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CONTENTS

Notices

Calendar	377	Examination in Interdisciplinary Design for the Built Environment for the degree of Master of Studies	405
Discussion on Tuesday, 4 March 2014:		Diplomas and Certificates open to non-members of the University	405
Cancellation	377	Certificate in Theology for Ministry	406
Notice of benefactions	377	Class-lists, etc.	
Appointment of members of the University Council in class (e) (external members):		Approved for degrees	407
Chair of Nominating Committee appointed	377	Approved for the degree of Master of Surgery	409
Procedure for making a Statute for a College	377	Graces	
Annual Report of the Council for the academic year 2012–13;		Grace submitted to the Regent House on 26 February 2014	409
Annual Report of the General Board to the Council for the academic year 2012–13;		Acta	
Reports and Financial Statements for the year ended 31 July 2013:		Result of ballot on Grace 1 of 22 January 2014	410
Notice in response to remarks made in Discussion	378	Graces submitted to the Regent House on 12 February 2014	410
Retrospectivity concerning the LL.M. Degree	379	Congregation of the Regent House on 22 February 2014	410
Environmental Policy Review: Call for evidence	379	<i>End of the Official Part of the 'Reporter'</i>	
Statistical information about staff grades, additional payments, and market supplements: Publication of 2011–12 data and correction to 2012–13 data	379	Fly-sheets reprinted	415
Vacancies, appointments, etc.		College Notices	
Electors to the Professorship of Education (2008)	404	Elections	420
Elections	404	Vacancies	420
Events, courses, etc.		External Notices	
Announcement of lectures, seminars, etc.	404	University of Oxford	420
Rollo Davidson Trust	420		
Regulations for examinations			
Examination in African Studies for the degree of Master of Philosophy	404		
Examination in History for the degree of Master of Studies	405		



UNIVERSITY OF
CAMBRIDGE

NOTICES

Calendar

- 4 March, *Tuesday*. End of third quarter of Lent Term.
 9 March, *Sunday*. Preacher before the University at 11.15 a.m., The Reverend Professor O. M. T. O'Donovan, Professor of Christian Ethics and Practical Theology Emeritus in the University of Edinburgh (Hulsean Preacher).
 14 March, *Friday*. Full Term ends.
 18 March, *Tuesday*. Discussion at 2 p.m. in the Senate-House.
 22 March, *Saturday*. Congregation of the Regent House at 11 a.m.

Discussion on Tuesday, 4 March 2014: Cancellation

The Vice-Chancellor gives notice that the Discussion announced for Tuesday, 4 March 2014 will not take place as there are no Reports ready for discussion.

Notice of benefactions

24 February 2014

The Vice-Chancellor gives notice that he has accepted with gratitude the following benefactions, of which both the capital and the income may be used:

- (i) a philanthropic grant of £1m from the Evelyn Trust, payable over ten years, to contribute towards the construction of an extension to the Addenbrooke's Clinical Research Centre, including the Research Endoscopy Suite, which shall be named the 'Evelyn Research Endoscopy Suite' for at least ten years from its opening;
- (ii) a benefaction of £500,000 from the Garfield Weston Foundation to support the design and facilities management of the Conservation Campus in the Arup Building for the Cambridge Conservation Initiative;
- (iii) a benefaction of £350,000 from Mr Aubrey Adams to fund support for the Director of the Real Estate Research Centre in the Department of Land Economy for five years;
- (iv) a benefaction of £50,000 from Professor Peter Baldwin and Dr Lisbet Rausing to support the University Library.

Appointment of members of the University Council in class (e) (external members): Chair of Nominating Committee appointed

17 February 2014

Under the regulations for the appointment of members of the Council in class (e) (*Statutes and Ordinances*, p. 112), the Council, on the recommendation of the Proctors and the Deputy Proctors, has appointed Dame Shirley Pearce, a serving member of the Council in class (e), to chair the Nominating Committee for two years from 1 October 2013.

Procedure for making a Statute for a College

24 February 2014

Following discussion at the University and Colleges Joint Committee, the Council has agreed to revise its note of the procedure for making a College Statute (reprinted in the *Statutes and Ordinances*, p. 97) as follows. The Council is content to limit its note to the steps to be taken by the University.

PROCEDURE FOR MAKING A STATUTE FOR A COLLEGE

The procedure for making a College Statute is prescribed by the Universities of Oxford and Cambridge Act 1923. The following provides information on the steps to be taken in assessing whether a proposed College Statute affects the University.

- (1) Proposed College Statutes should be sent to the Vice-Chancellor, who within seven days of receipt shall give public notice of the proposed Statute by publishing a notice in the *Reporter* or by posting a notice outside the Senate-House, describing where the text of it may be seen.
- (2) When the Vice-Chancellor has given public notice of a proposed Statute, the Council will consider it, and will then announce:

either (a) that in their opinion the proposed Statute alters a Statute which affects the University, and may not be made without the consent of the University; but that the interests of the University are not prejudiced by it, and that they will bring before the Regent House a Grace for the grant of the necessary consent;

or (b) that in their opinion the proposed Statute alters a Statute which affects the University, and may not be made without the consent of the University; that the interests of the University are prejudiced by it and that they will bring before the Regent House a Grace for the refusal of the necessary consent;

- or* (c) that in their opinion the proposed Statute makes no alteration of any Statute which affects the University, and does not require the consent of the University; that the interests of the University are not prejudiced by it, and that they have resolved to take no action upon it;
- or* (d) that in their opinion the proposed Statute makes no alteration of any Statute which affects the University, and does not require the consent of the University; but that the interests of the University are prejudiced by it, and that they have accordingly resolved to petition Her Majesty in Council for its disallowance, or for the disallowance of part of it.
- (3) When the Vice-Chancellor makes an announcement under sub-paragraph (a) or sub-paragraph (c) above, the Grace seeking the consent of the Regent House or the resolve of the Council to take no action, as the case may be, must be subject to a time limit, and the Council has determined that this limit shall be one year. Any such Grace or announcement will include a statement that it is subject to the proviso that the proposed Statute be submitted to the Privy Council by a specified date (that is to say a date one year later than the date of the announcement) after which date the Council will wish to reconsider the proposed Statute.
- (4) If, after a proposed Statute has been submitted to the Privy Council, the Vice-Chancellor is informed that the Governing Body of a College wish to make further alterations of it, the procedure set out above should be followed afresh in its entirety, except in the following case. After giving public notice in accordance with sub-paragraph (3) above of receipt of the further alterations, the Vice-Chancellor may, if it is clear that the alterations are of a minor character and will not render the Statute substantially different from the Statute which was the subject of the earlier announcement under sub-paragraph (a) or sub-paragraph (c), in due course and after consultation with the Privy Council, as appropriate, give notice that no further statement on behalf of the University is required.

**Annual Report of the Council for the academical year 2012–13;
Annual Report of the General Board to the Council for the academical year 2012–13;
Reports and Financial Statements for the year ended 31 July 2013:
Notice in response to remarks made in Discussion**

24 February 2014

The Council has received the remarks made at the Discussion on 21 January 2014 (*Reporter*, 6335, 2013–14, p. 343) concerning the above Reports (*Reporter*, 6329, 2013–14, pp. 158, 166, and 171). The following provides the Council's response to the remarks made on all three Reports, as some of the remarks cover similar topics.

Professor Evans queries whether the amendments to the role of the Council's Executive Committee, made in response to the recommendations of the Council's Woolf Inquiry Working Group, should have been put to the Regent House for approval. Whilst the Council agrees that decisions in this area need to be taken with great care, the Council is content that the extension of the Committee's role in reviewing donations to include the scrutiny of other funding is not of itself controversial. If there are any significant changes to policy in this area, the Regent House will be consulted.

In response to Dr de Lacey's first point, the Cambridge Fringes Joint Development Control Committee, comprising members of Cambridge City Council, South Cambridgeshire District Council, and Cambridgeshire County Council, resolved to grant outline planning consent in August 2012. However, the County Council itself does not actually grant planning consent and separate consents within their respective areas were therefore granted by the City and District Councils.

With regard to the issue of the boundary between Girton Parish and Cambridge City: the North West Cambridge Development site is a 150ha site, and is located in the administrative boundaries of both the City Council and the South Cambridgeshire District Council. Approximately 90ha of land was released for development to meet the University's needs through the North West Cambridge Area Action Plan (2009), which included a review of the Green Belt boundary. Following a review by a planning inspector, the Green Belt boundary was redrawn; the land referred to as the 'Girton Gap' by Dr de Lacey is a defined Green Belt area and the boundary cannot be changed by the University as landowner or planning applicant, or by the local authorities. The boundary could only be changed by a further Green Belt policy review held before a government-appointed inspector.

The University has sought to develop the entire development site as a coherent whole, though there will be residents on the site that live within different administrative boundaries. Differences between the services offered by adjoining local authorities exist across the country, where administrative boundaries interface.

Professor Evans' remarks concerning the publication of monographs will be considered by the General Board as the policy on Open Access develops.

In response to the points made by Dr de Lacey and Mr Goode on pay, the Council and the General Board through their Human Resources Committee regularly review the pay of all staff and will continue to monitor emerging developments in this area.

The Council is submitting a Grace for the approval of its Annual Report (which includes the General Board's Report) (Grace 1, p. 409).

Retrospectivity concerning the LL.M. Degree

The Registry gives notice that, under Regulation 9 for Supplicats (*Statutes and Ordinances*, p. 181, as amended by Grace 1 of 27 November 2013), the following holder of the LL.B. Degree, who satisfied the Examiners for the LL.B. Examination before 1 October 1982, has now been redesignated as a holder of the LL.M. Degree:

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

Environmental Policy Review: Call for evidence

The University of Cambridge's current Environmental Policy dates from 2008 (<http://www.environment.admin.cam.ac.uk/policy-overview>). A review committee, chaired by the Pro-Vice-Chancellor for Institutional Affairs, is embarking on a review of the University's Environmental Policy. The outcome will be an environmental sustainability policy covering teaching, research, and administrative functions of the University, set in the context of sustainability in the wider sense and reflecting that the University has policies in other areas of sustainability.

In the consultation phase, the committee is seeking the views of the University on key objectives, targets, and matters relating to implementation. An online questionnaire, with a closing date of 19 March 2014, is open to all members of the University at <https://www.surveymonkey.com/s/CUenvironmental-policy-review>.

In addition, focus groups are being held as part of the review process. Anybody wishing to participate in these should register their interest by emailing environment@admin.cam.ac.uk.

Alternatively, written evidence, including name, contact details, and indicating whether this is an individual or institutional response, can be submitted by 19 March 2014 to environment@admin.cam.ac.uk or Environment and Energy, 74 Trumpington Street, Cambridge, CB2 1RW.

A summary of the responses to the questionnaire and all written evidence will be published following the review process.

Statistical information about staff grades, additional payments, and market supplements: Publication of 2011–12 data and correction to 2012–13 data

24 February 2014

Grace 9 associated with the Second Joint Report of the Council and the General Board on new pay and grading arrangements for non-clinical staff (*Reporter*, 6002, 2004–05, p. 745) provides for the Council to publish at least annually (i) anonymized statistical information about the number of non-clinical staff on each step of the single spine, for the institution as a whole and by School (or equivalent), according to staff category, grade, and gender; and (ii) anonymized information by School (or equivalent), according to staff category, grade, and gender, of additional payments made under the regulations for payments additional to stipend, but excluding payments for clinical responsibility.

Owing to an oversight, the statistical information for 2011–12 was not published in 2012–13. Accordingly the Council now publishes information for 2011–12 showing in the tables below the payments that have been made. All data is to 31 July 2012.

There was also an error in Tables 11(a) and 11(b) of the statistical information for 2012–13 published on 15 January 2014 (*Reporter*, 6333, 2013–14, p. 261); when assigning Departments to Schools a small number of market supplements were plotted incorrectly against Arts and Humanities and have now been correctly attributed to Humanities and Social Sciences. Corrected Tables 11(a) and 11(b) are therefore now published below.

(i) Non-clinical staff on each step of the single spine

Tables 1–9 show the number of non-clinical staff on each step of the single spine by grade and gender for (a) academic including research staff and (b) academic-related and assistant staff. Table 1 shows the data for the institution as a whole; Tables 2–9 show the data by School (or equivalent). In each table contribution points on the single spine are shaded.

(ii) Payments additional to stipend

Table 10 shows (a) pensionable and (b) non-pensionable payments made under the regulations for payments additional to stipend for each School (or equivalent) according to staff category (academic and non-academic) and by grade and gender, including bonus payments.

Market supplements

Under the arrangements introduced by the Second Joint Report of the Council and the General Board on new pay and grading arrangements for non-clinical staff (*Reporter*, 6002, 2004–05, p. 745), market supplements may be made to secure the recruitment or retention of an individual member of staff.

Grace 7 associated with the Second Joint Report provides for the Council to publish anonymized statistical information on all awards of market supplements at least annually by staff category, grade, gender, and School (or equivalent).

Accordingly, the Council publishes below information for 2011–12 on the market supplements that have been made. Table 11(a) shows the total number of staff in receipt of market supplements; Table 11(b) shows the number of awards made between 1 October 2011 and 31 July 2012.

In order to improve scrutiny, accountability, and transparency in the award of market supplements the Council established a Remuneration Committee (*Reporter*, 6093, 2007–08, p. 282) which considers, as part of its remit, the determination of market supplements over 10% for professorial and equivalent staff.

Table 4(a): Number of academic and research staff on the single salary spine by grade, gender, and scale point
 School of Clinical Medicine (as at 31 July 2012)

Scale Point	Grade 7		Grade 8		Grade 9		Grade 10		Grade 11		Grade 12		Overall		Scale Point														
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female															
92															92														
91															91														
90															90														
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13															13														
12															12														
11															11														
10															10														
9															9														
8															8														
7															7														
6															6														
5															5														
4															4														
3															3														
2															2														
1															1														
Total	0	0	0	0	0	0	0	0	0	0	47	142	0	0	168	309	0	8	57	55	2	0	8	4	22	10	304	528	Total

Table 5(b): Number of academic-related and assistant staff on the single salary spine by grade, gender, and scale point
 School of the Humanities and Social Sciences (as at 31 July 2012)

Scale Point	Grade 7		Grade 8		Grade 9		Grade 10		Grade 11		Grade 12		Overall		Scale Point														
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female															
92												0	0	0	0	92													
91												0	0	0	0	91													
90												0	0	0	0	90													
89												0	0	0	0	89													
88												0	0	0	0	88													
87												0	0	0	0	87													
86												0	0	0	0	86													
85												0	0	0	0	85													
84												0	0	0	0	84													
83												1	0	1	0	83													
82												0	0	0	0	82													
81												0	0	0	0	81													
80												0	0	0	0	80													
79												0	0	0	0	79													
78												0	0	0	0	78													
77												0	0	0	0	77													
76												0	0	0	0	76													
75												0	0	0	0	75													
74												0	0	0	0	74													
73												0	0	0	0	73													
72												0	0	0	0	72													
71												0	0	0	0	71													
70												0	0	0	0	70													
69												0	0	0	0	69													
68												2	0	2	0	68													
67												0	0	0	0	67													
66												0	0	0	0	66													
65												0	0	0	0	65													
64												0	0	0	0	64													
63												0	0	0	0	63													
62												0	0	0	0	62													
61												0	0	0	2	61													
60												0	0	1	0	60													
59												1	0	0	0	59													
58												0	0	0	0	58													
57												0	1	0	3	57													
56												0	0	0	1	56													
55												1	0	0	1	55													
54												1	0	0	0	54													
53												0	0	0	1	53													
52												2	0	0	0	52													
51												0	0	0	0	51													
50												1	1	0	0	50													
49												1	0	0	0	49													
48												4	1	6	2	48													
47												0	0	0	2	47													
46												0	0	0	0	46													
45												0	0	0	1	45													
44												0	0	0	1	44													
43												0	0	0	3	43													
42												1	1	1	9	42													
41												0	0	0	4	41													
40												1	1	1	0	40													
39												0	6	1	0	39													
38												1	2	5	12	38													
37												0	2	3	2	37													
36												0	2	1	3	36													
35												2	9	0	0	35													
34												1	25	0	1	34													
33												1	1	1	5	33													
32												0	2	1	6	32													
31												0	2	1	0	31													
30												1	2	2	4	30													
29												8	16	1	0	29													
28												0	0	1	4	28													
27												0	0	1	2	27													
26												0	0	1	5	26													
25												0	1	2	7	25													
24												5	9	0	0	24													
23												1	0	0	0	23													
22												0	1	0	1	22													
21												0	0	1	1	21													
20												0	0	0	2	20													
19												1	0	0	0	19													
18												4	5	1	0	18													
17												1	0	4	5	17													
16												1	0	1	0	16													
15												0	2	0	2	15													
14												0	0	0	0	14													
13												0	0	0	0	13													
12												0	0	0	0	12													
11												0	0	0	0	11													
10												0	0	0	0	10													
9												0	0	0	0	9													
8												0	0	0	0	8													
7												0	0	0	0	7													
6												0	0	0	0	6													
5												0	0	0	0	5													
4												0	0	0	0	4													
3												0	0	0	0	3													
2												0	0	0	0	2													
1												0	0	0	0	1													
Total	0	0	7	7	7	14	15	41	10	55	11	26	8	19	12	7	3	2	2	8	1	2	0	0	3	0	79	181	Total

Table 7(a): Number of academic and research staff on the single salary spine by grade, gender, and scale point
 School of Technology (as at 31 July 2012)

Scale Point	Grade 0		Grade 1		Grade 2		Grade 3		Grade 4		Grade 5		Grade 6		Grade 7		Grade 8		Grade 9		Grade 10		Grade 11		Grade 12		Overall	Scale Point		
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female			Male	Female
92																									0	0	0	0	92	
91																										0	0	0	0	91
90																										0	0	0	0	90
89																										0	0	0	0	89
88																										0	0	0	0	88
87																										0	0	0	0	87
86																										1	0	1	0	86
85																										0	0	0	0	85
84																										0	0	0	0	84
83																										1	1	1	1	83
82																										0	0	0	0	82
81																										6	1	6	1	81
80																										1	0	1	0	80
79																										4	0	4	0	79
78																										2	1	2	1	78
77																										3	0	3	0	77
76																										5	0	5	0	76
75																										13	0	13	0	75
74																										5	1	5	1	74
73																										2	0	2	0	73
72																										6	1	6	1	72
71																										1	1	1	1	71
70																										2	0	2	0	70
69																										7	0	7	0	69
68																										24	1	24	1	68
67																										1	0	1	0	67
66																										0	0	0	0	66
65																										0	0	0	0	65
64																										0	0	0	0	64
63																										0	0	42	4	63
62																										0	0	1	0	62
61																										2	0	37	3	61
60																										5	0	2	1	60
59																										5	0	2	1	59
58																										0	0	4	2	58
57																										0	0	60	11	57
56																										0	0	4	3	56
55																										0	0	8	3	55
54																										0	0	3	0	54
53																										0	0	7	2	53
52																										1	0	4	1	52
51																										3	2	0	0	51
50																										4	1	0	0	50
49																										3	1	0	0	49
48																										0	0	31	13	48
47																										0	0	3	1	47
46																										0	0	12	2	46
45																										0	0	19	3	45
44																										0	0	25	3	44
43																										0	0	9	0	43
42																										0	0	29	10	42
41																										0	0	22	6	41
40																										0	0	0	0	40
39																										0	0	5	1	39
38																										0	0	25	9	38
37																										0	0	8	7	37
36																										0	0	1	2	36
35																										0	0	4	0	35
34																										0	0	1	1	34
33																										0	0	4	4	33
32																										0	0	0	0	32
31																										0	0	0	0	31
30																										0	0	0	0	30
29																										0	0	0	0	29
28																										0	0	0	0	28
27																										0	0	0	0	27
26																										0	0	0	0	26
25																										0	0	0	0	25
24																										0	0	0	0	24
23																										0	0	0	0	23
22																										0	0	0	0	22
21																										0	0	0	0	21
20																										0	0	0	0	20
19																										0	0	0	0	19
18																										0	0	0	0	18
17																										0	0	0	0	17
16																										0	0	0	0	16
15																										0	0	0	0	15
14																										0	0	0	0	14
13																										0	0	0	0	13
12																										0	0	0	0	12
11																										0	0	0	0	11
10																														

Table 7(b): Number of academic-related and assistant staff on the single salary spine by grade, gender, and scale point
 School of Technology (as at 31 July 2012)

Scale Point	Grade T		Grade 1		Grade 2		Grade 3		Grade 4		Grade 5		Grade 6		Grade 7		Grade 8		Grade 9		Grade 10		Grade 11		Grade 12		Overall		Scale Point
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	
92																									0	0	0	0	92
91																									0	0	0	0	91
90																									0	0	0	0	90
89																									0	0	0	0	89
88																									0	0	0	0	88
87																									0	0	0	0	87
86																									0	0	0	0	86
85																									0	0	0	0	85
84																									0	0	0	0	84
83																									1	0	1	0	83
82																									0	1	0	1	82
81																									0	0	0	0	81
80																									0	0	0	0	80
79																									0	0	0	0	79
78																									1	0	1	0	78
77																									0	0	0	0	77
76																									0	0	0	0	76
75																									0	0	0	0	75
74																									0	0	0	0	74
73																									0	0	0	0	73
72																									0	0	0	0	72
71																									0	0	0	0	71
70																									0	0	0	0	70
69																									0	0	0	0	69
68																									0	0	0	0	68
67																									2	0	2	0	67
66																									0	3	0	3	66
65																									2	0	2	0	65
64																									1	1	1	1	64
63																									1	0	0	0	63
62																									1	1	1	1	62
61																									6	1	2	0	61
60																									4	2	2	2	60
59																									2	0	1	0	59
58																									0	1	4	3	58
57																									2	0	1	0	57
56																									3	4	3	4	56
55																									7	6	0	0	55
54																									1	1	1	0	54
53																									3	1	0	1	53
52																									0	2	0	0	52
51																									0	1	1	3	51
50																									1	0	1	0	50
49																									3	2	1	1	49
48																									1	1	5	10	48
47																									0	1	1	0	47
46																									1	0	2	4	46
45																									1	0	1	0	45
44																									4	0	2	2	44
43																									2	0	3	4	43
42																									2	1	6	3	42
41																									5	3	1	1	41
40																									7	3	0	2	40
39																									12	10	0	2	49
38																									0	2	15	24	38
37																									3	1	3	4	37
36																									4	6	1	9	36
35																									7	7	3	4	35
34																									10	23	3	1	34
33																									0	2	2	2	33
32																									0	0	1	5	32
31																									1	1	2	3	31
30																									1	2	2	9	30
29																									9	9	1	5	29
28																									0	0	1	1	28
27																									0	0	1	4	27
26																									0	0	1	1	26
25																									0	1	1	3	25
24																									3	1	1	2	24
23																									1	0			23
22																									0	0			22
21																									1	0			21
20																									0	0			20
19																									0	0			19
18																									1	1			18
17																									6	7			17
16																									0	0			16
15																									2	0			15
14																									1	0			14
13																									0	0			13
12																									0	0			12
11																									0	0			11
10																									2	0			10
9																									0	0			9
8																									0	0			8

Table 8(b): Number of academic-related and assistant staff on the single salary spine by grade, gender, and scale point
Council institutions (as at 31 July 2012)

Scale Point	Grade 1		Grade 2		Grade 3		Grade 4		Grade 5		Grade 6		Grade 7		Grade 8		Grade 9		Grade 10		Grade 11		Grade 12		Overall		Scale Point	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female		Male
92																								3	0	3	0	92
91																								0	0	0	0	91
90																								1	0	1	0	90
89																								1	0	1	0	89
88																								1	0	1	0	88
87																								5	2	5	2	87
86																								0	0	0	0	86
85																								0	0	0	0	85
84																								0	0	0	0	84
83																								1	0	1	0	83
82																								0	0	0	0	82
81																								1	0	1	0	81
80																								2	0	2	0	80
79																								0	1	0	1	79
78																								0	0	0	0	78
77																								1	0	1	0	77
76																								1	0	1	0	76
75																								4	0	4	0	75
74																								0	0	0	0	74
73																								0	1	0	1	73
72																								0	0	0	0	72
71																								0	0	0	0	71
70																								1	0	1	0	70
69																								4	1	4	1	69
68																								0	0	0	0	68
67																								6	3	6	3	67
66																								3	3	3	3	66
65																								0	2	0	2	65
64																								5	6	3	0	64
63																								4	5	2	3	63
62																								5	4	1	2	62
61																								5	3	7	16	61
60																								2	5	3	7	60
59																								5	4	3	2	59
58																								0	1	12	12	58
57																								2	0	24	26	57
56																								1	6	2	2	56
55																								21	21	1	9	55
54																								1	8	4	5	54
53																								4	3	3	3	53
52																								3	3	2	6	52
51																								1	4	3	6	51
50																								3	1	5	3	50
49																								5	9	4	3	49
48																								2	2	17	22	48
47																								0	0	2	5	47
46																								1	2	3	6	46
45																								0	6	6	8	45
44																								2	1	5	6	44
43																								1	2	2	7	43
42																								0	0	2	0	42
41																								2	1	15	15	41
40																								1	1	5	3	40
39																								2	3	6	5	39
38																								10	13	3	4	38
37																								1	1	19	31	37
36																								0	0	3	10	36
35																								1	2	3	5	35
34																								5	13	5	13	34
33																								25	53	4	6	33
32																								1	0	1	14	32
31																								0	0	4	5	31
30																								0	1	4	12	30
29																								2	2	12	18	29
28																								40	25	5	6	28
27																								0	5	4	7	27
26																								0	0	1	5	26
25																								0	0	0	3	25
24																								2	0	5	13	24
23																								19	5	4	2	23
22																								5	0	2	2	22
21																								2	2	2	2	21
20																								3	6	1	1	20
19																								2	7	1	0	19
18																								0	1	3	1	18
17																								13	19	13	19	17
16																								2	7	2	7	16
15																								0	1	0	1	15
14																								2	0	2	0	14
13																								0	1	0	1	13
12																								0	0	0	0	12
11																								0	0	0	0	11
10																								0	0	0	0	10
9																								0	0	0	0	9
8																								0	0	0	0	8
7																								0	0	0	0	7
6																								0	0	0	0	6
5																												

Table 9(a): Number of academic and research staff on the single salary spine by grade, gender, and scale point
Other General Board institutions (as at 31 July 2012)

Scale Point	Grade 0		Grade 1		Grade 2		Grade 3		Grade 4		Grade 5		Grade 6		Grade 7		Grade 8		Grade 9		Grade 10		Grade 11		Grade 12		Overall		Scale Point		
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female		Scale Point	
92																										0	0	0	0	92	
91																											0	0	0	0	91
90																											0	0	0	0	90
89																											0	0	0	0	89
88																											0	0	0	0	88
87																											0	0	0	0	87
86																											0	0	0	0	86
85																											0	0	0	0	85
84																											0	0	0	0	84
83																											0	0	0	0	83
82																											0	0	0	0	82
81																											0	0	0	0	81
80																											0	0	0	0	80
79																											0	0	0	0	79
78																											0	0	0	0	78
77																											0	0	0	0	77
76																											0	0	0	0	76
75																											0	0	0	0	75
74																											0	0	0	0	74
73																											0	0	0	0	73
72																											0	0	0	0	72
71																											0	0	0	0	71
70																											0	0	0	0	70
69																											1	0	1	0	69
68																											0	0	0	0	68
67																											0	0	0	0	67
66																											0	0	0	0	66
65																											0	0	0	0	65
64																											0	0	0	0	64
63																											0	0	0	0	63
62																											0	0	0	0	62
61																											0	0	0	0	61
60																											0	0	0	0	60
59																											0	0	0	0	59
58																											0	0	0	0	58
57																											0	0	0	0	57
56																											0	0	0	0	56
55																											0	0	0	0	55
54																											0	0	0	0	54
53																											0	0	0	0	53
52																											0	0	0	0	52
51																											0	0	0	0	51
50																											0	0	0	0	50
49																											0	0	0	0	49
48																											0	0	0	0	48
47																											0	0	0	0	47
46																											0	0	0	0	46
45																											0	0	0	0	45
44																											0	0	0	0	44
43																											0	0	0	0	43
42																											0	0	0	0	42
41																											0	0	0	0	41
40																											0	0	0	0	40
39																											0	0	0	0	39
38																											0	0	0	0	38
37																											0	0	0	0	37
36																											0	0	0	0	36
35																											0	0	0	0	35
34																											0	0	0	0	34
33																											0	0	0	0	33
32																											0	0	0	0	32
31																											0	0	0	0	31
30																											0	0	0	0	30
29																											0	0	0	0	29
28																											0	0	0	0	28
27																											0	0	0	0	27
26																											0	0	0	0	26
25																											0	0	0	0	25
24																											0	0	0	0	24
23																											0	0	0	0	23
22																											0	0	0	0	22
21																											0	0	0	0	21
20																											0	0	0	0	20
19																											0	0	0	0	19
18																											0	0	0	0	18
17																											0	0	0	0	17
16																											0	0	0	0	16
15																											0	0	0	0	15
14																											0	0	0	0	14
13																											0	0	0	0	13

Table 9(b): Number of academic-related and assistant staff on the single salary spine by grade, gender, and scale point
 Other General Board institutions (as at 31 July 2012)

Scale Point	Grade 1		Grade 1		Grade 2		Grade 3		Grade 4		Grade 5		Grade 6		Grade 7		Grade 8		Grade 9		Grade 10		Grade 11		Grade 12		Overall		Scale Point	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female		Total
92																										0	0	0	0	92
91																										0	0	0	0	91
90																										0	0	0	0	90
89																										0	0	0	0	89
88																										0	0	0	0	88
87																										0	1	0	1	87
86																										0	0	0	0	86
85																										0	0	0	0	85
84																										0	0	0	0	84
83																										0	0	0	0	83
82																										0	0	0	0	82
81																										0	0	0	0	81
80																										0	0	0	0	80
79																										1	1	1	1	79
78																										0	0	0	0	78
77																										0	0	0	0	77
76																										0	0	0	0	76
75																										1	0	1	0	75
74																										0	0	0	0	74
73																										0	0	0	0	73
72																										0	0	0	0	72
71																										0	0	0	0	71
70																										0	1	0	1	70
69																										0	0	0	0	69
68																										0	0	0	0	68
67																										0	0	0	0	67
66																										0	0	0	0	66
65																										2	0	2	0	65
64																										5	1	1	1	64
63																										0	0	0	0	63
62																										2	1	2	1	62
61																										6	3	4	3	61
60																										3	0	3	0	60
59																										7	2	7	2	59
58																										3	2	5	3	58
57																										6	0	9	5	57
56																										2	4	1	1	56
55																										15	5	1	1	55
54																										2	1	1	0	54
53																										2	1	0	0	53
52																										0	4	0	0	52
51																										1	1	1	4	51
50																										1	2	0	1	50
49																										4	5	0	1	49
48																										1	2	0	0	48
47																										1	1	1	2	47
46																										0	0	1	0	46
45																										0	0	1	1	45
44																										0	0	1	1	44
43																										2	0	0	0	43
42																										3	2	0	0	42
41																										0	0	6	7	41
40																										2	0	1	6	40
39																										1	1	0	0	39
38																										5	5	0	0	38
37																										1	0	0	4	37
36																										8	8	0	3	36
35																										2	4	0	1	35
34																										0	2	0	2	34
33																										14	31	0	2	33
32																										0	2	3	6	32
31																										1	0	3	3	31
30																										0	2	2	2	30
29																										16	35	3	1	29
28																										0	2	1	7	28
27																										0	0	0	3	27
26																										0	0	1	4	26
25																										0	2	2	5	25
24																										10	16	2	1	24
23																										0	2	0	2	23
22																										1	2	1	2	22
21																										3	2	1	2	21
20																										0	2	4	7	20
19																										0	0	3	0	19
18																										0	0	0	0	18
17																										11	12	11	12	17
16																										1	1	1	1	16
15																										5	6	5	6	15
14																										4	6	4	6	14
13																										1	3	1	3	13
12																										0	0	0	0	12
11																										0	0	0	0	11
10																														

Table 10(a): Staff in receipt of a pensionable payment made during the 2011–12 financial year (1 August 2011 – 31 July 2012)

	Arts & Humanities		Biological Sciences		Clinical Medicine		Humanities & Social Sciences		Physical Sciences		Technology		Council		General Board		Total	
	No	£ total	No	£ total	No	£ total	No	£ total	No	£ total	No	£ total	No	£ total	No	£ total	No	£ total
Admin Responsibility	1	£4,860	1	£10,000	2	£3,494	3	£17,441	1	£417	2	£10,889	1	£2,847	1	£1,789	11	£51,320
			1	£4,583			4	£21,833	3	£919	1	£11,521					3	£16,521
Chairman Faculty Board	9	£25,411					1	£2,155									16	£48,163
	2	£12,280					2	£6,479									3	£14,434
Deputy Director/Head			10	£45,370	1	£8,099	2	£6,749	2	£9,718	7	£33,801	1	£5,327			23	£109,063
			1	£1,930	1	£3,239	2	£6,479	2	£11,321	2	£7,984					6	£19,612
Director	3	£10,799			1	£12,959	5	£19,392	2	£8,480	2	£27,821					13	£82,292
							2	£8,100	1	£6,480							3	£14,580
Head of Department	8	£36,712	11	£143,498	12	£91,284	6	£43,327	10	£111,756	3	£41,033					50	£467,609
	4	£11,877			1	£2,312	1	£4,859	1	£12,957	1	£19,436					8	£51,441
Acting Head	1	£866	1	£5,922	3	£8,021	1	£2,025	1	£1,639							7	£18,474
	1	£540	1	£2,850													3	£3,370
Head of Division																	7	£29,561
	2	£2,425															7	£14,144
Secretary Faculty Board	1	£1,345					5	£11,719									1	£1,345
	24	£81,074	23	£204,789	19	£123,857	26	£122,486	18	£135,352	21	£143,105	2	£8,174	1	£1,789	134	£820,626
	8	£26,042	3	£9,344	2	£5,552	7	£21,592	3	£19,854	4	£38,920					27	£121,303
Total	32	£107,116	26	£214,133	21	£129,408	33	£144,078	21	£155,205	25	£182,026	2	£8,174	1	£1,789	161	£941,929

Table 10(b): Staff in receipt of a non-pensionable payment during the 2011–12 financial year (1 August 2011 – 31 July 2012)

	Arts & Humanities		Biological Sciences		Clinical Medicine		Humanities & Social Sciences		Physical Sciences		Technology		Council		General Board		Total	
	No	£ total	No	£ total	No	£ total	No	£ total	No	£ total	No	£ total	No	£ total	No	£ total	No	£ total
Biological Safety Officer			11	£8,000	13	£7,703	3	£1,438	3	£1,823	2	£1,537					29	£19,062
Female			3	£1,929	12	£7,059					3	£1,296					21	£11,721
Bonus																	21	£481,792
Male																	3	£1,427
Female																	1	£250
Chairman Degree Comm.																		
Male																		
Female																		
Chairman Payment	5	£4,194	4	£2,985					11	£4,089	2	£400					25	£12,205
Female	1	£3,248	1	£200					1	£384	1	£200					5	£4,432
Deputy Director/Head			1	£2,427	1	£2,875			3	£4,450	1	£2,600					7	£16,852
Female	2	£965	1		1	£44,037			1	£3,233							5	£4,782
Male																	1	£44,037
Female																		
Head of Department																		
Male			9	£5,761	4	£2,349			5	£2,928	4	£3,090					22	£14,128
Laser Officer			2	£972	1	£486			2	£1,066	1	£200					4	£2,187
Female																		
Male																	3	£1,266
Librarian																		
Female																		
Radiation Supervisor			19	£12,254	22	£13,748			9	£5,824	1	£729					53	£33,043
Female			14	£11,052	24	£14,268			1	£182	1	£660					41	£26,467
Safety Off/Adviser			4	£871	11	£4,128	8	£1,859	5	£1,245	2	£754					54	£16,269
Female			3	£648	3	£1,886	8	£2,421	6	£1,523	2	£754					52	£16,072
Male																		
Sec. Degree Comm.																		
Female																		
Male																		
Secretary Payment																		
Female	1	£1,617															2	£4,111
Male																	1	£167
Total	9	£5,065	55	£35,554	58	£75,984	15	£7,434	38	£21,424	14	£9,477					217	£638,869
Female	7	£6,478	24	£16,039	54	£27,506	15	£5,396	9	£5,323	9	£7,500					134	£72,815
Total	16	£11,543	79	£51,594	112	£103,490	30	£12,830	47	£26,746	23	£16,977					351	£711,684

Table 11(a): Count of all staff in receipt of a market supplement as at 31 July 2012 by staff category, school (or equivalent), and gender

Staff category	Supplement % of salary	Grade		Arts & Humanities		Humanities & Social Sciences		Physical Sciences		Technology		Biological Sciences		Clinical Medicine		Council		General Board		Sub-Total		% F
		M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	
Academic	>2.5% ≤5%			1	1															3	1	25%
						1	1													4	1	100%
									1				2							1	1	20%
	>5% ≤7.5%							1			1									1	1	50%
					2	1	4	4			2		2		1					14	1	7%
					1	2	4	4			7	1	1							11	1	8%
	>7.5% ≤10%			2	2					1										3	1	0%
					1	2	4	4	1		1		8	1	1					16	4	23%
	>10% ≤12.5%								2				3							5	1	20%
	>12.5% ≤15%										1									1	1	0%
					2						2		2							2	2	50%
	>15% ≤17.5%			11																4		0%
				2		1													3		0%	
>17.5% ≤20%												1							1		0%	
										1									1		0%	
>20% ≤22.5%					1														1		0%	
>22.5% ≤25%																			1		0%	
>25% ≤27.5%																			1		0%	
>27.5% ≤30%																			1		0%	
>30% ≤32.5%																			1		0%	
>32.5% ≤35%																			1		0%	
>35% ≤37.5%																			1		0%	
>37.5% ≤40%																			2		0%	
>40% ≤42.5%																			1		0%	
>42.5% ≤45%																			1		0%	
>45% ≤47.5%																			1		0%	
>47.5% ≤50%																			1		0%	
>50% ≤52.5%																			1		0%	
>52.5% ≤55%																			1		0%	
>55% ≤57.5%																			1		0%	
>57.5% ≤60%																			1		0%	
>60% ≤62.5%																			1		0%	
>62.5% ≤65%																			1		0%	
>65% ≤67.5%																			1		0%	
>67.5% ≤70%																			1		0%	
>70% ≤72.5%																			1		0%	
Total £ awarded																			£998,972	£68,346		
	>5% ≤7.5%									1									1	1	100%	
																			1	1	100%	
																			1		0%	
										1									2	2	0%	
	>7.5% ≤10%										1								1	2	67%	
																			1	1	0%	
																			1	1	100%	
																			1	1	50%	
	>12.5% ≤15%																		1	1	0%	
																			1	1	0%	
	>15% ≤17.5%																		1	1	0%	
																			1	1	0%	
	>17.5% ≤20%																		1	1	0%	
																			1	1	0%	
	>22.5% ≤25%																		1	1	0%	
																			1	1	0%	
	>32.5% ≤35%																		1	1	0%	
																			1	1	0%	
	>35% ≤37.5%																		2	2	0%	
	>40% ≤42.5%																		1	1	0%	
	>60% ≤62.5%																		1	1	0%	
	>122.5% ≤125%																		1	1	0%	
Total £ awarded	>7.5% ≤10%																		£475,973	£26,975		
Assistant																			1	1	0%	
Total £ awarded	>2.5% ≤5%																		1	1	0%	
	>7.5% ≤10%									1									1	1	0%	
Research																			1	1	50%	
Total £ awarded																			£14,343	£5,994		

Academic	82	Female	12
Academic Related	20		7
Assistant	1		0
Research	3		1
Total Supplements	£1,491,519		£101,315

VACANCIES, APPOINTMENTS, ETC.**Electors to the Professorship of Education (2008)**

The Council has appointed members of the *ad hoc* Board of Electors to the Professorship of Education (2008) as follows:

Professor John Rallison, *T*, in the Chair, as the Vice-Chancellor's deputy

(a) on the nomination of the Council

Professor Loraine Gelsthorpe, *PEM*

Professor Johannes Vermunt

(b) on the nomination of the General Board

Professor Martin Daunton, *TH*

Dame Barbara Stocking, *MUR*

Professor Rosamund Sutherland, *University of Bristol*

(c) on the nomination of the Faculty Board of Education

Professor John Gray, *HO*

Professor Anna Vignoles

Professor Sir David Watson, *University of Oxford*

Elections

The following elections have been made:

Professor David De Cremer, B.A., M.A., *Leuven*, Ph.D., *Southampton*, Professor of Management, China Europe International Business School, Shanghai, elected KPMG Professor of Management Studies with effect from 1 July 2014.

Professor Yrjö Helariutta, M.Sc., Ph.D., *Helsinki*, Professor of Plant Developmental Biology, University of Helsinki, elected Professor in the Sainsbury Laboratory with effect from 1 August 2014.

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/whats-on/>) 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>Applied Mathematics and Theoretical Physics</i>	2014 Andrew Chamblin Memorial Lecture: <i>The pointless Universe</i> , by Professor Michael Green FRS, at 5 p.m. on Thursday, 13 March 2014, in the Lady Mitchell Hall, Sidgwick Site. Admission free but booking required.	http://tinyurl.com/andrewchamblin2014
<i>Equality and Diversity</i>	International Women's Day 2014: <i>The meaning of success: Insights from women at Cambridge</i> , book launch and panel discussion hosted by the Vice-Chancellor, with interviews by BBC newsreader Jane Hill, at 5.30 p.m. on Wednesday, 5 March 2014 at West Road Concert Hall. Admission free but booking required.	http://www.cam.ac.uk/events/international-womens-day-2014-lecture

REGULATIONS FOR EXAMINATIONS**Examination in African Studies for the degree of Master of Philosophy**

(*Statutes and Ordinances*, p. 509)

With effect from 1 October 2014

The General Board, on the recommendation of the Degree Committee for the Faculty of Human, Social, and Political Science, have approved changes to the scheme of examination for the M.Phil. Degree in African Studies by adding an essay on a topic related to the topic of the candidate's thesis and a certificate in a language approved by the Degree Committee.

By amending Regulation 1 so as to read:

1. The scheme of examination for the one-year course of study in African Studies for the degree of Master of Philosophy shall consist of:

- (a) an essay, either thematic or bibliographical, of not more than 5,000 words, on a topic approved by the Degree Committee for the Faculty of Human, Social, and Political Science, which is related to the topic of the candidate's thesis to be submitted under (b) below;
- (b) a thesis of between 15,000 and 20,000 words including tables, footnotes, and appendices, but excluding bibliography, on a topic approved by the Degree Committee;
- (c) two essays, each of not more than 5,000 words and on a topic chosen from a list of topics prescribed or approved by the Degree Committee;
- (d) a certificate of proficiency awarded by the University of Cambridge Language Centre in Swahili or another language that has been approved by the Degree Committee, or a certificate of attendance awarded by the University of Cambridge Language Centre for training in an African language that has been approved by the Degree Committee.

The Degree Committee shall give notice of the topics specified under (c) above not later than the division of Lent Term each year.

Examination in History for the degree of Master of Studies

(Statutes and Ordinances, p. 549)

With immediate effect

The General Board have approved a correction to Regulation 3 of the special regulations for the M.St. Degree in History, so that the reference to the exit award for candidates not completing the thesis element of the degree is to a Postgraduate Diploma, not a Postgraduate Certificate.

Examination in Interdisciplinary Design for the Built Environment for the degree of Master of Studies

(Statutes and Ordinances, p. 550)

With immediate effect

The General Board have, on the recommendation of the Degree Committee for History of Art and Architecture, approved changes to the regulations for the M.St. Degree, to reflect the current requirements of the course and clarify the exit award requirements.

By adding new paragraph (d) to Regulation 2 as follows:

- (d) studio design work as approved by the Degree Committee.

By adding new Regulation 4 as follows:

4. The Examiners may recommend to the Degree Committee that it recommends to the Institute of Continuing Education the award of the Postgraduate Diploma to a candidate who has satisfactorily completed the requirements specified in Regulation 2(b)–(d), and to a candidate who has not completed, or fails to reach the required standard in, the thesis.

Diplomas and Certificates open to non-members of the University

(Statutes and Ordinances, p. 579)

With immediate effect

The General Board have, on the recommendation of the Institute of Continuing Education Academic Operations Committee, approved the following changes to the regulations for Diplomas and Certificates open to non-members of the University.

Regulation 14.

By removing the word 'diligently' from the certification of attendance in order to make the wording consistent with that in Regulation 13.

Diplomas

Institute of Continuing Education

The Schedule of Diplomas is amended so as to represent correctly all awards offered:

by amending Diploma in Archaeology to Diploma in Archaeology I, and by adding Diploma in Archaeology II, and Diploma in Archaeology III;

by amending Diploma in Historic Environment to Diploma in Historic Environment I, and by adding Diploma in Historic Environment II, and Diploma in Historic Environment III;

by amending Diploma in Local History to Diploma in Local History I, and by adding Diploma in Local History II;

by amending Diploma in English Literature to Diploma in English Literature I, and by adding Diploma in English Literature II;

by amending Diploma of Higher Education in Modern English Literature to Diploma of Higher Education in English Literature.

Certificates

Institute of Continuing Education

The Schedule of Certificates is amended so as to represent correctly all awards offered:

by amending Certificate in Archaeology to Certificate in Archaeology I, and by adding Certificate in Archaeology II;

by amending Certificate in Creative Writing to Certificate in Creative Writing I, and by adding Certificate in Creative Writing II, and Certificate of Higher Education in Creative Writing;

by amending Certificate in Historic Environment to Certificate in Historic Environment I, and by adding Certificate in Historic Environment II, and Certificate in Historic Environment III;

by amending Certificate in International Development to Certificate in International Development I, and by adding Certificate in International Development II.

Postgraduate Certificate

By deleting Regulation 1 of the regulations for the Institute of Continuing Education Postgraduate Certificate which currently lists only two of the various Postgraduate Certificates now offered by the Institute of Continuing Education and by amending current Regulation 2 so as to read (the scheme of examination is unchanged):

The scheme of examination for the Postgraduate Certificates administered by the Institute of Continuing Education shall be prescribed by the Strategic Committee for the Institute and shall require submission of work of 9,000–15,000 words or the equivalent.

Certificate in Theology for Ministry

(*Statutes and Ordinances*, p. 581)

With effect from 1 October 2014

The General Board, on the recommendation of the Bachelor of Theology Management Committee and the Faculty Board of Divinity, have approved changes to the Certificate in Theology for Ministry to meet the needs of graduate applicants preparing for ministry, whose training would benefit from access to the teaching and resources of the Faculty of Divinity made available through the range of papers offered for the B.Th. Degree. The General Board have also approved the retitling of the award as the Diploma in Theology for Ministry in recognition of the alignment of the content and entry requirements for the Diploma with the Framework for Higher Education Qualifications Level 6 awards.

By rescinding the regulations for the Certificate in Theology in Ministry and replacing them with the following regulations:

DIPLOMA IN THEOLOGY FOR MINISTRY

1. The Faculty Board of Divinity shall be the administering body for the Diploma in Theology for Ministry, but they may delegate the detailed administration of the Diploma to their Committee for the Management of the B.Th. Degree.

2. A student may be a candidate for the Diploma of Theology for Ministry if he or she has been proposed by a Member Institution of the Cambridge Theological Federation and admitted by the Faculty Board. The course of study shall be either for one-year (full-time) or for two-years (part-time).

3. Candidates shall be required to offer five papers, or the equivalent combination of papers and half-papers, comprising:

- (a) a total of three papers drawn from those specified for the B.Th. Degree in Groups A, B, C, and D;
- (b) Paper B.Th. 51;
- (c) a reflective report of no more than 3,000 words on a placement, which shall count as one half-paper; and
- (d) a dissertation on any topic, approved by the Faculty Board, relating to the subject of any full or half-paper from among those specified for the B.Th. Degree, as specified under Regulation 21 for the Bachelor of Theology Degree, which shall count as one paper.

By replacing the reference to the Certificate with a reference to the Diploma in Regulation 3 of the regulations for the Committee of Management for the Degree of Bachelor of Theology for Ministry (*Statutes and Ordinances*, p. 613) and in the Schedule to the regulations for Diplomas and Certificates open to non-members of the University (*Statutes and Ordinances*, p. 580).

CLASS-LISTS, ETC.

Approved for degrees

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Approved for the degree of Master of Surgery

The M.Chir. Committee is satisfied that the following candidate has reached the requisite standard for the degree of Master of Surgery:

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GRACES

Grace submitted to the Regent House on 26 February 2014

The Council submits the following Grace to the Regent House. This Grace, unless it is withdrawn or a ballot is requested in accordance with the regulations for Graces of the Regent House (*Statutes and Ordinances*, p. 103), will be deemed to have been approved at 4 p.m. on Friday, 7 March 2014.

1. That the Annual Report of the Council for the academical year 2012–13, dated 25 November 2013, (*Reporter*, 6329, 2013–14, p. 158) be approved.¹

¹ See the Council's Notice on p. 378.

ACTA**Result of ballot on Grace 1 of 22 January 2014**

25 February 2014

The Registry gives notice that as a result of the postal ballot held between 14 and 24 February 2014, the following Grace of the Regent House was approved:

1. That the recommendations in paragraph 13 of the Report of the General Board, dated 25 November 2013, on the establishment of a Stephen W. Hawking Professorship of Cosmology (*Reporter*, 6327, 2013–14, p. 133), be approved.

The results of the voting on this Grace are as follows:

Number of valid votes:	1,352 (one spoilt paper)
In favour of the Grace (<i>placet</i>)	746
Against the Grace (<i>non placet</i>)	606

Graces submitted to the Regent House on 12 February 2014

The Graces submitted to the Regent House on 12 February 2014 (*Reporter*, 6337, 2013–14, p. 368) were approved at 4 p.m. on Friday, 21 February 2014.

Congregation of the Regent House on 22 February 2014

A Congregation of the Regent House was held at 2 p.m. All the Graces that were submitted to the Regent House (*Reporter*, 2013–14, 6336, p. 361 and 6339, p. 374) were approved.

The following degrees were conferred:

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

J. W. NICHOLLS, *Registrar*

END OF THE OFFICIAL PART OF THE 'REPORTER'

FLY-SHEETS REPRINTED

The following fly-sheets, etc. are reprinted in accordance with the Council's Notice on Discussions and Fly-sheets (*Statutes and Ordinances*, p. 108).

Report of the General Board on the establishment of a Stephen W. Hawking Professorship of Cosmology

***Placet* Flysheet**

On the express wishes of the late Dennis Avery, The Avery-Tsui Foundation has generously donated \$6m to create and support the Stephen W. Hawking Professorship of Cosmology. \$2m will be used to create an endowment, controlled by the University, which will contribute to the costs of the Hawking Professorship. The remaining \$4m will be controlled by a Trust whose objectives are to advance education and promote research in the science of cosmology at the University of Cambridge for the public benefit, and in particular to support the University in securing the best possible candidate as the Hawking Professor. Three Trustees have *ex-officio* senior roles in the University; the fourth Trustee is Miss Natasha Wong, the daughter of Dennis Avery.

The named Professorship is to be held for seven years, with the possibility of extension. Neither the Trustees nor the Foundation have any role in the selection or extension of the Hawking Professor. Concern has been expressed that the extension arrangement might set a precedent for the introduction of performance review for University officers, but this is misplaced. The Report in paragraph 5 makes clear that the individual would hold the University office of Professor from the outset until the retiring age. Only the title is subject to periodic review.

The Trustees are required to invest the \$4m in the Cambridge University Endowment Fund. The Trust Deed Agreement provides for the Trustees annually to make a payment to the Hawking Professor of such an amount (termed the Crown Distribution by the donor) as may be necessary in their judgement to secure or retain the best possible candidate, up to a limit of 2.6% of the balance of the endowment (currently a maximum annual gross amount of £67,000), provided that the University stipend is 'equal to or greater than the average salary and benefits received by other Professors of similar years of service, or rank who hold appointments in the Department of Applied Mathematics and Theoretical Physics'. Any income remaining after this payment to the Professor will be transferred to the Department to be used for the advancement of the subject.

How will the Trustees know what is an appropriate contribution? On appointment, Professors negotiate a remuneration package that reflects the University's current practices, its perception of the contribution that the individual is likely to make in future years, and the requirements of the individual. Professorial pay is generally independent of the source of funding in order to achieve equality of pay practices, but the Royal Society, for example, sets a minimum salary for its Research Professors that is above the Cambridge minimum; given the acknowledged distinction of such individuals when appointed this does not pose a problem in practice and, of course, Royal Society Research Professors have made and continue to make enormous contributions to the work of the University. The Hawking Professorship will be analogous. The intention and expectation of Dennis Avery and the Avery-Tsui Foundation is that the Hawking Professor will be internationally outstanding. It is therefore axiomatic that on recruitment the Professor will expect to be paid at a higher level than the average. An appropriate market level determined by usual University procedures might well turn out to match the average of the current most senior and distinguished Professors in the School of Physical Sciences. Although the Crown Distribution is determined by the Trustees, it is simply a continuing contribution to the overall salary of the Professor.

Once in post, the Hawking Professor would be eligible to apply for contribution increments in the same way as other Professors. The recommendation of the Vice-Chancellor's Advisory Committee will then be considered by the Trustees. This proposed mechanism should, therefore, not lead to salary levels for the Hawking Professor that are significantly different from those of colleagues of comparable distinction in Cambridge.

It has been suggested that the mechanism for payment of the Crown Distribution circumvents the University's salary structure. However, the discretion of the Trustees is constrained by the requirements of charity law to pay only what is reasonably necessary to recruit or retain the Professor. There is therefore no need for additional regulation to ensure this outcome. The route to a decision may be unusual for Cambridge, but the outcome should not be.

Concern was also expressed about the potential financial burden falling on the Department and School arising from the continuing employment costs of any former holders of the Professorship. The Report makes it clear that the School will be able to manage that liability by, if necessary, declining to fill the vacant Professorship.

In short, we believe that this donation will indeed further the science of cosmology in Cambridge and will rightly honour the name of Stephen Hawking. We therefore urge you to vote *Placet* to this proposal.

P. M. ALLMENDINGER
N. BAMPOS
J. C. BARNES
M. G. BLAMIRE
J. L. CADDICK
S. A. COAKLEY

M. J. DAUNTON
S. C. FRANKLIN
L. F. GLADDEN
D. A. GOOD
P. H. HAYNES
A. HOPPER

R. C. KENNICUTT
R. J. LINGWOOD
M. McDONALD
D. J. MASKELL
M. A. PARKER
R. W. PRAGER

J. M. RALLISON
J. K. M. SANDERS
A. D. YATES
S. J. YOUNG

Fly-sheet in support of the Stephen W. Hawking Professorship of Cosmology

1. The proposed Stephen W. Hawking Professorship of Cosmology in the Department of Applied Mathematics and Theoretical Physics (DAMTP) presents a unique opportunity for the University. The establishment of this Professorship would mark an important step towards ensuring the continuation of the University's long and distinguished history in the field of gravitation and cosmology.

2. Research into the fundamental structure of the Universe and the nature of gravity has advanced rapidly with Cambridge mathematicians at the forefront, making key breakthroughs in our understanding of both the Big Bang and Black Holes. Theoretical advances continue to be driven by confrontation with new experiments, such as the Planck satellite and the LIGO gravitational wave observatory, and new scientific questions will emerge as our Universe is mapped and Black Holes are probed at higher resolution. The worldwide reputation of Cambridge in this field is reflected by a constant influx of postdoctoral fellows and visiting scientists each year and by the large number of talented students enrolling in our Master's Degree and PhD programmes. The establishment of the Professorship will offer the opportunity to attract and retain theorists of the highest international standing to lead research in this field.

3. The Professorship will mark in perpetuity the contributions of our colleague Stephen Hawking who throughout his career has made groundbreaking advances which have dramatically improved our understanding of the Universe and Black Holes. Alongside this he has provided a grand vision of the science of the Universe which he has communicated to the wider public more successfully than anyone before him.

4. The benefactors of the proposed Hawking Professorship, the late Dennis Avery together with his wife Sally Wong Avery, have been generous supporters of the University and its colleges. Their previous gifts have included an endowment in 2007 used by Professor Hawking to establish the Centre for Theoretical Cosmology within DAMTP. Dennis Avery had a particular vision for a unique professorship that would attract world-leading candidates to Cambridge and ensure the continuation of Professor Hawking's legacy. In particular, he wanted the Professorship to be named, not after the donors, but after Professor Hawking himself.

5. The Report of the General Board and the statement by the Pro-Vice Chancellor for Institutional Affairs in the Discussion, on behalf of the Trustees of the proposed Endowment Trust, are reassuring about the proposed detailed arrangements for the Professorship. The Trustees and University will work together to ensure that the remuneration of the Stephen Hawking Professor will be consistent with that of any other distinguished Professor in the School of Physical Sciences. The School and Department have determined that the resources required to support future Stephen Hawking Professors will be available and affordable.

6. We have considered the implications of the generous benefaction offered by the Avery-Tsui Foundation for the establishment of a Stephen W. Hawking Professorship of Cosmology and we have concluded that it would be of great benefit to the study of cosmology, gravitation and related areas of theoretical physics in DAMTP and in the wider University. The benefaction offers a timely and strategic opportunity; if we refuse it then the opportunity will have been lost. We support the recommendation of the General Board and urge you to vote *Placet*.

T. M. ADAMO	B. EHRLER	A. ISERLES	N. PEAKE
D. ALEXANDER	D. O. ERDOS	C. R. JONES	M. J. PERRY
P. ALEXANDER	J. M. EVANS	R. JOZSA	J. E. PINTO DA SILVA E
B. C. ALLANACH	A. C. FABIAN	M. J. KELLY	CONCEICAO SANTOS
R. G. W. ANDERSON	P. FOLKES DAVIS	R. C. KENNICUTT	H. PRICE
R. J. ASHER	A. S. FOKAS	T. W. KÖRNER	M. R. E. PROCTOR
P. J. N. BAERT	C. FRENCH	E. R. S. KUNJI	F. QUEVEDO
J. D. BARROW	M. GANESALINGAM	A. N. LASENBY	H. S. REALL
D. D. BAUMANN	M. B. GARDINER	H. N. LATTER	R. D. E. SAUNDERS
N. BERLOFF	G. W. GIBBONS	P. F. LINDEN	E. P. S. SHELLARD
C. F. BONVIN	H. GODAZGAR	O. B. LINTON	D. SIJACKI
P. M. BRAKEFIELD	M. GODAZGAR	J. J. LIPNER	S. T. C. SIKLOS
L. M. BUTCHER	M. J. GOODRICK	R. G. MCMAHON	H. SIRRINGHAUS
J. N. BUTTERFIELD	M. B. GREEN	R. MAIOLINO	D. B. SKINNER
J. CAMPS	S. F. GULL	N. S. MANTON	U. SPERHAKE
A. D. CHALLINOR	M. G. O. HAEHNELT	P. A. MARKOWICH	D. R. SPRING
D. CHU	P. H. HAYNES	S. W. MOORE	A. STREET
P. J. CLARKSON	A. HENNEGAN	A. J. MURRAY	C. E. THOMAS
T. M. CRANE	E. J. HINCH	T. C. O'CONNELL	D. TONG
M. DAFERMOS	J. C. HILL	P. J. O'DONNELL	P. K. TOWNSEND
A. C. DAVIS	M. P. HOBSON	J. A. O'SULLIVAN	A. TURCHYN
N. DOREY	R. D. HOLDER	G. I. OGIIVIE	R. VENKATARAMANAN
M. DÖRRZAPF	J. HOLSTEIN	J. C. OTTEM	R. R. WEBER
M. DUNAJSKI	R. R. HORGAN	J. C. B. PAPALOIZOU	M. B. WINGATE
G. P. EFSTATHIOU	P. HUTCHINSON	G. P. PATERNAIN	S. A. WOTTON

Flysheet on Grace 1 of 22 January 2014: Equal Pay

The establishment of a Stephen W. Hawking Professorship of Cosmology

Over the last decade, the University has established procedures to ensure compliance with the Equal Pay Act (1970) and its successor, the Equality Act (2010).

When market supplements were introduced in January 2006, the University was assured that

- “the need for, and the level of, such market supplements must be evidence based”;
- “it is fundamental ... [that] there should be greater transparency of criteria, processes, and outcomes in the arrangements for pay and grading so that they are seen to be open and fair”;
- there would be “equal pay audits (relating, for example, to factors such as gender and ethnicity)”.

In May 2013 the University approved amendments to the market supplement scheme, *inter alia*, because of concerns with the Review Process, and in particular because “it can be difficult for departments to provide market data and evidence as part of the review process to support the continuation of a market supplement, especially for academic posts”.

Because of these “difficulties experienced in trying to define the ‘market’ in relation to academic posts”, Advanced Contribution Supplements (ACS) were introduced for academic staff as the primary means of supplementing the salary for retention or recruitment purposes. Although the possibility of awarding market pay was left open, the University agreed “an ACS should be regarded as the primary means of supplementing the income of academic staff for recruitment or retention purposes”.

Not everything was changed. It remains “essential that the application of market pay is justifiable by reference to objective evidence”, and there is still the need to consider

- equal pay considerations (including whether there is an implication for specific individuals or groups of staff), and
- whether action in particular cases will create a knock-on effect for other roles (so that more problems are caused than are solved);

The “Crown Distribution” is not an ACS (although the Hawking Professor will be entitled to apply for one); as currently conceived, it *is* market pay. Over the last year there is no evidence that it has become easier to obtain market data for academic posts, and the payment mechanism is far from transparent. Indeed, the best/only description of the latter is in the (draft) Council Minutes of 20 January 2014:

- “The Pro-Vice-Chancellor (Institutional Affairs) reported that the comparison would not be with colleagues internationally; rather it would be based on internal benchmarking and, in particular, the market level would be identified by comparison with the average of the salaries of the most senior established chairs in the School of the Physical Sciences”.

Such an internal comparison is likely to have knock-on effects, although it may turn out to be impossible since the Hawking Professor would be under no obligation to inform the Trust of his or her salary (and Legal Services have indicated that “it would not be proper to obligate the Professor to consent to the transfer of such data as a condition of his or her employment”). Without such knowledge how can the Trustees determine the “Crown Distribution”? Further, there is no obligation for the Trustees to inform the University of the “Crown Distribution”, so generating a question mark over any University equal pay audit. Indeed the split payment means that the full salary of the Hawking Professor will not be visible in the University’s annual equal-pay monitoring statistics.

On equal pay grounds, these proposals benefit neither the University, nor the person the Chair is honouring.

A. B. S. ABULAFIA
R. J. BARNES
R. J. BOWRING
D. J. CHIVERS
M. R. CLARK
W. J. CLEGG
S. J. COWLEY
P. A. W. EDWARDS

S. EFSTATHIOU
S. J. EGMEN
S. K. L. ELLINGTON
D. J. FELDMAN
C. E. FENTON-GLYNN
J. R. GOG
R. E. GOLDSTEIN
D. J. GOODE

N. J. HOLMES
A. HONERKAMP-SMITH
A. P. KELLY
J. S. L. MCCOMBIE
I. J. MADDISON
P. C. MILLETT
S. M. OOSTHUIZEN
R. PADMAN

A. I. PESCI
C. L. PHILLIPS
D. R. PRATT
O. RATH
A. A. VINNICOMBE

Flysheet on Grace 1 of 22 January 2014

Establishment of a Stephen W. Hawking Professorship of Cosmology

We believe that the proposed professorship is so wrongly structured that it is not a proper permanent tribute to Professor Hawking, whose scientific and popular identities are so closely intertwined with that of Cambridge itself, and that, moreover, accepting this donation will set a host of dangerous precedents. The criticisms below should not be interpreted in any way as criticisms of Professor Hawking or the Avery family.

There are six problematic aspects of the proposed professorship.

1) *Circumvention of the university-wide salary structures and threat to meritocracy.* It is clear that the deed was structured to circumvent the salary structures of the university in order to guarantee an outsized payment to the chair-holder. The guidance notes point out equal pay issues that would be raised by channeling the extra payment through the university, and suggest that these would somehow be avoided if the extra payment is given directly to the chair-holder, as if the ethical issues would disappear. The assertion in the Report that the Trustees will take account of the conventions for salary and pay in the University has no legal status, because the only binding document is the deed, as stated in the deed itself. Paragraph 9 of the deed asserts that the department must certify each year to the trustees that the base salary of the Hawking professor is at least the average of other professors in the department (including contribution points and market supplements). It is clearly unfair to tie one professor's salary to that of others. This is a direct threat to meritocracy.

2) *A precedent along the path towards post-tenure review.* The reviews after 7 and 12 years in the chair would constitute the only example of a post-tenure review of professors in this University (putting aside positions such as Royal Society Research Professors, whose tenure in that position is decided by an *external institution*). For a person of such alleged high international standing to be the only professor in the university subject to such humiliating judgement is unacceptable. This precedent for post-tenure review might well be an opening to post-tenure review of all chair-holders, or perhaps everyone. We urge colleagues in the University to contemplate the implications of allowing this to be approved.

3) *Precedent for future donors.* Agreeing to the proposed arrangements for this chair opens the door to giving donors unprecedented ability to ignore existing rules in the university and to seek their own special arrangements.

4) *Reputational risk.* There have been two recent strike actions taken to demand across the board salary increases for staff in the university. We risk further reputational damage if we agree to ignore the existing rules of the university to enrich someone at the top of the academic ladder when the vast majority of others have not had a decent pay rise in years.

5) *Burden on the school.* Because of the structure of the donation, to be able to afford this position a lectureship will have to be suppressed, and personal chairs created for former holders of the professorship, likely with salaries comparable to that of the Hawking Chair for purposes of retention. It is within the realm of possibilities that two or even more former holders would be in DAMTP concurrently, putting a severe drain on finances and fundamentally curtailing freedom to make appointments. The Report notes that this burden will fall on the school. The creation of such positions should not be in the hands of donors unless they pay for it.

6) *Determination of the extra payment.* The yearly determination of the extra payment made to the holder is a prescription for exploitation, in which the chair-holder will be rewarded for seeking external offers, since the payment is deemed for "retention".

We must not go down the path of letting the ends justify the means. Accepting this donation in its present form is unnecessary. We would strongly support a chair that follows present regulations on salary pay and tenure procedures. This proposed Chair is in clear violation of both; we therefore urge members of the Regent House to **vote Non Placet on Grace 1**.

A. B. S. ABULAFIA
D. S. H. ABULAFIA
L. ALLEN
N. ALLINGTON
M. AMRANI
Z. H. BARBER
J. H. BARRETT
J. BERNI
M. D. BOLTON
R. J. BOWRING
J. M. BROOK
C. J. B. BROOKES
B. J. BURCHELL
P. CICUTA
M. R. CLARK
S. J. COWLEY
A. J. CRISP
N. A. CUTLER
L. T. DENAULT
C. DUCATI
E. EISER
S. K. L. ELLINGTON
P. D. EVANS
D. J. FELDMAN

C. E. FENTON-GLYNN
A. FINCH
J. L. GLUZA
M. A. GOLDIE
R. E. GOLDSTEIN
D. J. GOODE
D. A. GREEN
B. B. GROISMAN
C. A. HANIFF
P. HALSON
R. D. HARDING
M. M. HINES
A. HONERKAMP-SMITH
M. HREBENIAK
I. R. JAMES
L. J. JARDINE-WRIGHT
A. J. KABLA
I. KAZANIS
U. F. KEYSER
A. N. KING
K. M. KNOWLES
P. F. KORNIACKI
B. KUSHNER
M. R. LAVEN

I. B. LEADER
J. LI
J. S. L. MCCOMBIE
W. C. MCGREW
N. M. MACLAREN
K. J. MCNAMARA
I. J. MADDISON
STUART MARTIN
A. MARTINEZ-ARIAS
S. D. MATHER
P. C. MILLETT
A. G. MILNE
ALEXANDRA MORRIS
M. R. MORRIS
S. MUKHERJI
J. A. NEUFELD
C. J. O'KANE
W. O'NEILL
T. OWENS
M. I. PALACIOS DE CASTRO
Y. PELEG
A. I. PESCI
C. L. PHILLIPS
B. J. PHIPPS

D. R. PRATT
I. G. ROBERTS
L. C. G. ROGERS
M. G. SARGEANT
W. O. SAXTON
J. E. SCOTT-WARREN
B. D. SIMONS
B. STEGER
J. T. STOCK
K. M. STOTT
Z. A. M. SVENDSEN
J. H. SWENSON-WRIGHT
M. TOMALIN
V. VERGIANI
N. M. VRIEND
A. A. R. WEBB
S. WITHINGTON
H. B. WYDRA
L. XU
B. YUAN
K. YUNUS

Statement on behalf of the General Board

The *Non Placet* flysheets rehearse a number of concerns that were raised in the Discussion of this Report. The following comments were made by the Council in response to the Discussion remarks and are repeated here for the information of the Regent House.

- “(a) It was suggested that the mechanism for payment of the Crown Distribution circumvents the University’s salary structure. While this may appear to be the case, the discretion of the Trustees of The Dennis S. Avery and Sally Tsui Wong-Avery Endowment Trust is constrained by the requirements of charity law to pay only what is reasonably necessary to recruit or retain the Professor.¹ As elaborated in the remarks of Professor Sanders, speaking on behalf of the Trustees, the Trustees have agreed a mechanism for determining the value of the Crown, in the light of relevant information, that should ... ‘not lead to salary levels for the Hawking Professor that are significantly different from those of colleagues of comparable distinction’. This should provide substantial assurance to the Regent House that the payment of the Crown will neither give rise to equal pay issues nor concerns about bestowing a private benefit on the individual as suggested in the Discussion.
- “(b) Concern was expressed that the arrangement might set an unfortunate precedent for the introduction of performance review for University officers. The Report in paragraph 5 makes clear that, irrespective of the period for which the Professor holds the title of Stephen W. Hawking Professor, the Professor would hold the office of Professor from the outset until the retiring age. Only the grant of the title is subject to a periodic review process provided for in Regulation 5 for the Professorship.
- “(c) Concern was also expressed about the potential financial burden falling on the Department of Applied Mathematics and Theoretical Physics and the School of the Physical Sciences as a consequence of meeting the employment costs of any former holders of the Professorship who revert to holding a single tenure Professorship for the remainder of their employment. This is considered in paragraph 10(b) of the General Board’s Report, which makes it clear that the School will be able to manage the extent of that liability by, if necessary, declining to fill a vacancy in the Professorship, or indeed any other vacant post.”

This donation provides a superb opportunity to advance the study of cosmology in the University and to honour the name of a remarkable scientist. I urge you to vote *Placet*.

J. M. RALLISON
On behalf of the General Board

¹ <http://www.admin.cam.ac.uk/cam-only/reporter/2013-14/6327/HawkingProfessorship-GuideforTrustees.pdf>

COLLEGE NOTICES**Elections***Corpus Christi College*

The following elections have been made:

Elected to a Fellowship in Class A, in Politics, with immediate effect:

Dr Aaron Rapport

Elected to a Stipendiary Research Fellowship in Social Psychology, in Class B, with effect from 1 October 2014:

Ms Sophie Zadeh

Elected to a Guild Fellowship:

Mr Liong Seen Kwee

Mrs Wai Phin Kwee

Mr Andrew Cook

Exeter College: Stipendiary Lecturership in Economics (fixed-term); salary: £12,383–£13,927; closing date: 12 March 2014 at 12 noon; further particulars: <http://www.exeter.ox.ac.uk/college/vacancies>

Lincoln College: Lecturership in Physics (six hours); tenure: three years, fixed term; salary: £12,507–£14,066; closing date: 13 March 2014; further particulars: <http://www.lincoln.ox.ac.uk/Lecturership-in-Physics>

Mansfield College: Access and Admissions Administrator; salary: Grade 6 (£26,527–£31,644); closing date: 14 March 2014; further particulars: <http://www.mansfield.ox.ac.uk/about/vacancies.html> or by email to academic.administrator@mansfield.ox.ac.uk

St Anne's College: Personal Assistant to the Principal and the Treasurer (maternity cover); salary: £29,000; closing date: 3 March 2014; further particulars: <http://www.st-annes.ox.ac.uk/about/job-opportunities>

Vacancies

St John's College: College Research Associates (up to six posts); collegiate benefits apply (no stipend or honorarium); tenure: as from 1 September 2014; closing date: 30 May 2014; further particulars: <http://www.joh.cam.ac.uk>

EXTERNAL NOTICES**University of Oxford**

All Souls College: Conference in honour of Ian Maclean entitled *Transforming the early modern republic of letters: literature, learning, logic, books* from 31 March to 2 April 2014; cost: £15 (full) / £5 (concessions) per day; registration and further details: http://www.all-souls.ox.ac.uk/content/Hilary_Term

Rollo Davidson Trust

The Rollo Davidson Trustees give notice that they have awarded the 2014 Rollo Davidson Prize jointly to:

Paul Bourgade, *Institute for Advanced Study, Princeton* and *University of Cambridge*, for remarkable new results in random matrix theory and related topics; and

Ivan Corwin, *Columbia University* and *MIT*, for outstanding achievements in the area of stochastic growth processes and their relation to integrable systems.

Further information: <http://www.statslab.cam.ac.uk/Rollo/>

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