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UNIVERSITY OF
CAMBRIDGE

NOTICES**Calendar**

27 May, *Sunday*. Whitsunday. Scarlet Day. Preacher before the University at 11.15 a.m., The Most Reverend Archbishop M. L. Fitzgerald, Apostolic Nuncio to the Republic of Egypt (*Ramsden Preacher*).

29 May, *Tuesday*. Discussion in the Council Room at 2 p.m. (see below).

3 June, *Sunday*. Trinity Sunday. Scarlet Day. Service of Thanksgiving and Celebration for the Diamond Jubilee of Her Majesty the Queen at 3 p.m. in the University Church.

8 June, *Friday*. End of the third quarter of Easter Term.

Discussions at 2 p.m.

29 May

12 June

10 July

Congregations

20 June, *Wednesday at 2.45 p.m.* (Honorary Degrees)

28 June, *Thursday at 9.30 a.m.* (General Admission)

29 June, *Friday at 9.30 a.m.* (General Admission)

30 June, *Saturday at 9.30 a.m.* (General Admission)

21 July, *Saturday at 10 a.m.*

Notice of a Discussion on Tuesday, 29 May 2012

The Vice-Chancellor invites those qualified under the regulations for Discussions (*Statutes and Ordinances*, p. 107) to attend a Discussion in the **Council Room**, on Tuesday, 29 May 2012, at 2 p.m., for the discussion of the Report of the General Board, dated 9 May 2012, on the Senior Academic Promotions (SAP) procedure (*Reporter*, 2011–12, p. 606).

Amending Statutes for Jesus College: Notice

16 May 2012

The Vice-Chancellor begs leave to refer to his Notice of 26 April 2012 (*Reporter*, 2011–12, p. 560), concerning proposed amending Statutes for Jesus College. He hereby gives notice that in the opinion of the Council the proposed Statutes make no alteration of any Statute which affects the University, and do not require the consent of the University; that the interests of the University are not prejudiced by them, and that the Council has resolved to take no action upon them, provided that the Council will wish to reconsider the proposed Statutes if they have not been submitted to the Privy Council by 16 May 2013.

General Admission to Degrees 2012: Notice of procedure

The Vice-Chancellor gives notice that at the Congregations for General Admission to Degrees to be held on 28, 29, and 30 June 2012, tickets will be required for admission to the Senate-House. Admission tickets are issued by Colleges, and prospective graduands should apply to their Colleges for admission tickets for their personal friends whom they wish to invite to the Congregations. Other members of the University who wish to be present are also asked to obtain tickets from their Colleges.

The Congregations will be divided into separate sessions, with intervals between the presentation of candidates from successive Colleges, except that candidates from Darwin College, Wolfson College, and Clare Hall will be presented in a single session, as will candidates from Lucy Cavendish College and St Edmund's College. Visitors may not leave the Senate-House except in the intervals between sessions.

Members of the University are required to wear academical dress in the Senate-House. Any member of the University who is not acting as an officer at the Congregations and who holds a degree of another university or degree-awarding institution may wear the academical dress appropriate to that degree; save that this provision shall not apply to those presenting for, or receiving, degrees. The days of General Admission are 'scarlet' days, and Doctors in the different Faculties are asked to wear their festal gowns.

Timetable for the Congregations

Thursday 28 June

The doors of the Senate-House will be opened at 9 a.m. The Congregation will begin at 9.30 a.m. and graduands are asked to arrive by the following times:

King's College	9.20	Pembroke College	3.00
Trinity College	10.10	Gonville and Caius College	3.50
St John's College	11.35	Trinity Hall	5.10
Peterhouse	1.20	Corpus Christi College	6.00
Clare College	1.50		

The Congregation will be dissolved at about 6.30 p.m.

Friday 29 June

The doors of the Senate-House will be opened at 9 a.m. The Congregation will begin at 9.30 a.m. and graduands are asked to arrive by the following times:

Queens' College	9.20	Emmanuel College	2.35
St Catharine's College	10.35	Sidney Sussex College	3.45
Jesus College	11.30	Downing College	4.30
Christ's College	12.45	Girton College	5.20
Magdalene College	1.50		

The Congregation will be dissolved at about 6.30 p.m.

Saturday 30 June

The doors of the Senate-House will be opened at 9 a.m. The Congregation will begin at 9.30 a.m. and graduands are asked to arrive by the following times:

Newnham College	9.20	Robinson College	2.50
Selwyn College	10.10	Lucy Cavendish College and	3.40
Fitzwilliam College	11.00	St Edmund's College	
Churchill College	11.50	Hughes Hall	4.20
Murray Edwards College	1.20	Homerton College	4.55
Darwin College, Wolfson College, and Clare Hall	2.00		

The Congregation will be dissolved at about 6.10 p.m.

General Admission to Degrees: Registry's Notice

The Registry gives notice that the latest time for the receipt of supplicats and any necessary certificates of terms for persons who propose to take degrees at General Admission on Thursday, 28 June, Friday, 29 June, or Saturday, 30 June 2012, is 10 a.m. on Monday, 18 June 2012. No further additions to degree lists can be accepted after that date.

University Pensions Office: Notice of temporary closure

The Pensions Office will be closed from 5.30 p.m. on Friday, 25 May 2012, until 8.30 a.m. on Wednesday, 6 June 2012, due to its relocation to 4, Mill Lane, Cambridge, CB2 1RZ. The telephone numbers and email addresses for the office will be unchanged.

VACANCIES, APPOINTMENTS, ETC.

Vacancies in the University

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

University Lecturer / Honorary Consultant in Paediatric Intensive Care in the Department of Paediatrics; salary: £74,504–£100,446; further particulars: <http://www.medschl.cam.ac.uk/jobs/?p=1171>; closing date: 18 June 2012; quote reference: RP00076

University Lecturer in Medieval English Literature in the Faculty of English; salary: £37,012–£46,846; closing date: 15 June 2012; further particulars: <http://www.english.cam.ac.uk>; quote reference: GG16441

University Lecturer in Postcolonial and Related Literature in the Faculty of English; salary: £37,012–£46,846; closing date: 15 June 2012; further particulars: <http://www.english.cam.ac.uk>; quote reference: GG16431

Clinical Lecturer in Psychiatry in the Department of Psychiatry; salary: £30,992–£53,663; tenure: four years; closing date: 15 June 2012; further particulars: <http://www.medschl.cam.ac.uk/jobs/?p=801>; quote reference: RN00260

Clinical Farm Animal Veterinarian in the Department of Veterinary Medicine; salary: £37,012–£46,846 a year; tenure: two years; closing date: 10 June 2012; further particulars: <http://www.vet.cam.ac.uk/news>; quote reference: PP00265

Research Associate in Italian Studies in the Department of Italian; salary: £27,578–£29,249; tenure: 18 months; closing date: 15 June 2012; further particulars: <http://www.mml.cam.ac.uk/jobs/RAfyps.pdf>; quote reference: GM16592

Director of Central Biomedical Resources in the School of Clinical Medicine; salary: £49,689–£52,706 (up to £57,580 available on a discretionary basis); closing date: 22 June 2012 at 5 p.m.; further particulars: <http://www.medschl.cam.ac.uk/jobs/?p=1595>; quote reference: SZ00246

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.

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>Cambridge Institute for Medical Research / MRC Laboratory of Molecular Biology</i>	Cambridge Immunology Forum 2012: <i>Self-defence – how cell-autonomous immunity protects against pathogens</i> , on 20 September 2012	http://www.immunology.cam.ac. uk/events/symposium.php (for further information and to book a place)
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NOTICES BY THE GENERAL BOARD

Regulations for the University Library: Notice

(Statutes and Ordinances, p. 627)

With effect from 1 August 2012

The General Board give notice that, on the recommendation of the Library Syndicate, they have approved new regulations for the University Library (*Statutes and Ordinances, p. 627*), namely those for the constitution of the University Library, the Library Syndicate, and the staff of the University Library and the dependent libraries (the Betty and Gordon Moore Library, the Central Science Library, the Medical Library, and the Squire Law Library) as set out in the Appendix to this Notice.

The revised regulations stem in part from the phased implementation of the Board's review of teaching and learning support services (*Reporter, 2009–10, p. 260*). In particular, the term 'dependent library' is replaced by 'affiliated library' to describe more appropriately the current working relationship between those Libraries and the University Library. After extensive consultations with the Council of the School of the Humanities and Social Sciences and the relevant Faculty Boards, new affiliated libraries have been added as follows: the Radinowicz Library of the Institute of Criminology; the Marshall Library of Economics; and the Seeley Historical Library. Provision is also made for the governance of the affiliated libraries and for the Board, after appropriate consultations, to approve the designation of a Faculty or Departmental library as an affiliated library. Revised arrangements have been approved for the governance of the Medical Library in the light of experience and reflecting the environment, and multiple stakeholders, supporting education, research and healthcare practice across the range of NHS and externally funded institutes, as well as the University. The opportunity has also been taken for the regulations to reflect more appropriately the strategic role of the Library Syndicate in overseeing the development of the Library and to refresh some of the language to take account of modern electronic methods of accessing information.

APPENDIX

UNIVERSITY LIBRARY

Constitution

The University Library, the affiliated libraries, and the Centre for Applied Research in Educational Technologies shall jointly constitute an institution under the supervision of the General Board. The affiliated

libraries shall be those listed in the Schedule to these regulations as may be amended by the General Board from time to time.

Library Syndicate

1. The Library Syndicate shall consist of:

- (a) the Vice-Chancellor (or a duly appointed deputy), who shall be Chairman;
- (b) two persons appointed by the Council, who shall be appointed in the Michaelmas Term to serve for two years from 1 January following;
- (c) eight persons appointed by the General Board, who shall be appointed in the Michaelmas Term to serve for four years from 1 January following;
- (d) two persons elected from among their own number by the holders of University offices in the University Library, who shall be elected in the Michaelmas Term to serve for two years from 1 January following;
- (e) not more than four persons co-opted by the Syndicate;
- (f) not more than two members of the University *in statu pupillari* co-opted by the Syndicate.

Members in classes (e) and (f) shall serve until 31 December of the year following that in which they are co-opted, provided that if a member in class (f) ceases to be *in statu pupillari* he or she shall thereupon cease to be a member in that class.

2. All meetings of the Syndicate shall be summoned by the Vice-Chancellor; there shall be at least one and normally two meetings each term.

3. No business shall be transacted at any meeting unless at least four members are present.

4. Under the provisions of Statute K, 20(c), the appointment of members of the Board of Electors to the office of Librarian, the appointment of members of the Appointments Committee for the University Library, and the co-optation of members of the Syndicate in class (e) shall be reserved business.

5. (a) The Syndicate shall supervise the management of the University Library.

(b) There shall be a Science Libraries Sub-syndicate, a Law and Criminology Libraries Sub-syndicate, and a Committee of Management for the Centre for Applied Research in Educational Technologies. There shall be a Medical Library Policy Advisory Group. Through the agency of the Sub-syndicates, the Policy Advisory Group, and the Committee of Management, the Syndicate shall supervise the management of the affiliated libraries and the Centre for Applied Research in Educational Technologies.

(c) The Syndicate shall supervise the custody and arrangement of the University Archives.

6. (a) The Syndicate shall do all such things as in their opinion are necessary or expedient for the regulation, security, and improvement of the University Library, the affiliated libraries, and the Centre for Applied Research in Educational Technologies. They shall exercise a general oversight over all matters relating to the administration, staffing, and financial resources of these libraries and the Centre for Applied Research in Educational Technologies, and shall be empowered to make recommendations to the General Board about the staff, accommodation, and equipment needed for their proper functioning.

(b) In the exercise of their power of making rules for the management of the Library, the Syndicate shall have power to approve, through the agency of the Sub-syndicates and Medical Library Policy Advisory Group, rules for the use of the affiliated libraries. In the case of the Central Science Library these rules shall be consistent with the provisions of the agreement between the University and the Philosophical Society.

(c) The following affiliated libraries shall continue to receive printed material received under the Legal Deposit Libraries Act 2003 – the Betty and Gordon Moore Library, the Central Science Library, the Medical Library and the Squire Law Library.

7. The Syndicate shall make an Annual Report to the General Board, and such other reports to the University as they shall think fit.

8. The Science Libraries Sub-syndicate shall consist of:

- (a) four persons appointed by the Library Syndicate;
- (b) two persons appointed by the Council of the Cambridge Philosophical Society;
- (c) two persons appointed by the Council of the School of the Physical Sciences;
- (d) two persons appointed by the Council of the School of Technology;
- (e) two persons appointed by the Council of the School of the Biological Sciences;
- (f) one person appointed by the Medical Library Policy Advisory Group;
- (g) not more than three persons co-opted by the Sub-syndicate, provided that it shall not be obligatory to co-opt any person or persons;
- (h) one member of the University *in statu pupillari*, normally a graduate, co-opted by the Sub-syndicate.

Members in classes (a)–(f) shall serve for four years from 1 January following their appointment. Members in classes (g) and (h) shall serve until 31 December of the year in which they are co-opted or of the following

year, as the Sub-syndicate shall decide at the time of their co-optation, provided that if a member in class (h) ceases to be *in statu pupillari* he or she shall thereupon cease to be a member in that class.

9. The Law and Criminology Libraries Sub-syndicate shall consist of:

- (a) three persons appointed by the Library Syndicate (including one person from the Faculty of Law and one person from the Institute of Criminology);
- (b) three persons appointed by the Faculty Board of Law (including one person from the Institute of Criminology);
- (c) not more than two persons co-opted by the Sub-syndicate (one from the Faculty of Law and one from the Institute of Criminology), provided that it shall not be obligatory to co-opt any person or persons;
- (d) not more than two members of the University *in statu pupillari* co-opted by the Sub-syndicate.

Members in classes (a) and (b) shall serve for four years from 1 January following their appointment. Members in classes (c) and (d) shall serve until 31 December of the year in which they are co-opted or of the following year, as the Sub-syndicate shall decide at the time of their co-optation, provided that if a member in class (d) ceases to be *in statu pupillari* he or she shall thereupon cease to be a member in that class.

10. The Medical Library Policy Advisory Group shall consist of:

- (a) from the University of Cambridge:
 - the Director of Medical Education
 - the Secretary of the School of Clinical Medicine
 - the Director of the Cambridge Institute for Medical Research (or nominee)
 - the University Librarian
 - the Deputy University Librarian
 - the Head of the Medical and Science Libraries
- (b) from the National Health Service:
 - a member of the Cambridge University Hospitals NHS Foundation Trust Board of Directors
 - Cambridge University Health partners Director of Postgraduate Education
 - the Director of Workforce and Leadership, East of England SHA
 - the NHS East of England Library Lead
- (c) from the Medical Research Council:
 - the Head, Cambridge Medical Research Council Centre (or nominee)
- (d) Co-optations:
 - up to three members to be co-opted by the *ex officio* members

11. (a) Each Sub-syndicate and the Medical Library Policy Advisory Group shall elect a Chairperson from among those of their own members who are members of the Library Syndicate. The Chairperson of each Sub-syndicate and Policy Advisory Group shall be a member of the Library Syndicate.

(b) No business shall be transacted at any meeting of a Sub-syndicate and Policy Advisory Group unless at least four members are present.

(c) The provisions of Statute K, 20 concerning reserved business shall apply to each of the Sub-syndicates and Policy Advisory Group as if it were a body constituted by Statute; the election of the Chairman and the co-optation of members of each Sub-syndicate shall also be reserved.

(d) The Librarian shall act as Secretary of each Sub-syndicate and Policy Advisory Group.

12. In respect of each of the affiliated libraries the relevant Sub-syndicate or Policy Advisory Group shall have the following duties:

- (a) to co-ordinate policies between the University Library and the affiliated libraries;
- (b) to submit recommendations to the Library Syndicate concerning the location in the affiliated library of library material received under the Legal Deposit Libraries Act (for those libraries where this is appropriate);
- (c) on behalf of the Library Syndicate, and subject to their approval, to make rules for the use of the affiliated libraries;
- (d) to oversee appropriate co-ordination of library services and resources in respect of teaching, learning, and research in connection with the relevant Faculties and Departments with which the libraries are associated.

Staff of the University Library and the affiliated libraries

1. The staff of the University Library, including for this purpose the affiliated libraries and the Centre for Applied Research in Educational Technologies, shall consist of the Librarian, the Deputy Librarian, the Director of the Centre for Applied Research in Educational Technologies, the Senior Under-Librarians, the Under-Librarians, the Assistant Under-Librarians, the Assistant Library Officers, the Graduate Trainees, the

holders of such other offices as may be established in the Library from time to time, and the University assistants.

2. (a) This staff shall include officers designated by the Library Syndicate, on the recommendation of the Librarian, as follows:

- (i) two officers designated respectively Keeper of Manuscripts and University Archives and Deputy Keeper of the University Archives;
- (ii) officers designated for duties in the affiliated libraries, who shall be responsible for the management of those libraries.

(b) In addition to the officers specified in sub-paragraph (a)(ii) above, the Library Syndicate, on the recommendation of the Librarian, may also designate other officers for duties in any of the affiliated libraries.

(c) The Library Syndicate may make appointments to such University offices of Curator as may be approved by the General Board, and may appoint such Honorary Keepers as they themselves think fit.

3. The number of University offices of Deputy Librarian, Director of Applied Research in Educational Technologies, Senior Under-Librarian, Under-Librarian, Assistant Under-Librarian, and Assistant Library Officer shall be determined from time to time by the General Board on the recommendation of the Library Syndicate. The number of University assistants shall be determined from time to time in accordance with the regulations for employment by the University.

4. Appointments and reappointments to a University office on the staff of the University Library, other than the office of Librarian or an office of Curator, shall be made in accordance with the arrangements agreed from time to time by the competent authority.

5. The Syndicate shall have power to appoint the Deputy Librarian to be Acting Librarian during any period of absence from duty of the Librarian, or during any period when there is a vacancy in the office of Librarian.

6. It shall be the duty of the Librarian:

- (a) subject to the direction of the Library Syndicate, to be responsible for the management and leadership of the University Library and the affiliated libraries;
- (b) to perform, in relation to the University Library and the affiliated libraries, the duties assigned to the Head of a Department by Statute C, V, 3(b) and (c);
- (c) to act as the General Board's principal adviser on matters relating to libraries.

7. The holders of other University offices on the staff of the University Library and the affiliated libraries shall assist the Librarian and shall carry out their duties in accordance with such directions as may be issued from time to time by the Syndicate or the Sub-syndicate concerned, as the case may be.

8. The stipend, if any, of a Curator appointed under Regulation 2(c) shall be determined from time to time by the General Board on the recommendation of the Library Syndicate. The tenure of such an office and its duties shall be determined by the Syndicate.

9. Subject to the approval of the Syndicate, the Librarian shall assign to the University assistants their several duties.

SCHEDULE

The affiliated libraries

the Betty and Gordon Moore Library
the Central Science Library
the Medical Library
the Squire Law library

the Radinowicz Library of the Institute of Criminology
the Marshall Library of Economics
the Seeley Historical Library

CLASS-LISTS, ETC.

Allowances to candidates for examinations

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Class-lists March – May 2012

This content has been removed as it contains personal information protected under the Data Protection Act.

Approved for degrees, diplomas, and certificates

This content has been removed as it contains personal information protected under the Data Protection Act.

Act for the Degree of Doctor of Medicine

This content has been removed as it contains personal information protected under the Data Protection Act.

ACTA**Approval of a Grace submitted to the Regent House on 10 May 2012**

The Grace submitted to the Regent House on 10 May 2012 (*Reporter*, 2011–12, p. 600) was approved at 4 p.m. on Friday, 18 May 2012.

Congregation of the Regent House on 19 May 2012

A Congregation of the Regent House was held at 10 a.m. All the Graces that were submitted to the Regent House (*Reporter*, 2011–12, p. 609) were approved.

The following medal was presented:

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The following degrees were conferred:

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J. W. NICHOLLS, *Registrar*

END OF THE OFFICIAL PART OF THE 'REPORTER'

REPORT OF DISCUSSION

Tuesday, 15 May 2012

A Discussion was held in the Senate-House. Pro-Vice-Chancellor Professor John Rallison was presiding, with the Registry's Deputy, the Junior Proctor, a Deputy Proctor, and seven other persons present.

The following Report was discussed:

Joint Report of the Council and the General Board, dated 23 April and 18 April 2012, on the process for the redress of grievances under Statute U (Reporter, 2011–12, p. 552).

Professor N. GAY (Christ's College, Department of Biochemistry, and University Council):

Mr Deputy Vice-Chancellor, although broadly speaking I welcome the revised procedure for the resolution of grievances under Statute U, there is one specific change that I believe would improve the legislation. In fact, I raised this at the last Council meeting, but the Pro-Vice-Chancellor for Institutional Affairs and the Registry argued that this Discussion was the appropriate place to air the matter. It requires only that a few words are inserted into the current draft Ordinance, and so it will be fairly silly if a ballot is needed to resolve it.

The situation I am concerned about is when the grievance is directed against the Responsible Person that is the Head of Department or Institute. Because of their position of authority, it is particularly difficult to ensure a fair procedure in these cases. In the current Statute U, VI, 3, such a complaint is dealt with directly by the Vice-Chancellor. By contrast, the current proposal envisages that another Responsible Person is appointed by the Head of Human Resources at his or her complete discretion. In view of the particular difficulties associated with this kind of complaint, and the likelihood that it would involve a significant academic element, I think it is inappropriate that this key decision should be made by an administrator alone, without any academic oversight. In my view, it should be decided in consultation with a senior academic, and I suggested that the Chair of the Human Resources Committee (usually a Pro-Vice-Chancellor) would be appropriate. This can be achieved by simply amending paragraph 10 of the draft Ordinance to read:

who, in consultation with 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.

Mr D. J. GOODE (Wolfson College and Faculty of Divinity): Mr Deputy Vice-Chancellor, you may recall that when a previous Report, the Joint Report of the Council and the General Board, dated 27 October 2009, on disciplinary, dismissal, and grievance procedures,¹ was discussed on 24 November 2009, I made a number of remarks about the Report that could be described as somewhat less than complimentary.

Though deeply critical of that Report, I was at pains in those remarks to point out that I was not opposed to *all* change, or even to *some* change, just to *that* change, and I went on to say that:

there is no doubt that change is needed in many of the procedures currently covered by Statute U, particularly in introducing effective mediation to the grievance procedure.²

I am thus pleased to see that the encouragement of mediation at the informal or formal stages of a grievance is an important part of the proposed procedure.

If mediation is to become an effective tool, the profile of the University's internal mediation service needs to be raised, for it had only seven cases in 2010, of whom five were University officers; nine in 2011, of whom five were University officers; and, as of today, there have been three so far this year, of whom one was a University officer. Since its formation in March 2010, a total of 39 staff have been involved in mediation, of whom 11 were University officers.

This is good work, and has often brought a solution at an early stage of disciplinary and grievance cases, and prevented the need for a more formal procedure at all in many instances. However, the figures feel low in a workforce of more than 9,000,³ and more resource needs to be put into promoting the mediation service.

The proposal to draw a clear distinction between the informal, formal, and appeal stages of the process is welcome, as is the introduction of a proper appeal procedure; all of which things are at best unsatisfactory in the present Statute U.

Speaking as someone who regularly attempts (and I like to think, even occasionally succeeds) to help Cambridge University and College Union members and the University administration find mutually acceptable solutions in what are often situations of seemingly insoluble aggrievance, I welcome this Report.

¹ <http://www.admin.cam.ac.uk/reporter/2009-10/weekly/6164/>.

² <http://www.admin.cam.ac.uk/reporter/2009-10/weekly/6171/section8.shtml>.

³ <http://www.admin.cam.ac.uk/offices/planning/information/statistics/facts/poster2012.pdf>.

Professor G. R. EVANS (Emeritus Professor of Medieval Theology and Intellectual History) (read by the Junior Proctor):

Mr Deputy Vice-Chancellor, review of the Statute U grievance procedures is of course long overdue, and in many respects this Report proposes a perfectly sensible procedure. Nevertheless, these proposals raise some fundamental as well as some lesser concerns.

The demotion from Statute to Ordinance

My chief concern relates to the questions already prompted by proposals in the overhaul of the *Statutes and Ordinances* to redraw the boundary between Statute and Ordinance. It is proposed that the new procedure be placed in the Ordinances and the Statute repealed. Ordinances are much easier to change than Statutes. Below Ordinances in the legislative hierarchy sit a variety of guidelines and codes which can be altered without reference to the Regent House at all. The Regent House will be wise to keep as much as possible of its domestic legislation under its own direct control. Look what happened to Senior Academic Promotions procedures once changes moved into the hands of the General Board.

Note the appearance in last week's *Reporter* of a Notice seeking to create without Report or Grace a 'Policy against bribery and corruption'.¹ Its intention is to protect the University against being prosecuted for failing to prevent fraud, which has been made a strict liability offence under the Bribery Act 2010.

I will not comment on the grammar of the sentence I am about to quote, merely its thrust:

As an institution it is essential that a robust anti-bribery and corruption policy and appropriate training are put in place.

Surely the protection would be stronger if this 'Policy' had been an Ordinance?

If the 'Policy' had been proposed as an Ordinance, an opportunity for Discussion would have enabled a speaker to point out that flagging up fraud can be done confusingly under several procedures as now proposed. The proposed new grievance procedure too could be construed as allowing allegations of bribery or fraud to be raised within it. ('He tried to bribe me not to reveal his fraudulent behaviour?') And a Discussion might also have prompted someone to draw attention to the fact that this 'Policy' requires on pain of discipline, disclosures which are already protected disclosures under the Public Interest Disclosure Act and listed as such in the University's PIDA 'Policy'.² 'Should be read together with' existing 'guidance, policies, and procedures' is hardly helpful when those procedures do not coincide, and indeed conflict, with one inviting a raising of concern while another threatens disciplinary action if the concern is not raised.

The two 'Policies' need to be conjoined in some way or the (pain-of-discipline) raiser of a concern about fraud will have to decide whether to 'blow the whistle' with the Academic Secretary/Registrar or to 'report' it to the Registrar/Director of Finance, in which case it 'shall be treated as a report made by a Head of Department or an individual pursuant to Regulation 20 of the University Financial Regulations'.³ Under one process he would be protected from reprisal. Under the other he would not. So in due course he might have a grievance about that too.

When I was a member of the Council in 2000, we approved a 'Statement' about Public Interest Disclosure which today links online to what is now called a 'Policy'.⁴ I do not recall the Regent House being consulted about this transition or its implications. If it is already so easy to bypass the need for the consent of the Regent House to legislative changes in the University, what could the consequences be of allowing this first step towards a management-led legislature by demoting Statute U piece by piece? Attempts to do this for Redundancy a year or two ago raised merry hell in Discussions. Is Grievance to be the Trojan horse which brings in a horde of mere 'Policies' in place of domestic laws of known authority? Even in universities which are not democracies the governing body must agree domestic legislation. And in Cambridge the Regent House, not the UAS or even the Council, remains the governing body under Statute A. (A Statute shortly, I wonder, to become an Ordinance, and then a Policy, and then a Whim?)

Will the new procedure work better than the old?

Another concern is whether these new grievance arrangements will deal with the basic problem about grievance procedures, which is that they rarely resolve anything and often do more harm than good, since those grieved against are likely to be angry and upset, and working relationships may be made much worse for a future which, in an academic community, may be protracted for decades to come. Not always, though. Grievances usually run from junior towards senior, and often grievances seem to end with the 'voluntary' departure of the person who raised the grievance, with a Compromise Agreement signed, commonly including a gagging clause.

What actually *is* a grievance? What is the range of discontents which ought to be covered (excluding those which are properly to be dealt with under other procedures)?

The current Statute U, VI, 1 definition is:

any complaint by a member of the academic staff which constitutes a grievance concerning his or her appointment or employment, where the grievance relates solely to matters affecting the member as an individual, or to matters affecting the member's personal dealings or relationships with other members of the University staff, not being matters for which express provision is made elsewhere in this Statute.

It therefore excludes 'systemic' concerns or matters of alleged mismanagement or maladministration.

Promisingly, though worryingly in the light of points already made, a much broader definition is given in this Report, embracing 'concerns, problems, or complaints'. Now raising concerns need not be adversarial. It can be a responsible drawing of attention to something which seems to be going wrong, systemically or ethically. A complaint may be directed against a fellow employee or it may not. If it is 'systemic' it is not obvious that it should be approached adversarially. As to 'problems', they could be of many sorts for which an adversarial process is not appropriate.

The proposed encouragement to consider mediation is welcome, but alternative dispute resolution offers a spectrum of possibilities from early neutral evaluation to arbitration, and surely there is a case for exploring the full range of options for voluntary stepping to one side of the adversarial process and considering all the ways in which a resolution could be reached? This will be especially important where the 'problem' or 'concern' is a 'systemic concern' and the potential parties may include the UAS as a whole. Those who raise concerns about mismanagement or maladministration (or bribery or fraud) should not find themselves with no option but to sign an agreement to leave the University in return for a severance payment.

The proposed formal process seems thin on 'fairness' requirements. These are as important for a person grieved against as for the complainant. To be the object of a grievance is a painful and stressful business, and in an adversarial process fairness to all parties is essential. The wording of Statute U, I, 1 (c) which requires the procedures to 'apply the principles of justice and fairness' echoes the wording of Education Reform Act 1988 s.202 under which the Statute sits. But Cambridge never worked up its Ordinances under that Statute in any detail. A scrappy paragraph may be found in Chapter II of the Ordinances after *Septemviri* and before *Student complaints*, under (for some reason) 'Matriculation, Residence, Admission to Degrees, Discipline':

1. When a Grievance Committee has been appointed under Statute U, VI, 8, the Chairman of the Committee shall invite the aggrieved person, and any person against whom the grievance lies, to submit a written statement to the Committee.

2. The grievance shall not be disposed of without an oral hearing at which the aggrieved person and any person against whom the grievance lies shall have an opportunity to be heard and to be accompanied by a friend or representative.

3. If after due consideration the Grievance Committee are of the opinion that the grievance is justified, they shall make such proposals for the redress of the grievance as they think fit.⁵

Here has been an opportunity to ensure not only that academic and academic-related staff with grievances may enjoy the same detailed procedural fairness protections as

students making complaints, but also that something is done to provide a forum in which mutual indignations between members of these categories may be resolved speedily and without having to run two parallel but separate processes in connection with the same dispute.⁶

Then there is the question of the relationship between discipline and grievance procedures. It is usually unwise for an institution to make changes to one without simultaneously considering the other. In some institutions it is not unknown for a person raising a grievance to find himself or herself suddenly subjected to a disciplinary process, with the institution determining that it will deal with the disciplinary matter first. The member of staff is dismissed and the institution then says that it will not consider the grievance because the employee is no longer an employee. I am not suggesting this would happen in Cambridge but it *could*, if the grievance procedure is changed without exploring the potential reciprocity of the two processes.

The loss of rights

Finally, may I draw attention to a particular loss of rights in the proposal that:

13. The officer has the right to be accompanied by a University employee or by a trade union representative. For a person to qualify as a trade union representative, he or she 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 provision of the Model Statute on which Statute U, VI, 9 is based is not so limited. It allows both 'the aggrieved person and any person against whom the grievance lies' to be accompanied by any 'friend or representative'. I have acted as such a 'friend or representative' in other Model Statute universities, and the freedom so to act has been welcomed by the person who was glad of this support. Why restrict support to trade unions and fellow employees just because that is the minimum the law prescribes?

¹ <http://www.admin.cam.ac.uk/reporter/2011-12/weekly/6265/section1.shtml#heading2-5>.

² <http://www.admin.cam.ac.uk/offices/hr/policy/whistleblowing.html#heading4>.

³ <http://www.admin.cam.ac.uk/offices/finance/regulations/finregs/fraud.html>.

⁴ <http://www.admin.cam.ac.uk/reporter/2000-01/weekly/5831/8.html>.

⁵ <http://www.admin.cam.ac.uk/univ/so/2011/chapter02-front.html>.

⁶ <http://www.admin.cam.ac.uk/univ/so/2011/chapter02-section25.html#heading2-28>.

COLLEGE NOTICES

Vacancies

Gonville and Caius College: College Lecturer in French; closing date: 15 June 2012; further particulars: <http://www.cai.cam.ac.uk/joiningcaius>

Homerton College: College Lecturer in Economics; salary: £28,402–£34,835; closing date: 14 June 2012; further particulars: <http://www.homerton.cam.ac.uk/vacancies.html>

Lucy Cavendish College: Time-limited teaching Fellowship for a female* post-doctoral researcher in either Sociology, Psychology, or Law; closing date: 1 June 2012; further particulars: <http://www.lucy-cav.cam.ac.uk>

*The College has exemption from the provisions of the Equality Act 2010 relating to sex discrimination.

EXTERNAL NOTICES

Oxford Notices

St Hilda's College in association with the Department of Economics: four-year Career Development Fellowship in Economics; salary: £31,020–£33,384; closing date: 13 June 2012 at noon; further particulars: <http://www.st-hildas.ox.ac.uk>

University College: Stipendiary Lecturership in Philosophy; salary: £12,260–£13,789, with additional benefits; closing date: 15 June 2012; further particulars: http://www.univ.ox.ac.uk/news_and_announcements/vacancies/

Admissions Manager; salary: £29,249–£35,938 (plus a discretionary range of up to £39,257), with additional benefits; closing date: 28 May 2012; further particulars: http://www.univ.ox.ac.uk/news_and_announcements/vacancies/

Development Assistant; salary: £19,972–£23,811, with additional benefits; closing date: 28 May 2012; further particulars: http://www.univ.ox.ac.uk/news_and_announcements/vacancies/

Wadham College: Stipendiary Lecturer in French; salary: £18,390–£18,938; closing date: 15 June 2012; further particulars: <http://www.wadham.ox.ac.uk/fellows-staff/vacancies/lectureship-in-french-2.html>

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