.uk/job/6017/>; quote reference: RE05204

University Lecturers (two posts) in the Department of Genetics; salary: £38,511–£48,743; tenure: from 1 October 2015 or as soon as possible thereafter; closing date: 28 February 2015; further particulars: <http://www.jobs.cam.ac.uk/job/5870/>; quote reference: PC05079

University Lecturer in Criminal Law in the Faculty of Law; salary: £38,511–£48,743; closing date: 20 February 2015; further particulars: <http://www.jobs.cam.ac.uk/job/5362/>; quote reference: JK04636

University Lecturer in Family Law in the Faculty of Law; salary: £38,511–£48,743; closing date: 20 February 2015; further particulars: <http://www.jobs.cam.ac.uk/job/5728/>; quote reference: JK04952

University Lecturer in International Law in the Faculty of Law; salary: £38,511–£48,743; closing date: 20 February 2015; further particulars: <http://www.jobs.cam.ac.uk/job/5364/>; quote reference: JK04637

Clinical Lecturer in Cardiology in the Department of Medicine; salary: £31,301–£54,199; closing date: 23 February 2015; further particulars: <http://www.jobs.cam.ac.uk/job/6004/>; quote reference: RC05192

Clinical Lecturer in Urology (post-CCT) in the Department of Surgery; salary: £31,301–£54,199; closing date: 27 February 2015; further particulars: <http://www.jobs.cam.ac.uk/job/6032/>; quote reference: RE05216

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

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

The Isaac Newton Trust: Director

The Trustees of the Isaac Newton Trust seek to appoint a Director from 1 August 2015 in succession to Professor J. P. Parry, who has secured a significant period of externally-funded leave. The appointment will be for three years in the first instance, with the possibility of extension for two further three-year periods.

The Trust was established in 1988 by Trinity College. Its objects are to promote learning, research, and education in the University. The Director has responsibility for the various schemes operated by the Trust. Information about these activities may be found on the Trust website.

The post is part-time, averaging about 1.5 – 2 days a week, and may be combined with another academic or academic-related post in the University or a College. Experience of the collegiate University and its research activities is essential. The initial salary will be £26,964, corresponding to 40% of the basic Professorial stipend.

Further particulars, including a more detailed job description, are available at <http://www.newtontrust.cam.ac.uk/Vacancies/2015DirectorAdvert>. Applications, with a *curriculum vitae* and the names of two referees, should be sent to the Chair of the Trustees, Professor Robert Mair, at the Trust office (Isaac Newton Trust, Trinity College, Cambridge, CB2 1TQ) so as to reach him before 22 February 2015.

Appointments, reappointments, and grants of title

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

APPOINTMENTS

Reader

Haematology. Dr Simon Mendez-Ferrer, B.Sc., Ph.D., *Seville*, appointed from 2 February 2015 until the retiring age.

University Lecturers

Classics. Dr Hannah Rose Wiley, B.A., M.Phil., Ph.D., *JN*, appointed from 1 September 2015 until the retiring age and subject to a probationary period of five years.

Education. Dr Arathi Sriprakash, M.Phil., Ph.D., *G*, B.A., B.Teaching, *Melbourne*, appointed from 1 January 2015 until the retiring age and subject to a probationary period of five years.

Materials Science and Metallurgy. Dr Sohini Kar-Narayan, B.Sc., *Calcutta*, M.S., Ph.D., *Indian Institute of Science, Bangalore*, appointed from 2 January 2015 until the retiring age and subject to a probationary period of five years.
Dr Jason Joseph William Alexander Robinson, Ph.D., *W*, M.Eng., *London*, appointed from 5 January 2015 until the retiring age and subject to a probationary period of five years.

Medicine. Dr Edward Thomas Chouchani, Ph.D., *K*, B.Sc., *Carleton, Canada*, appointed from 1 April 2016 until the retiring age and subject to a probationary period of five years.

Pathology. Dr John Doorbar, B.Sc., *Leeds*, Ph.D., *Birmingham*, appointed from 31 October 2013 until the retiring age and subject to a probationary period of five years.

Pharmacology. Dr Matthew Thomas Harper, M.A., Ph.D., *Q*, appointed from 1 January 2015 until the retiring age and subject to a probationary period of five years.

Clinical Lecturer

Medicine. Dr Chong Yew Tan, Ph.D., *CHU*, M.B., Ch.B., B.A.O., *Dublin*, MRCP(UK), appointed from 1 December 2014 until 30 November 2018 and subject to a probationary period of twelve months.

Deputy Head of Department

Department of Oncology. Professor Duncan Ian Jodrell, appointed from 15 January 2015 until 31 December 2015 (or until the appointment of a new Head of Department, whichever is the earlier).

Acting Head of Department

Department of Oncology. Dr Anna Philpott, *CL*, appointed from 1 January 2015 until 31 December 2015 (or until the appointment of a new Head of Department, whichever is the earlier).

Departmental Secretary

Botanic Garden. Mr Carl Tatterton, appointed from 12 January 2015 until the retiring age and subject to a probationary period of nine months.

Assistant Technical Officer

University Offices (Estate Management). Ms Amanda Jane Holden, B.A., M.Sc., *Leeds*, appointed from 5 January 2015 until the retiring age and subject to a probationary period of nine months.

Senior Advisory Officer

University Offices (Estate Management). Mr Jonathan Gregory Guy Ackers, B.Sc., *Hatfield Polytechnic*, D.E.M., C.Eng., MICE, MIStructE, appointed from 16 February 2015 until the retiring age and subject to a probationary period of nine months.

Administrative Officer

University Offices (Finance Division). Ms Joanna Mary Parkes, B.Sc., *Durham*, ACMA, appointed from 12 January 2015 until the retiring age and subject to a probationary period of nine months.

REAPPOINTMENTS

Head of Department

Department of Haematology. Professor Anthony Richard Green, *Q*, reappointed from 5 January 2015 until 4 January 2020.

Deputy Head of Department

Zoology. Dr William Foster, *CL*, reappointed from 1 January 2015 to 30 September 2015.

GRANTS OF TITLE

Affiliated Lecturers

Criminology. Mr Peter William Neyroud, *W*, and Dr Michael Edward Rice, *DAR*, have been granted the title of Affiliated Lecturer from 1 October 2014 for a further year.

Divinity. Dr Tanhum Yoreh has been granted the title of Affiliated Lecturer from 1 October 2014 for one year.

English. Dr James Riley, *CC*, has been granted the title of Affiliated Lecturer from 1 October 2014 for one year.

French. Dr Anne Elizabeth Cobby, *G*, Dr Miranda Helen Griffin, *CTH*, Dr Laura Claire McMahon, *CAI*, and Dr Oliver Tonneau, *HO*, have been granted the title of Affiliated Lecturer from 1 October 2014 for a further year.

German and Dutch. Dr Anita Mary Bunyan, *CAI*, has been granted the title of Affiliated Lecturer from 1 October 2014 for one year. Ms Erna Eagar, Dr Marion Kant, *PEM*, Dr Godela Weiss-Sussex, *K*, and Professor David Nicholas Yeandle, have been granted the title of Affiliated Lecturer from 1 October 2014 for a further year.

Italian. Dr Lucia Cavalli-Roberts and Dr Alessia Roberts have been granted the title of Affiliated Lecturer from 1 October 2014 for one year. Ms Christina Brown, Dr George Patrick Corbett, *T*, and Ms Emanuela Maria Ester Davey, *MUR*, have been granted the title of Affiliated Lecturer from 1 October 2014 for a further year.

Law. Dr Jonathan Daniel Bild, Dr Fernando Lusa-Bordin, *SID*, Dr Alec William Buchanan, Mr Daniel Clarry, Professor Luca Enriques, Dr Caroline Mary Lanskey, Dr Emma Frances Inglis Lees, *F*, Sir Dennis O'Connor, Mr Andrew Sanger, *N*, Professor John Rason Spencer, *MUR*, Ms Shona Wilson Stark, *CHR*, Dr Rumiana Vladimirova Yotova, and Dr Rafal Andrzej Zakrzewski have been granted the title of Affiliated Lecturer from 1 October 2014 for one year. Mr Bill Allan, Ms Alysia Paige Blackham, *CL*, Sir Arthur Alan Dashwood, *SID*, Dr Niamh Dunne, *F*, Dr Matthew Niall Dyson, *T*, Dr Veronika Fikfak, Ms Sarah Fraser-Butlin, Mr Leslie Kosmin, Dr Christopher Kuner, Dr Amy Claire Ludlow, Mr Henry M. Mares, Professor Robert Gordon McCorquodale, Dr Rose Anne Melikan, *CTH*, Dr Katherine Louise Miles, *CAI*, Dr Eva Nanopoulos, *K*, Dr Penelope Nevill, *DOW*, Dr Federica Isabella Paddeu, *Q*, Dr Brendan Plant, *DOW*, Mr Gavin Robert, Ms Yvonne Patricia Salmon, *CC*, Dr Felix Steffek, Dr Sophie Turenne, *CTH*, and Dr David Paul Waddilove, *CTH*, have been granted the title of Affiliated Lecturer from 1 October 2014 for a further year.

Modern and Medieval Languages. Dr Amaleena Damle, *G*, has been granted the title of Affiliated Lecturer from 1 October 2014 for one year. Dr Aglaia Giannakopoulou, and Dr Andrew William Taylor, *CHU*, have been granted the title of Affiliated Lecturer from 1 October 2014 for a further year.

Slavonic Studies. Dr John Philip Kingman, Ms Galina Scott, and Ms Vera Tsareva-Brauner have been granted the title of Affiliated Lecturer from 1 October 2014 for a further year.

Spanish and Portuguese. Ms Carme Caldach Rios, Dr Edward Carlos Richard King, *CTH*, and Dr Helen Lima de Sousa, *CL*, have been granted the title of Affiliated Lecturer from 1 October 2014 for a further year. Dr Stuart Davis, *G*, has been granted the title of Affiliated Lecturer from 1 October 2014 for a further two years.

Theoretical and Applied Linguistics. Dr Sylvia May Adamson, *G*, and Dr Thierry Marie Jean Poibeau have been granted the title of Affiliated Lecturer from 1 October 2014 for a further year.

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

The University offers a large number of lectures, seminars, and other events, many of which are free of charge, to members of the University and others who are interested. Details can be found on Faculty and Departmental websites, and in the following resources.

The What's On website (<http://www.admin.cam.ac.uk/whatson/>) carries details of exhibitions, music, theatre and film, courses, and workshops, and is searchable by category and date. Both an RSS feed and a subscription email service are available.

Talks.cam (<http://www.talks.cam.ac.uk/>) is a fully searchable talks listing service, and talks can be subscribed to and details downloaded.

Brief details of upcoming events are given below.

<i>Divinity</i>	Stanton Lectures 2015: <i>Scripture and reason: the philosophy of Biblical language and interpretation</i> , by Professor Peter Ochs, Edgar M. Bronfman Professor of Modern Judaic Studies, University of Virginia; series of lectures in first two weeks of March, in Runcie Room, Faculty of Divinity, at 4 p.m.; first lecture: <i>Creatures: introducing the philosophy of scriptural language</i> , on 2 March 2015	http://www.divinity.cam.ac.uk/research/special-lectures/stanton-lectures
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*Equality and
Diversity*

LGBT History Month – various events throughout February, including the LGBT Annual Lecture: *It's okay to be gay, and black, and a mum!*, by Phyll Opoku-Gyimah, activist and founder of UK Black Pride, at 5.30 p.m. on 5 February 2015, in the Howard Building, Downing College

<http://talks.cam.ac.uk/show/index/22947>

REGULATIONS FOR EXAMINATIONS

Classical Tripos, Parts IA and IB

(*Statutes and Ordinances*, pp. 304 and 305)

With effect from 1 October 2015

The General Board have, on the recommendation of the Faculty Board of Classics, approved amendments to the regulations for the Tripos so as to debar candidates who have previously taken the Preliminary Examination to Part IA of the Classical Tripos from offering the more elementary form of the Latin language paper in Part IA, and also in Part IB. Paper 4, 'Alternative Latin language and texts' in Part IA, and Paper 4, 'Alternative passages for translation from Latin authors' in Part IB, may no longer be offered by such candidates.

PART IA

Regulation 14.

By amending the second sentence of the regulation so as to read:

Paper 2 is intended for candidates who had little or no knowledge of Greek before entry to the University, and Paper 4 is intended for candidates who had little or no knowledge of Latin before doing so and who have not previously taken the Preliminary Examination to Part IA.

PART IB

Regulation 18.

By introducing a second sentence to the regulation so as to read:

Paper 2 is intended for candidates who had little or no knowledge of Greek before entry to the University, and Paper 4 is intended for candidates who had little or no knowledge of Latin before doing so and who have not previously taken the Preliminary Examination to Part IA.

The Faculty Board of Classics are satisfied that no candidate's preparation for the examination in 2016 will be adversely affected.

English Tripos, Part I: Correction

(*Statutes and Ordinances*, p. 329)

With effect from 1 October 2014

A correction has been made to the Notice published on 24 September 2014 (*Reporter*, 6357, 2014–15, p. 10). The amendment to sub-paragraph (d) of Regulation 16 is confined to the final sentence. The remainder of the regulation remains unchanged.

Examination in European Literature and Culture for the M.Phil. Degree: Correction

(*Statutes and Ordinances*, p. 529)

With effect from 1 October 2015

A correction has been made to the Notice published on 16 July 2014 (*Reporter*, 6355, 2013–14, p. 731). The revised title approved for this course of study for the M.Phil. Degree should have read 'European and Comparative Literatures and Cultures'. The programme specification and regulations are otherwise unchanged.

FORM AND CONDUCT OF EXAMINATIONS, 2015

Notices by Faculty Boards, or other bodies concerned, of changes to the form and conduct of certain examinations to be held in 2015, by comparison with those examinations in 2014, are published below. Complete details of the form and conduct of all examinations are available from the Faculties or Departments concerned.

Examinations in Conservation Leadership, Geographical Research, and Polar Studies for the degree of Master of Philosophy

The Faculty Board of Earth Sciences and Geography give notice that the form of the examination for 2014–15 will be as listed below.

1. Timetable of submission and weight of marks

M.Phil. in Conservation Leadership			
<i>Component</i>	<i>Item</i>	<i>Submission date</i>	<i>Weighting (%)</i>
1	CL1: Conservation problems and practice course-work	15 January	10
	CL6: Innovation for conservation leadership course-work	23 March	10
2	CL2: Conservation enterprise essay	1 April	10
	CL3: Conservation management exercise	1 April	10
	CL4: Communicating conservation exercise	22 April	10
	CL5: Conservation governance essay	22 April	10
3	Placement report	26 August	40

M.Phil. in Geographical Research			
<i>Component</i>	<i>Item</i>	<i>Submission date</i>	<i>Weighting (%)</i>
1	Geographical essay 1	27 April	13.33
	Geographical essay 2	27 April	13.33
	Joint schools essay	27 April	13.33
2	Joint schools 'open-book' online tests		Pass
3	Dissertation	25 August	60

M.Phil. in Polar Studies			
<i>Component</i>	<i>Item</i>	<i>Submission date</i>	<i>Weighting (%)</i>
1	Essay 1	10 November	15
	Essay 2	8 December	15
	Essay 3	26 January	15
2	Thesis	11 June	55

2. Thesis subject area deadlines

The subject area of each thesis/project must be approved by the Degree Committee of Earth Sciences and Geography. The deadline for this is **4 February (2 February for M.Phil. in Polar Studies)**.

3. Oral examination (*Vivas*)

Each M.Phil. may include, at the discretion of the Examiners, an oral examination on the thesis/project that has been submitted, the general field of knowledge within which it falls, or other parts of the relevant M.Phil. course. All students must be available in Cambridge for an oral examination and must be in contact with the Graduate Office by telephone or email in order that arrangements can be made, if required. The dates of the oral examination (if required) are:

M.Phil. in Conservation Leadership	Tuesday, 15 September
M.Phil. in Geographical Research	Monday, 21 September
M.Phil. in Polar Studies	Tuesday, 15 September

4. Submission

Please check the course Handbook for the time of day you need to submit your essay or dissertation.

5. Pass requirements

In order to be awarded the Degree of Master of Philosophy candidates must achieve a total score of at least 60%. Furthermore, candidates are expected to pass all components by achieving a score of at least 60% of the marks allocated to the component. In the event that a candidate scores a marginal fail in one component of the examination, this may be compensated by an overall average of 60% or more.

REPORTS

First-stage Report of the Council on the construction of a new laboratory for the Schools of the Biological Sciences and Clinical Medicine

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

1. In this Report the Council is seeking approval in principle for the construction of a new laboratory as set out below.

2. The strategy of both the Schools of the Biological Sciences and Clinical Medicine is to accommodate the following four complementary units, currently spread across multiple locations, into a single building to produce significant scientific synergies:

- The Cambridge Stem Cell Institute
- The Cambridge Institute of Therapeutic Immunology and Infectious Diseases (CITIID)
- The Cambridge Centre for Haematopoiesis and Haematological Malignancies (CCHHM)
- The Therapeutic Institute

The new laboratory will allow for recruitment to several Professorships and senior posts and encourage strategic collaboration as well as the efficient sharing of resources and equipment across 50–60 Research Groups representing strategic research priorities of both Schools.

3. Work in the new laboratory will include fundamental research as well as investigations into clinical and translational work, and biomedical applications. The research will address significant global issues including infectious disease and immunology, a wide range of haematological malignancies, and the potential of stem cell biology for generating, maintaining, and repairing tissues. The research has already received millions of pounds of funding from major grant-giving bodies and the

new building will be designed to maximize the potential for world-leading research and collaboration.

4. The laboratory is to be constructed on University land located within the Cambridge Biomedical Campus on Puddicombe Way between the Li Ka Shing Centre and the multi-storey car park. It will comprise a gross internal area of 18,000m² of wet and dry laboratory space with shared core facilities. The design will focus on efficiency and environmental sustainability.

5. The total cost of the proposed development has been estimated at approximately £94m. A grant of £25m has been awarded to CITIID from HEFCE's UK Research Partnership Infrastructure Fund (UKRPIF) 2015–16 and £40m is allocated within the Capital Fund. Philanthropic donations totalling £7m have been committed to CCHHM (£2m) and the Therapeutic Institute (£5m). The balance of funding is to be raised by the Schools of the Biological Sciences and Clinical Medicine, which have underwritten the project.

6. A concept paper for the project was approved by the Planning and Resources Committee on 22 May 2013. Further details relating to the design, maintenance, and recurrent costs, with proposals for funding, will be brought to future meetings of the Buildings Committee and the Planning and Resources Committee. A Second-stage Report will be published in due course to seek approval for implementation of the project.

7. A plan showing the location of the proposed building is shown below.

8. The Council recommends:

I. That approval in principle be given for the construction of a new building on Puddicombe Way for the Schools of the Biological Sciences and Clinical Medicine.

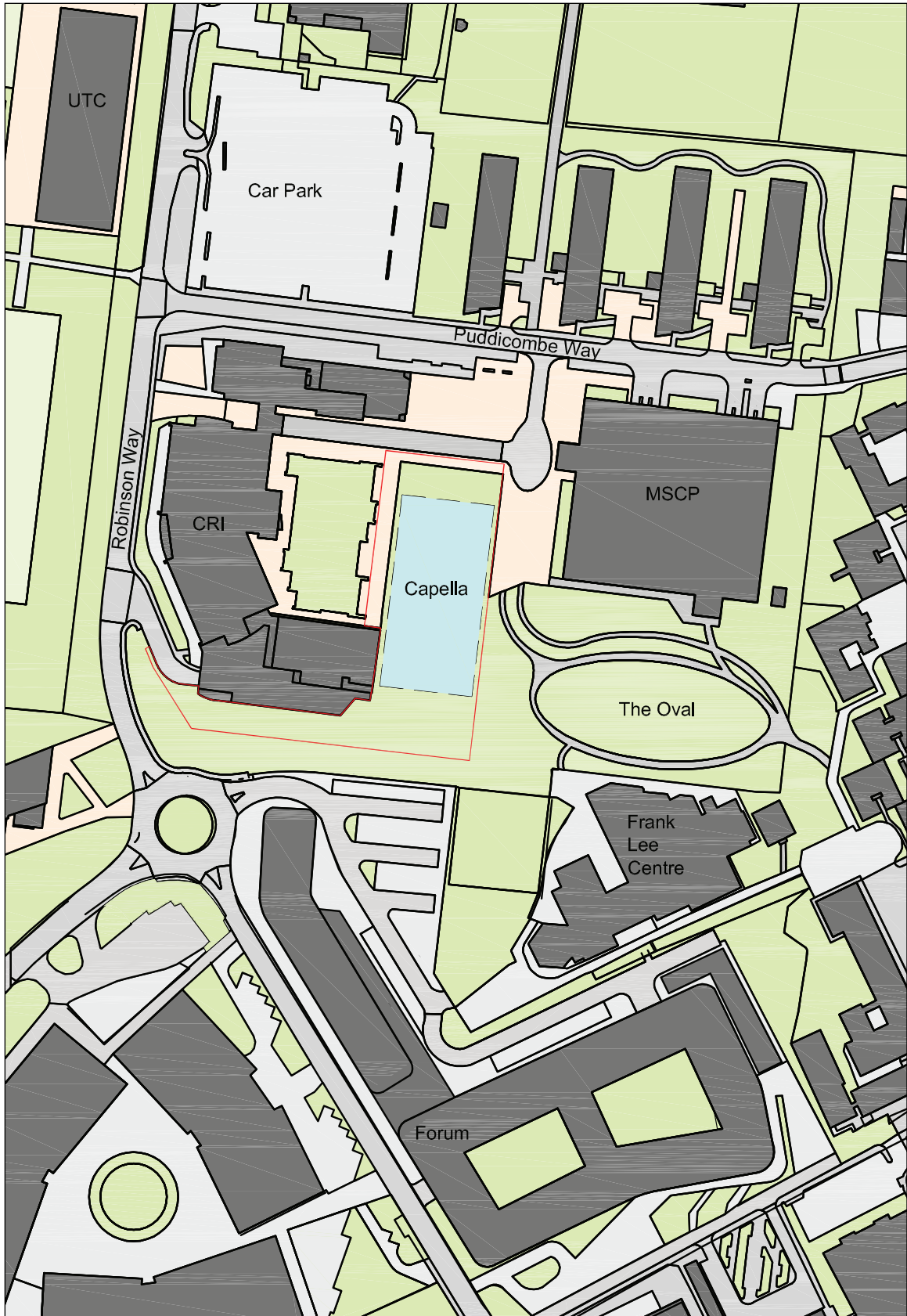
II. That the Director of Estate Strategy be authorized to apply for detailed planning approval in due course.

27 January 2015 L. K. BORYSIEWICZ, *Vice-Chancellor*
 ROSS ANDERSON
 RICHARD ANTHONY
 JEREMY CADDICK
 RUTH CHARLES
 ANNE DAVIS
 DAVID GOOD
 NICHOLAS HOLMES

HELEN HOOGEWERF-McCOMB
 RICHARD JONES
 FIONA KARET
 STUART LAING
 REBECCA LINGWOOD
 SUSAN OOSTHUIZEN
 RACHAEL PADMAN

SHIRLEY PEARCE
 JOHN SHAKESHAFT
 SUSAN SMITH
 EVIANNE VAN GIJN
 SARA WELLER
 I. H. WHITE
 A. D. YATES

Site plan: new laboratory for the Schools of the Biological Sciences and Clinical Medicine



Second-stage Report of the Council on the project to expand the Addenbrooke's Clinical Research Centre at Addenbrooke's Hospital

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

1. A First-stage Report on the expansion of the Addenbrooke's Clinical Research Centre (ACRC) was submitted to the Regent House on 20 November 2013 (*Reporter*, 6326, 2013–14, p. 109) and approved by Grace 1 of 11 December 2013. This Second-stage Report is to update the Regent House on further development of the scheme and to seek approval for construction to proceed.

2. As stated in the First-stage Report, the ACRC is an indispensable component of research infrastructure on the Cambridge Biomedical Campus, making a significant contribution to translational research and generating high-impact publications. However, the ACRC is now operating at near full occupancy. In particular areas of the School of Clinical Medicine's research (e.g. Metabolic Medicine and Cancer), there are pressing needs for additional space for research wards and clinics. There is no scope for physical expansion of the Clinical Research Facility or Clinical Investigation Ward within the existing envelope of the ACRC facility in the Addenbrooke's Centre for Clinical Investigations/GSK building.

3. The new building will be constructed adjacent to the existing ACRC facility with a total additional floor space of 3,800m² across five levels of clinical research accommodation, a rooftop plant area, and basement-level plant, service, and storage spaces.

4. In accordance with the Capital Projects Process, a Full Case was prepared by the School of Clinical Medicine and subsequently approved by the Planning and Resources Committee at their meeting on 25 June 2014.

5. The total cost of the building project has been estimated at £18.55m, of which £5.25m will come from the Wellcome Trust, £5m from the University's Capital Fund, and £1m from the Evelyn Trust. The balance of funding is to be raised by the School of Clinical Medicine, which has underwritten the project.

6. Drawings of the proposed scheme are displayed for the information of the University in the Schools Arcade. A map showing the location is set out below.

7. The Council recommends:

I. That approval is confirmed for the expansion of the ACRC facility as proposed in this Report.

II. That the Pro-Vice-Chancellor (Planning and Resources) be authorized to accept a tender for the works, within the available funding, in due course.

27 January 2015

L. K. BORYSIEWICZ, *Vice-Chancellor*

ROSS ANDERSON
RICHARD ANTHONY
JEREMY CADDICK
RUTH CHARLES
ANNE DAVIS
DAVID GOOD
NICHOLAS HOLMES

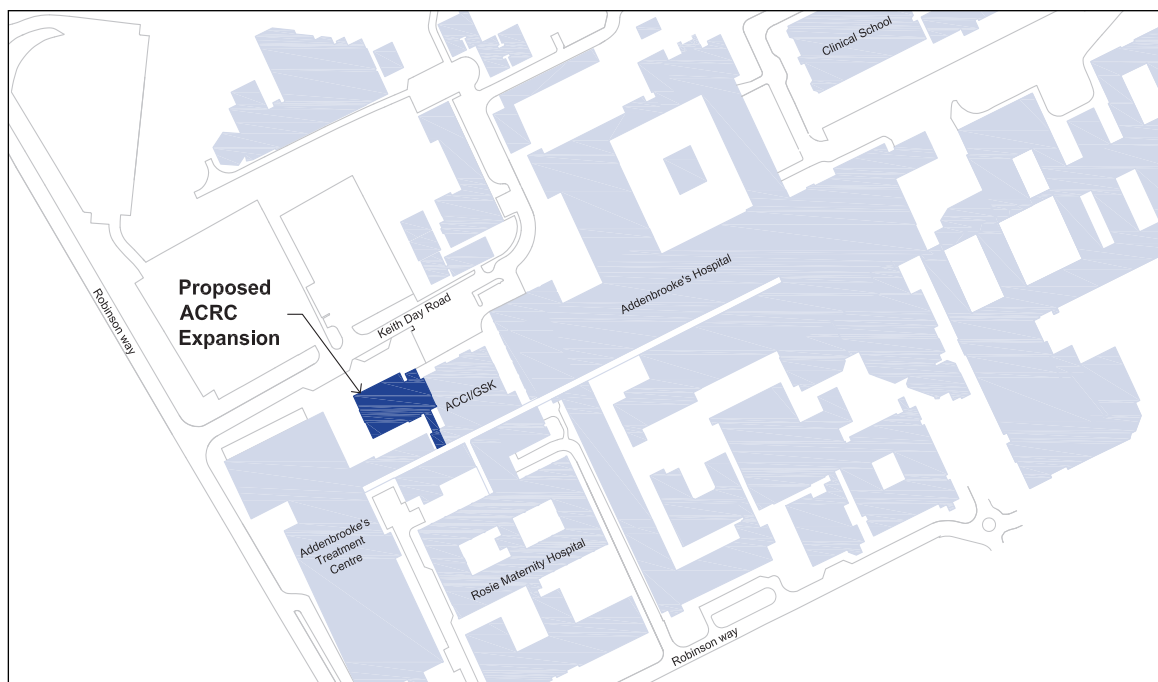
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SARA WELLER
I. H. WHITE
A. D. YATES

Location of proposed expansion to the Addenbrooke's Clinical Research Centre at Addenbrooke's Hospital



CLASS-LISTS, ETC.

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GRACES

Graces submitted to the Regent House on 28 January 2015

The Council submits the following Graces to the Regent House. These Graces, unless they are withdrawn or a ballot is requested in accordance with the regulations for Graces of the Regent House (*Statutes and Ordinances*, p. 111), will be deemed to have been approved at 4 p.m. on Friday, 6 February 2015.

1. That, notwithstanding Regulation 2 for the Election of Members of the Board of Scrutiny (*Statutes and Ordinances*, p. 121), an election to fill two vacant places for members in class (c)(ii) shall be held in accordance with the Council's Notice dated 26 January 2015 (p. 338).
2. That the recommendations in paragraph 4 of the Joint Report of the Council and the General Board, dated 24 November 2014 and 5 November 2014, on revisions to the arrangements for the contribution-based review of Professorial pay (*Reporter*, 6366, 2014–15, p. 182) be approved.

ACTA

Approval of Graces submitted to the Regent House on 14 January 2015

Graces 1–3 of 14 January 2015, submitted to the Regent House on 14 January 2015 (*Reporter*, 6371, 2014–15, p. 322) were approved at 4 p.m. on Friday, 23 January 2015. Grace 4 was withdrawn (see the Vice-Chancellor's Notice on p. 338).

Congregation of the Regent House on 24 January 2015

A Congregation of the Regent House was held at 2 p.m. All the Graces that were submitted to the Regent House (*Reporter*, 6372, 2014–15, p. 335) were approved.

The following degrees were conferred:

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REPORT OF DISCUSSION

Tuesday, 20 January 2015

A Discussion was held in the Senate-House. Deputy Vice-Chancellor Professor John Spencer was presiding, with the Registrar's deputy, the Senior Proctor, the Junior Proctor, and four other persons present.

The following Reports were discussed:

Annual Report of the Council for the academical year 2013–14, dated 24 November 2014 (*Reporter*, 6368, 2014–15, p. 226).

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

Deputy Vice-Chancellor, the Annual Reports of the Cambridge Council were formerly Reports to the University in character, though naturally it was expected that they would be read by the wider world. Now they seem primarily to be reports to HEFCE and to Government, with elements of the placatory and the boastful which would once have had no place in them.

The new Governance website is mentioned.¹ In many respects this is a desirable venture and those who have been putting it together are warmly to be thanked, but is it a good idea to make it such a hybrid? There are 'messages to the planet' explaining the University to all-comers, especially newcomers and outsiders, in accessible language, with detailed matter such as the Agenda, Minutes, and some papers of the Council hidden behind Raven passwords. The *Reporter* is the organ of historical record and if there is to be an online link to Council minutes and papers and so on, should not that link be from the *Reporter* instead?

I want to make one main point, but I think it is a significant one. Since the publication and energetic Discussion of the Report proposing 'teaching-only' University offices² I have come to realize more fully than ever before just how much 'research-only' staff in the University suffer from being merely 'unestablished' staff. If the tradition dating from the Oxford and Cambridge Act 1877 whose wording is still to be found in Statute C 1 4 is to be departed from, should there not be University offices for research-only staff as well as teaching-only staff?

During the year the Council considered the Risk Steering Committee's Annual Report.³ A traffic-light system. Risk #2 related to research funding, which of course mainly covers the salaries of research-only academic staff. It was agreed that this should remain at red. At #5 Staffing, the risks attached to teaching-only staff were addressed, with a note that 'it would be important to monitor the career support and development opportunities available to these staff.' What is the justification for the difference of approach?

The problem of teaching-only staff was set out in the Council's Report in the *Reporter* of 16 July 2014; their posts have been 'funded from a variety of sources' and 'made in a piecemeal fashion, by informal appointments processes, and the holders are subject to some variation in terms and conditions'. 'Anomalous status, by comparison with holders of University offices, and the lack of opportunity for recognition and progression is clearly unsatisfactory'.⁴ So not to offer them a career-path was deemed unacceptable. Is it not equally unacceptable for the much greater number of research-only staff to be denied the status of University officers? Cambridge did pretty well in the REF (though not as well as Oxford). HEFCE

(Guidance para. 81) does not allow the submission of this category of academics, treating them as 'research assistants' even though some are very senior and engaged in long-term work of their own.⁵ As University officers, they could have been submitted, potentially to the University's benefit and their own, and Cambridge might have beaten Oxford.

Meanwhile perhaps Cambridge should advertise its doctoral opportunities to prospective undergraduates with a warning about the career expectations of those who seek a career in academic science.⁶ It is no secret why there is such a drop-out rate in the University even for those who make it to their first post-doctoral position. It is because of the difficulty of escaping the task of turning the hamster-wheel of gaining repeated insecure employment contracts. The law may now require permanent or open-ended contracts after a time but those are typically still 'subject to funding' in the Cambridge versions.

'Clear stable career paths are needed' said the Royal Society, the British Academy, the Royal Academy of Engineering, and the Academy of Medical Sciences with one voice this year.⁷ What is Cambridge doing about this? The 2008 launch of the *UK Concordat to support the career development of researchers*⁸ prompted Cambridge to publish its intentions. The Committee 'received' in January 2013 at 17/01/13/HR278, a paper updating the initiatives currently being undertaken relating to researcher career development. It noted 'the publication of the University's "Concordat implementation strategy and action plan" at [URL]'.⁹ Want to look at that now? 'Page not found: we need time to evolve' and a witty Quentin Blake picture of two wrinkled tortoises bearing on their backs, respectively, Charles Darwin and a pile of books.¹⁰ You may read the University's 'self-evaluation' with plans for 2012–14.¹¹ It is now 2015.

There are two websites offering Careers Support, one for science postdocs (four advisers)¹² and one for those in the arts, humanities, and social sciences¹³ (one adviser). The Researcher Development Committee Minutes report limited progress in making this support effective. It was suggested by the Chair in 2013 that when it came to 'researcher development' 'Cambridge was under-resourced and uncoordinated in comparison to leading competitor institutions'.¹⁴ Despite making grand promises about support for early career researchers and those seeking to continue academic research careers here once they have begun them, it is apparent from some recent cases of which I have personal knowledge, that a contract of employment with the University is not safe even until its stated end date.

The persistent enquirer of the Cambridge HR pages may eventually discover a web page explaining 'how to navigate life as a researcher here' via a buffet lunch and a mention of the Counselling Service, should it be needed.¹⁵ At another page may be found the promise that the *Employment and Career Management Scheme for Researchers* ('approved by the Human Resources Committee') 'draws on the framework of the UK Concordat to Support the Career Development of Researchers'.¹⁶ Here the enquirer may learn that this replaces the former *Code of Practice Document for the Employment of Contract Research Staff* though that is still online.¹⁷ (I should perhaps say that I do realize the new Director of HR faces an immense task to get the HR website up to an acceptable standard and up to date.)

'If I wish to stay in academia, am I aware of my possibilities for promotion?' asks the Tool.¹⁸ You may, after some searching, discover that because you are not a University officer your promotion is available only within

the parallel universe of non-University officers and is at the discretion of the Head of Department. It cannot make you a University officer and open the road to Readerships and Chairs.

*Progression from one grade to another is not automatic and requires the positive recommendation from the Head of Department or his/her designated representative.*¹⁹

It may not be just a matter of being denied promotion. A consequence of the University's policy of subsidiarity is that the powers of a Head of Department or even a Principal Investigator with the HoD's sanction, to end a career by redundancy are formidable. I see that the HR website still offers only limited guidance for those threatened with redundancy, under 'Grievance', but makes the crucial distinction between University officers and 'Unestablished Academic and Academic-related Staff (including Contract Research Staff)' quite clearly in setting out their respective rights.²⁰

I come back to my starting-point. The tone of the Council's Report is anodyne and without a good deal of further research one would not become aware of the problems I have been outlining. The science as well as the scientist may be wasted under the present system, for it has a built-in tendency to leave the process of discovery uncompleted when a scientist or a whole team is shown the exit. The University seems to be able to find the odd penny down the back of its sofas when it likes. The Report before us sees it as a matter of concern that the 'reserves of unspent general income, particularly in the Schools, continue to rise'. It congratulates itself on 'further strong growth' in research income. Perhaps it can *afford* to do something about the career prospects of so many of its scientists?

¹ <https://www.governance.cam.ac.uk>.

² <http://www.admin.cam.ac.uk/reporter/2014-15/weekly/6361/section10.shtml#heading2-21>.

³ <https://www.governance.cam.ac.uk/committees/council/meeting-20131216/CategoryBDocuments/B2%20Risk%20Steering%20Committee.pdf>.

⁴ <http://www.admin.cam.ac.uk/reporter/2013-14/weekly/6355/section7.shtml#heading2-47>.

⁵ <http://www.ref.ac.uk/media/ref/content/pub/assessmentframeworkandguidanceonsubmissions/GOS%20including%20addendum.pdf>.

⁶ http://www.ucu.org.uk/media/pdf/4/b/ucu_seeingthebiggerpicture_dec14.pdf?CFID=14861718&CFTOKEN=782387068a68f10e-3D95F574-D656-BB67-61ABF00EE470E81.

⁷ Royal Society, British Academy, Royal Academy of Engineering, and the Academy of Medical Sciences (2014) Response to the consultation on proposals for long-term capital investment in science and research, July; <https://royalsociety.org/~media/policy/Publications/2014/040714-joint-academies-response-to-capital-consultation.pdf>.

⁸ <https://www.vitae.ac.uk/policy/concordat-to-support-the-career-development-of-researchers>.

⁹ <http://www.admin.cam.ac.uk/cam-only/committee/hr/minutes/20130117.pdf>.

¹⁰ <http://www.cam.ac.uk/staffstudents/research-staff/progress.html>.

¹¹ <https://www.admin.cam.ac.uk/offices/hr/staff/crs/action.pdf>.

¹² <http://www.careers.cam.ac.uk/pdocsci/>.

¹³ <http://www.careers.cam.ac.uk/pdocahss/welcome.asp>.

¹⁴ <http://www.admin.cam.ac.uk/cam-only/committee/rdc/minutes/20130517.pdf>.

¹⁵ <http://www.admin.cam.ac.uk/offices/hr/cppd/information/research.html>.

¹⁶ <http://www.cam.ac.uk/research-staff/employment-and-career-management>.

¹⁷ <http://www.skills.cam.ac.uk/postdocs/policy/code.pdf>.

¹⁸ <http://www.cam.ac.uk/sites/www.cam.ac.uk/files/research/>

career-management-tool.pdf.

¹⁹ <http://www.cam.ac.uk/research-staff/employment-and-career-management/employment-and-career-management-scheme/researchers-employment-policies-and-protocols/promotion>.

²⁰ <http://www.admin.cam.ac.uk/offices/hr/policy/grievance/>.

Professor A. W. F. EDWARDS (Gonville and Caius College), read by Professor G. R. Evans:

Deputy Vice-Chancellor, forty years ago this term I became a member of the General Board and during my tenure the Board grappled with the growing problem of unestablished posts. In 1999 I happened to discuss the problem with Registry Mead and since he was unaware of the past history I offered to write him an account of it, which he gladly encouraged me to do. I think it might be helpful if it were to become part of the public record through a contribution to this Discussion, and what follows is what I submitted to him. The date of its compilation should be borne in mind.

In the 1920s, under the old Statutes, it was customary to appoint 'Assistants to Professors'. By Grace 20 of 13 June 1924, J. Chadwick, Ph.D. (later Sir James, Nobel Laureate) was appointed Assistant Director of Radio-Active Research with a stipend provided by the Government's Department of Scientific and Industrial Research, to assist Sir Ernest (later Lord) Rutherford, Cavendish Professor of Physics.

New Statutes came into force on 1 October 1926. The precise status of Assistants before that date need not now concern us, but by 1932 the General Board had concluded that posts with the title 'Assistant Director of Research' (ADR), which had been proliferating and which were supported on external funds, ought to be recognized as of equal status to the University Teaching Offices defined in the Statutes, and they obtained an undertaking that the Council would promote the necessary revision of the Statutes, which was achieved in 1934.

Pending such revision the device was used of making ADRs University Administrative Officers by Ordinance, which was permitted under the Statutes, thereby making them University Officers. Then an amended Statute D,II,1 added to the existing Teaching Offices the phrase 'or an office recognized by Ordinance as a University teaching office for the purpose of the Statutes', and following its approval the necessary Grace for making ADRs Teaching Officers was passed. By 1934, therefore, the problem of employment on outside funds had arisen and been solved. But not for long.

The first 'Assistants in Research' (ARs), on outside funds, appeared in Medicine in 1938, and others soon followed, but though each post was individually created by Grace and included in *Ordinances*, ARs were not initially classed as University Officers. After the war, in 1948, the General Board included in its *Seventh Report on the duties and stipends of University teachers and research workers* a discussion on the current status of ARs and concluded that they should remain without the status of University Officer. *Statutes and Ordinances* for 1949 contains Schedules in which 23 ADRs and 14 ARs are listed, most no longer on outside funds (other than the Treasury grant). At the same time the University was increasingly concerned to regularize arrangements for the administration of outside funds, which had grown haphazardly especially during the war, and in 1950 it approved a Council notice requiring all monies to be handled by the Treasurer. This presumably put an end to the 'unofficial' employment of research assistants.

In 1952 it was decided to introduce the University Office

of ‘Senior Assistant in Research’ (SAR) but to retain non-officer status for ARs (and for the newly-created ‘Technical Officers’ who were to be at the same level). There had also been a proposal to create an office senior to ADR, but in other respects similar to it, which the General Board had declined to recommend. This refusal was challenged in the Regent House, so the Council advanced a Grace to confirm the General Board’s position. The Grace was subject to a *non-placet* by a number of Biology ‘B’ professors and defeated by 149 votes to 126. Much to-ing and fro-ing then ensued, resulting finally in a General Board Report proposing an easing of the route whereby an ADR could advance to a University Lectureship, which evidently satisfied the non-placets.

By 1955 the hydra of categories of employment by the University had developed another head, that of ‘posts’ established by Ordinance (not being University Offices), such as that of Statistician to the Medical School. The General Board collected together all these posts whose holders they thought should be eligible for sabbatical leave and listed them in a Schedule in *Ordinances*, creating the unofficial title of ‘University Posts’ in the process. They then published a Report in an attempt to give official recognition to the distinction between a University Office and a University Post: ‘A University post shall be defined as a post established by Ordinance or filled under Ordinance, not being a University office or an employment as University assistant’. The Regent House thought otherwise, however, and at the Congregation in the Senate-House on Saturday, 29 October 1955 it threw out the Grace on a division so decisive that there was no call for the Proctors to take the votes singly.

A chastened Council quickly came back to the University with a Report which said they would give further consideration to the question of ‘nomenclature’ provided the Regent House would let them have an Ordinance defining ‘Posts’ in the interim, which was then agreed without opposition. At the same time an Ordinance was approved with the title ‘General Regulation for Employment by the University’ to cover ‘any person who is not the holder of a University office or a University post and is not a University assistant’.

That Regulation, which did at least recognize the existence of such people albeit by exclusion, did not survive for long however, because it soon became necessary to put Assistant Staff on a more satisfactory footing, and in 1957 the Assistant Staff Board was set up and the above Regulation rescinded. The people who were neither officer nor post-holder nor assistant staff were reduced to being listed in a ‘Schedule of persons excluded from the status of University assistant’ which included ‘(d) persons appointed in a temporary non-pensionable capacity to take part in research work upon terms and conditions not applicable to University assistants’. There they languish to this day (*Ordinances*, 1999, p. 156) with the addition of ‘pensionable’. (The Schedule is not in fact an Ordinance, since it may be amended without a Grace; in 1975 the Council, for reasons which are neither explained nor explicable, added ‘University officers’ to the class of persons excluded from the status of University assistant in this Schedule.)

In 1968 the University started implementing the recommendations of the Grave Report, and by 1974 it was ready to remove the distinction between University Offices and the newer category of University Posts, and indeed to remove the existing division of the former into Teaching Offices and Administrative Offices. In the course of a complex sequence of changes to *Statutes and Ordinances*

the Assistants in Research, who had hitherto held neither an Office nor a Post, were swept up into the omnibus category of University Officer (though they are not in Schedule J to *Statutes*, which governs entitlement to sabbatical leave).

By 1975, therefore, we have essentially the present system. There are University Officers, Assistant Staff, and persons who are neither, and these last include all those on outside grants (nowadays, but not in 1975, there are of course many University Officers supported on outside funds; in 1975 the Trade Union and Labour Relations Act 1974 had rendered this practice inadvisable). All the posts which had been specially created to solve the problem of research workers on outside grants (Assistant Director of Research, 1924; Assistant in Research, 1938; Senior Assistant in Research, 1952) had thus ascended into the University Officer class and were no longer used for their original purposes.

But the problem of the research workers, of course, would not go away. Still languishing in a Schedule to the Assistant Staff regulations, by 1977 they numbered about 450, and the General Board set up an *ad hoc* ‘Committee on research assistants’ to advise them what was to be done. Its members were Professor Sir Peter Swinnerton-Dyer, Professor Sir Brian Pippard, and Professor Zangwill. They observed:

Research assistants have no mention in the Statutes and Ordinances of the University, and the Committee consider that this is an anomalous situation for so large a body of people employed by the University, albeit in an unestablished capacity.

They recommended the adoption of titles for research assistants, ‘Senior Research Associate’ at the level of ADR and ‘Research Associate’ at the level of SAR and AR together. In most respects these ‘appointments’, as they were called, were just the same as ADRs, etc., had been before they were absorbed into the University Officer category, but they differed in one vital respect: they were not approved by the University by the customary route of Grace and Ordinance. Indeed, when the recommendations of the Committee were approved by the General Board they had been modified on the recommendation of the Secretary General by the removal of the draft Regulations through which the proposed new titles would have entered *Ordinances*. When the resulting Notice appeared on 27 July 1977, therefore, no legislation at all was proposed: the Board had created the titles of ‘Senior Research Associate’ (SRA), ‘Research Associate’, and ‘Research Assistant’ without authority. (In the end, ‘Research Associate’ had been reserved for the level of SAR and ‘Research Assistant’ introduced for the most junior level, corresponding to AR.) The hydra had developed another head.

The 1977 Board was of the opinion that ‘it would be wholly inappropriate to propose changes in the Statutes to give research workers automatic membership of the University, or membership of the Regent House’. They were also prepared exceptionally to countenance the appointment of persons of the academic standing of a Cambridge Readership at the salary of a Reader, ‘but they consider that the title of Senior Research Associate would still be appropriate for such an appointment’.

The matter could hardly rest there. A class of University employees who were graduates and who held ‘appointments’ which appeared to have official titles was unlikely long to remain silent, and early in 1985 five members of the Regent House requested a Discussion in the Senate-House on the ‘Structure of the academic profession: terms and conditions of employment and status

of contract research staff'. Dr T. D. Lamb was the lead speaker, and, addressing the question of status and the desire for membership of the Regent House, he suggested the creation of 'one or more classes of University office ... into which to appoint academic research staff' and he observed that this could be achieved by Ordinance.

The Council took nearly a year to reply, and when they did they would go no further than distancing themselves from the General Board's 1977 opinion to the extent of suggesting that perhaps just the Senior Research Associates might be granted membership of the Regent House, and they promised to prepare a short Report. This appeared on 30 April 1986, proposing an ingenious route for admitting SRAs to the Regent House without actually mentioning them in *Statutes and Ordinances*. There was only one speaker at the Discussion, who pilloried the Council's attempt to include 'The People Who Do Not Exist' without explicitly referring to them in a Regulation. The Council's scheme was to describe an SRA as 'a person employed by the University who holds an appointment approved by the University for the purpose of [the relevant new Statute] during the tenure of his appointment' and then to pass a Grace approving the appointment of SRA for this purpose. A footnote to the Report said that, if the proposal and the associated Grace were approved, 'footnotes will be inserted at appropriate points in *Statutes and Ordinances* indicating that the appointment of Senior Research Associate has been approved for these purposes'. The speaker observed that this ruse could not work, because unless the Grace led to an Ordinance it would only be of transient effect (technically, an 'Order'), but if it led to an Ordinance then the title of SRA would have been officially recognized, albeit surreptitiously. He, like Dr Lamb, suggested that SRAs should be made University Officers, in their case ADRs, the post which, sixty years earlier, had been created for this purpose.

The Council were not amused. They quoted the General Board's 1977 Notice and the 1974 and 1975 Acts of Parliament as reasons for standing their ground. SRAs ended up in a footnote in *Ordinances* as planned (with the ultimate status symbol, an entry in the index). In the 1995 *Statutes and Ordinances* there was further progress: the footnote in *Ordinances* was replaced with a footnote which referred to a new footnote in *Statutes*: SRAs had finally achieved the status of a statutory footnote by an editorial adjustment.

Meanwhile, the General Board had been quietly promoting Graces adding to the SRA in the footnote. By 1991 'Lecturer (unestablished)' and 'Assistant Lecturer (unestablished)' had been added, and by 1995 the new footnote in *Statutes* included 'Research Professors' and 'Research Associates', duly indexed. The next year, 1996, 'Reader (unestablished)' appeared.

Nobody noticed these Graces because when the General Board published a Notice inventing a new title they did not refer to the associated Grace, published in the same number of the *Reporter*. Thus when, in November 1992, the Board invented a 'Northern Telecom Research Professorship of Photonics' and appointed Mr W. A. Crossland to it (backdated), they put a Notice in the 'official part' of the *Reporter* and said they 'intend to give further consideration to the procedure which should be followed in any other cases that may arise in future of unestablished appointments with the title of Research Professor'. The new title was thus simply assumed to exist, and the Notice made no reference to Grace 4 of 25 November in the same *Reporter* 'That the unestablished appointment of Research Professor be approved for the purpose of Statute A,II,3(f)'.¹

The procedure for creating this new class of Professor

may be summed up as follows. (1) Publish a General Board Notice which gives no indication that appointments with the title of 'Research Professor' are new but which nevertheless fills one; (2) At the same time, but without any reference in the Notice, submit a Grace which uses the new title but does not purport to authorize it; (3) On the pretext of the Grace, insert the new title in a footnote in *Statutes*.

In August 1993 the General Board appointed another 'Research Professor' and repeated their earlier undertaking to think some more about the procedure for appointment, which they eventually did in January 1995, publishing a Notice which again simply presumed the existence of 'Research Professors'. In March 1996 another Notice declared that the General Board had invented the title 'Reader' preceded by a name (they gave the example 'Hewlett Packard Reader in ...') and once again an unmentioned Grace was associated with the Notice. This new form of title was, in fact, indistinguishable from that of a legitimate Reader (for example, the 'Sir William Dunn Reader in Biochemistry').

In February 1999 the General Board reappointed their Research Professor of Photonics, calling him 'Professor W. A. Crossland' in their Notice in the official part of the *Reporter*, and in May they published a further Notice about procedure, but without reference to any titles. Then, in the *Reporter* of 27 October 1999 the General Board announced that they had appointed two more Research Professors. The legitimacy of these appointments was then challenged under the provisions of Statute K, 5.

The story, of course, does not end with this account. But it is in any case a convenient point at which to stop. It was I who represented to the Vice-Chancellor that the General Board was *ultra vires* in inventing Research Professorships, and he ruled in my favour.

Annual Report of the General Board to the Council for the academical year 2013–14, dated 5 November 2014 (Reporter, 6368, 2014–15, p. 236).

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

Deputy Vice-Chancellor, I hope I shall be forgiven for continuing briefly on the main theme of my remarks on the Council's Report, for there is also much on the topic in the Report of the General Board. Reading this Report too one would think the University had its research activities well-served and running smoothly. We are told that 'the Board have increasingly involved the Councils of the Schools and their Heads' in various 'matters' including 'career opportunities for postdoctoral researchers'.

But what is the reality for the 'early career' scientist in Cambridge insofar as that career begins under the auspices of the General Board? Reality begins to bite with the Ph.D. Only '82% of postgraduate research students declared that their expectations were met' and 'issues were identified to justify the remedial steps described below', admits the Report. Ah, here is a revised Code.¹ This sets out what the graduate student may expect and makes many promises about the responsibility of the University to the student. 'Your Supervisor is expected to be familiar with this Code'. Has that been checked? Is it policed? What happens when a Head of Department fails to direct a doctoral student with a potentially serious complaint to the student complaints procedure because he appears not to have heard of it (a known instance)?

Our Ph.D. student graduates and becomes a postdoc. It

is all very well to set up a new Office of Postdoctoral Affairs² ‘to raise the status and visibility of post docs in Cambridge and address the “lifecycle” issues that they encounter’ and ‘enhance’ their ‘experience’. But it is acknowledged that ‘further data’ are ‘required on the average length of service of post docs in Cambridge’.

To create policies and procedures and even new bodies with special remits is not enough. ‘Doing it better’ has to be kept up to date and implemented consistently and fairly or the new provisions are not worth the space they occupy in the University’s already bulging scheme of things. Alas, I see that it was reported to the Council at its meeting on 15 December under an item: University employment (a) Human Resources Committee, that ‘the meeting scheduled for 1 December 2014 was cancelled due to a lack of substantive business’. Would the postdoc holders of unestablished posts think this complacency warranted?

And what is the reality for the older scientist who spends a whole career on a series of contracts...

Deputy Vice-Chancellor: Professor Evans, I am sorry I must interrupt you: you have departed a long way from the subject matter of the Annual Report of the General Board. Please would you restrict your remarks remaining to another four minutes?

Professor Evans: Mr Deputy Vice-Chancellor, I am assuming that this will appear in the record. May I raise what I think is quite an important question? Whether a relevant speech – and I am well aware of the rule about relevancy – is relevant only if it sticks almost word-by-word to the Report, or whether in the circumstances, as today, of a General Board Annual Report to the University on the whole conspectus of the activities of the General Board, it is permitted – as I believe it always has been previously – to speak about the general issues raised under the headings in that Report, which is what I think I am doing? If you wish me to stop, I will stop.

Deputy Vice-Chancellor: How much longer do you wish to continue?

Professor Evans: I had only two pages, and I think, Mr Deputy Vice-Chancellor, with all due respect, that this speech is nowhere near the fifteen minutes permitted.

Deputy Vice-Chancellor: That is true, but it still needs to be pertinent to the Report under Discussion. Please proceed.

... what is the reality for the older scientist who spends a whole career on a series of contracts where the salaries are paid on short-term external funding? It cannot be stressed often enough that such a scientist has in reality no security despite the fact that the law now obliges the University to issue him or her with a ‘contract until retiring age’ after a period on short-term contracts? Those contracts tend to contain reference to the availability of outside funding and vague promises that the Head of Department will tell those affected in good time if there is going to be a problem. The first the scientist hears about it may be an invitation to discuss imminent redundancy (an actual multiple example). Redundancy simply replaces the termination of the previous short-term contract. I invite the General Board to get back to us next year on the contrast between the fate of the holder of an unestablished research post when the money runs out and the immense complexities which attend the process of making a University officer redundant.

Let me go back to the Researcher Development Committee I mentioned in my remarks on the Council Report. In May 2013, after lengthy discussion, it noted that ‘the overall quality of proposed activity was not as high as might be expected’. There was a ‘lack of appropriate structures in Schools for effective engagement with RD strategy’. ‘The postdoctoral representatives reported on recent growth of interest in the needs of postdocs, including the formation of a Working Group.’³ It is also worth looking at the *UAS annual report*⁴ to see what it has to say on Research at (6). It cannot be faulted on its talk of a ‘training strategy’ for ‘departmental grants administrators’. But it does not seem to be making things better for Cambridge’s insecure academic scientists.

The HR Committee, which of course reports to the General Board, which had no substantive business in December, does not seem to have bent its collective mind to the related question of the recognition of the seniority of scientists in unestablished posts in the course of their careers in Cambridge. This committee, reporting to the General Board, had received a paper a year earlier on a proposed ‘Senior Researcher Promotions Process’⁵ by which the status of Principal Research Associate (equivalent to a Readership) and Director of Research (equivalent to a Professorship) might be attained. It was admitted that there was a ‘lack of current guidance’. ‘The Committee approved the terms of the scheme and agreed that the paper be considered by the General Board before implementation’.⁶ It was ‘received’ by the General Board on 6 November 2013 as paper HR319, and referred to the Councils of the Schools for comment.⁷ As far as the General Board’s Minutes record the matter online it has not come back yet. (Though the Report we are discussing says that ‘The Board expect to give further consideration during 2014–15 to the formal relationship between the Schools and their constituent institutions.’) There is no mention of any progress in the Report we are discussing. It apparently remains the case that the decision whether to promote or appoint someone to one of these levels of unestablished post is ‘determined by departmental employing authorities’, relying on ‘the criteria and evaluative standards’ used in the Senior Academic Promotions process for University officers, but with none of the checks and balances of comparison across the whole University and nothing else, it seems, taken from that process.

Are the affected staff happy with this? Apparently not. ‘It was highlighted that issues of career development and promotion had been identified in all five staff surveys held to date across different institutions in the University, encompassing some 3,500 staff’.⁸

¹ http://www.admin.cam.ac.uk/students/studentregistry/current/graduate/policy/pdf/code_of_practice14_15.pdf.

² HR Committee paper 24/10/13/HR318.

³ <http://www.admin.cam.ac.uk/cam-only/committee/rdc/minutes/20130517.pdf>.

⁴ <https://www.governance.cam.ac.uk/committees/council/circular-2014-18/CircularDocuments/B3%20UAS%20Annual%20Report%202013.pdf>.

⁵ HR Committee paper 24/10/13/HR319.

⁶ <http://www.admin.cam.ac.uk/cam-only/committee/hr/minutes/20131024.pdf>.

⁷ <http://www.admin.cam.ac.uk/cam-only/committee/gb/minutes/20131106.pdf>.

⁸ <http://www.admin.cam.ac.uk/cam-only/committee/hr/minutes/20130221.pdf>.

31 July 2014 (*Reporter*, 6368, 2014–15, p. 241).

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

Deputy Vice-Chancellor, HEFCE has just published some ‘good practice case studies’ of universities which are doing a satisfactory job of ensuring that their financial information is accessible to students anxious to understand where their fees are going.¹ There is more published information (relating to 2012–13) but it is behind Raven,² and no mere applicant for a place at Cambridge would be able to see it. Even those who can may find it difficult to understand. Information may fall between the simplicity of a colourful slice-of-cake diagram for students and the seemingly bottomless complexity of the full detailed accounts which must exist somewhere.

If Cambridge sets out to join the HEFCE-approved ‘good-practice’ explanations of its spending for students, it will not find it easy to cut the cake so as to answer the vexed question of what it actually costs to educate an undergraduate at Cambridge. This work in progress:

*is reviewed annually by a working group which includes student representation. Work to improve the understanding of College costs in the model has made good progress during the year.*³

So, far beyond the date at which the fee was fixed at £9,000, it is still impossible to justify the cost, though I do not for a moment suggest it is actually less than that.

It is a long-standing problem that HEFCE may be satisfied with relatively high-level general sums. Readers of the Council’s Report discussed today are referred there to the Governance Review. It is noted that HEFCE’s last Assurance Review Report, dated 2008:

*confirmed that it could place reliance on the University of Cambridge’s accountability information and has continued to confirm that reliance in each of the subsequent accountability exchanges.*⁴

HEFCE is apparently still reassured by what Moody’s referred to as Cambridge’s ‘broad oversight’, in assigning an AAA rating to the University financially.⁵ ‘Broad’ seems the right word. The level of generality in the figures we may read in the *Reports and financial statements for the year* also discussed today is sometimes striking. It is not at all easy to track down the detail. ‘Sundry income £14.8m,’ is an example. Yet surely it is not in the ‘broad’ but the specific and detailed that the dangers lie. There seems too much that is simply impossible for the concerned enquirer to ascertain.

‘The Council is responsible for maintaining a sound system of internal control’. The question must be whether this is set at the right level. It ‘is designed to manage rather than eliminate the risk of failure to achieve policies, aims, and objectives; it therefore provides reasonable but not absolute assurance of effectiveness.’ It ‘is designed to identify the principal risks to the achievement of policies, aims, and objectives; to evaluate the nature and extent of those risks; and to manage them efficiently, effectively, and economically.’⁶ The University’s Key Risk Register is updated and reviewed by the Risk Steering Committee which meets twice a year.

Let us take an example of the way this works for one of those ‘policies’. The Audit Committee receives an annual review of the University’s policy against bribery and corruption, summarizing what is done to implement this policy, which also includes financial ‘irregularity’, that is mismanagement or maladministration not actual bribery or fraud. An ‘annual memorandum’ is sent ‘to Heads of

Institutions and Departmental Administrators to remind them of the policy, where to find it, and any updates to highlight’. An internal audit report on Fraud Risk Assessment was submitted to the Audit Committee in May 2014. Among the ‘highest potential risks and future areas to focus’ identified were ‘the development of HR systems’. I can only refer to my remarks today on the Council’s and General Board’s Reports on the way HR has been getting on on the risk-management front.

I am aware of a number of instances which suggest that scrutiny is not necessarily working well in keeping an eye on the management of money, especially grant income, at Departmental level.

¹ <http://www.hefce.ac.uk/news/newsarchive/2015/news99770.html>.

² http://www.admin.cam.ac.uk/cam-only/offices/planning/costUG/CostUGeducation_Oct14.pdf.

³ General Board Report, 7.7.

⁴ <http://www.admin.cam.ac.uk/reporter/2008-09/weekly/6145/4.html>.

⁵ <http://www.admin.cam.ac.uk/reporter/2013-14/weekly/6342/CambridgeGovernanceReviewReport.pdf>.

⁶ <https://www.admin.cam.ac.uk/reporter/2013-14/weekly/6329/section4.shtml#heading2-8>.

COLLEGE NOTICES

Vacancies

Centre for History and Economics at Magdalene College:

One stipendiary Post-Doctoral Research Fellowship; tenure: three years from 1 October 2015; the Fellowship, endowed through the generosity of the Mellon Foundation, will be in History; applications from candidates with research interests in legal history and world history encouraged; gross stipend (2015–16): £28,695; closing date: 20 February 2015; further particulars: <http://www.fas.harvard.edu/~histecon/exel/vacancies.html>

Murray Edwards College: Up to five one-year Bye-Fellowships for postdoctoral researchers already working within any Faculty, Department, or affiliated institution of the University; benefits: SCR membership, dining rights, enhanced supervision payment; tenure: from October 2015, renewable annually for up to three years; closing date: 20 April 2015 at 12 noon; further particulars: <http://www.murrayedwards.cam.ac.uk/about/vacancies/collegevacancies/>

Up to five one-year Research Associates for postdoctoral researchers already working within any Faculty, Department, or affiliated institution of the University; benefits: SCR membership and dining rights; tenure: from October 2015, renewable annually for up to three years; closing date: 20 April 2015 at 12 noon; further particulars: <http://www.murrayedwards.cam.ac.uk/about/vacancies/collegevacancies/>

Visiting Scholars in any field; benefits: use of College facilities and dining rights; tenure: from October 2015, minimum of one term, maximum of one year; closing date: 20 April 2015 at 12 noon; further particulars: <http://www.murrayedwards.cam.ac.uk/about/vacancies/collegevacancies/>

Robinson College: College Teaching Associate in Law;

tenure: one year with the possibility of renewal for a further two years from 1 September 2015; closing date: 2 March 2015; further particulars: <http://www.robinson.cam.ac.uk/jobs/college-teaching-associate-law>

St Edmund's College: Director of the Von Hügel Institute (20% of full time) with effect from 1 October 2015; closing date: 27 February 2015; full details and an application form: <http://www.st-edmunds.cam.ac.uk/content/director-von-hügel-institute>

Events

Churchill College: Symposium in memory of the late Professor Anthony Kelly, CBE, DL, FRS, FEng, founding Fellow of Churchill College, former Vice-Chancellor of Surrey University and 'the father of composite materials'.

The symposium will take place on Saturday, 21 February 2015 at 1.45 p.m. and is free of charge. For more information and to book a place please see the College website at <https://www.chu.cam.ac.uk/events/professor-tony-kelly-memorial-event/> or contact the College on 01223 (3)31622.

Girton College: The 2015 Founders' Memorial Lecture entitled *Science as revolution* will be given by Sir Paul Nurse, President of the Royal Society and Director of the Francis Crick Institute, London, at 5.30 p.m. on Friday, 13 February 2015, in the Old Hall, Girton College. Doors open at 5 p.m.

This is a free public lecture and is open to all. Spaces are limited; to reserve a place email mistress.office@girton.cam.ac.uk or call 01223 (7)65834 / (3)38951.

Hughes Hall: A memorial service for Margaret Wileman (see *Reporter*, 6357, 2014–15, p. 20) will be held at 10.30 a.m. in the Church of St Mary the Great on Saturday, 21 February 2015.

Refreshments will be served at Hughes Hall after the service followed by a short concert in Ms Wileman's memory. Resident Members of the University are encouraged to wear academical dress (black gowns, no hoods). All members of the Congregation are warmly invited to join the President and Fellows for the refreshments and the concert. To assist with planning, those intending to attend should email events@hughes.cam.ac.uk in advance.

EXTERNAL NOTICES

University of Oxford

Faculty of Modern and Medieval Languages: Marshal Foch Professorship of French Literature; closing date: 9 March 2015; further particulars: <https://www.ox.ac.uk/about/jobs/fp/>

Christ Church in association with the Faculty of History: Associate Professorship and Official Studentship in Modern History; salary: £44,620–£59,914 plus benefits; closing date: 23 February 2015; further particulars: <http://www.chch.ox.ac.uk/general-information/employment>

Mansfield College: Visiting Fellowship 2015–16; non-stipendiary; closing date: 13 March 2015; further particulars: <http://www.mansfield.ox.ac.uk/about/vacancies.html> or from academic.administrator@mansfield.ox.ac.uk

Pembroke College: Director of Studies, Changing Character of War Programme; salary: £27,057–£35,256 (with a discretionary range of £30,484–£40,847 for an exceptional applicant); tenure: full-time, fixed term until 30 September 2017; closing date: 23 February 2015; further information and application details: <http://www.pmb.ox.ac.uk/vacancies>

St Benet's Hall: Bursar; salary: £45,000–£55,000; closing date: 23 February 2015 at 5 p.m.; further particulars: <http://www.st-benets.ox.ac.uk/vacancies>

Worcester College: Fixed-term Tutorial Fellowship in Philosophy; salary: £27,864–£33,242; closing date: 27 February 2015; further details: <http://www.worc.ox.ac.uk/jobs>

Notices for publication in the *Reporter*, or queries concerning content, should be sent to the Editor, Cambridge University Reporter, Registry's Office, The Old Schools, Cambridge, CB2 1TN (tel. 01223 332305, email reporter.editor@admin.cam.ac.uk). Copy should be sent as early as possible in the week before publication; short notices will be accepted up to **4 p.m. on Friday** for publication the following Wednesday. Inclusion of notices is at the discretion of the Editor.

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