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UNIVERSITY OF  
CAMBRIDGE

**NOTICES****Calendar**

13 December, *Wednesday*. Last ordinary issue of the *Reporter* in Michaelmas Term.

19 December, *Tuesday*. Michaelmas Term ends.

25 December, *Monday*. Christmas Day. Scarlet Day.

5 January, *Friday*. Lent Term begins.

10 January, *Wednesday*. First ordinary issue of the *Reporter* in Lent Term.

16 January, *Tuesday*. Full Term begins.

23 January, *Tuesday*. Discussion by videoconference at 2 p.m. (see below).

**Discussion on Tuesday, 23 January 2024**

The Vice-Chancellor invites members of the Regent House, University and College employees, registered students and others qualified under the regulations for Discussions (*Statutes and Ordinances*, p. 111) to attend a Discussion by **videoconference** on Tuesday, 23 January 2024 at 2 p.m. The following item will be discussed:

1. Joint Report of the Council and the General Board, dated 6 December 2023, on a revised procedure for the investigation of an allegation of research misconduct (*Reporter*, 6721, 2023–24, p. 172).

Those wishing to join the Discussion by videoconference should email [UniversityDraftsman@admin.cam.ac.uk](mailto:UniversityDraftsman@admin.cam.ac.uk) from their University email account, providing their CRSid (if a member of the collegiate University), by 10 a.m. on the date of the Discussion to receive joining instructions. Alternatively contributors may email their remarks to [contact@proctors.cam.ac.uk](mailto:contact@proctors.cam.ac.uk), copying [ReporterEditor@admin.cam.ac.uk](mailto:ReporterEditor@admin.cam.ac.uk), by no later than 10 a.m. on the day of the Discussion for reading out by the Proctors,<sup>1</sup> or may ask someone else who is attending to read the remarks on their behalf.

In accordance with the regulations for Discussions, the Chair of the Board of Scrutiny or any ten members of the Regent House<sup>2</sup> may request that the Council arrange for one or more of the items listed for discussion to be discussed in person (usually in the Senate-House). Requests should be made to the Registry, on paper or by email to [UniversityDraftsman@admin.cam.ac.uk](mailto:UniversityDraftsman@admin.cam.ac.uk) from addresses within the [cam.ac.uk](http://cam.ac.uk) domain, by no later than 9 a.m. on the day of the Discussion. Any changes to the Discussion schedule will be confirmed in the *Reporter* at the earliest opportunity.

General information on Discussions is provided on the University Governance site at <https://www.governance.cam.ac.uk/governance/decision-making/discussions/>.

<sup>1</sup> Any comments sent by email should please begin with the name and title of the contributor as they wish it to be read out and include at the start a note of any College and/or Departmental affiliations held.

<sup>2</sup> <https://www.scrutiny.cam.ac.uk/> and [https://www.admin.cam.ac.uk/reporter/regent\\_house\\_roll/](https://www.admin.cam.ac.uk/reporter/regent_house_roll/).

**Topping Study recommendations: Proposed work strands**

1. In Easter Term 2022, members of the Regent House presented a Grace proposing an end to all sponsorship and collaboration with companies involved in the fossil fuel industry (*Reporter*, 6666, 2021–22, p. 640) The Council responded by commissioning Nigel Topping to lead a study to analyse the likely impact of the Grace on the University's research and teaching, and the Grace's compatibility with the University's mission and duties as a higher education charity. The Council received the Study<sup>1</sup> in July 2023. It agreed to establish a working group to consider how best to implement the Study's recommendations and consult with the Cambridge community on them. The Working Group reported to the Council on 15 October 2023.

2. Further to the Council's Notice of 9 November 2023 (*Reporter*, 6718, 2023–24, p. 111), the Council now wishes to report to the Regent House on the four strands of work proposed by the Working Group to take forward the Topping Study's recommendations. These four strands, together with the proposal for the creation of an office of an additional Pro-Vice-Chancellor with responsibility for sustainability, will provide the foundation for the development of a wider institutional strategy on climate and environmental sustainability covering both academic and operational activities.

**Strand 1: Development of an institutional academic strategy on climate and environmental sustainability**

3. The Working Group recommended, and the Council has agreed, that an institutional academic strategy in climate and sustainability, building upon the University's interdisciplinary research strengths, capabilities and ambitions, be developed.

4. The Research Policy Committee has now established a group to take the lead on the elements of that strategy which relate to research into climate and environmental sustainability. It is proposed that this strand of work will be complemented by a second piece of work that focuses on education, reporting to the General Board's Education Committee. Additional activities are also underway to progress other aspects of this strategy such as partnerships and philanthropy.

<sup>1</sup> The Study is available at <https://www.admin.cam.ac.uk/reporter/documents/reports/FossilFuelStudy2023.pdf>

**Strand 2: Development of a clear framework for assessing the acceptability of fossil fuel funding**

5. The Working Group recommended, and the Council has agreed, that a clear framework for quickly assessing the acceptability or otherwise of fossil fuel funding be developed as a priority.

6. At its meeting on 28 November 2023, the Committee on Benefactions and External and Legal Affairs discussed and provided feedback on an initial set of ideas for a revised process to review potential collaborations with, and funding from, fossil fuel companies. The Committee will have further in-depth discussions in early March 2024, with a view to agreeing a proposal in April.

**Strand 3: Establishment of a plan for meeting ISO 20400 standards for sustainable procurement**

7. The Council endorsed the Working Group's recommendation that a sophisticated and properly informed framework for procurement which tracks the embedded emissions and companies' performance toward net zero and uses these to choose between vendors, should be established.

8. The Procurement team has already committed to attaining the ISO 20400 sustainable procurement standard. In recent weeks the University has signed up to a carbon supplier tool as part of Cambridge's collaboration with other universities on sustainable procurement. This exercise will commence with the University's strategic suppliers, which are managed by the central Procurement team.

**Strand 4: Collegiate University-wide consultation**

9. The Council agreed with the Working Group's recommendation that the collegiate University community should be invited to meet and discuss the points raised in the Working Group's report as soon as practicable.

10. The University's Internal Communications Team has drawn up a communications plan that aims to enable members of the University community, including the student body, to comment on these matters. The engagement exercise started this term with a meeting of the Heads of Institutions on 12 December. Two further meetings, one for academic and professional services staff and one for students, are planned for early Lent Term 2024. The details of these meetings will be announced in the *Reporter* and invitations sent by email to all University staff and students. Comments and suggestions from these meetings will be fed back to those working on the different strands.

**Development of an institutional strategy on climate and environmental sustainability**

11. At its meeting in October 2023, the Council received a draft Strategic Framework for Sustainability and discussed where the University's resources and effort should be focused to maximise Cambridge's impact on addressing the global challenges associated with the climate crisis.

12. The Council is of the view that work on the draft Framework and the strands of work responding to the recommendations of the Working Group, together with the proposed appointment of a sixth Pro-Vice-Chancellor to lead in this area, now need to be sequenced properly to ensure that all initiatives are appropriately joined up and a coherent strategy can be developed as a result.

13. To this end, the draft Framework, in particular those aspects which align with the recommendations of the Working Group, will be used as a foundation for a new strategy. The Council's comments on the draft Framework will help to inform that work.

14. As with the remit of the proposed creation of an additional office of Pro-Vice-Chancellor, it is recommended that the initial focus of the strategy will be on climate and environmental sustainability as being the most urgent and pressing areas of need, with the intention that the scope will broaden to other elements of the UN Sustainable Development Goals as progress is made. The strategy will be comprehensive, covering the University's academic and operational activities. In its first iteration, it will integrate and enhance the University's interdisciplinary research strengths, capabilities and ambitions and will encompass its educational offerings and outreach activities. It will also set out how the University will achieve a sustainable and resilient University estate, articulating the conditions necessary to meet the science-based targets in relation to climate and by enhancing biodiversity. In addition, it will promote the development of new and creative but achievable initiatives to further the University's contributions in this area.

15. It is envisaged that the Council, together with the General Board, will discuss progress towards this strategy at their Strategic Awayday in March 2024.

**Ballot of the Regent House: Voting open until 18 December 2023**

The following ballot is currently open for voting by members of the Regent House:

- Election to the Board of Scrutiny in class (c)(i)

**Voting closes at 5 p.m. on Monday, 18 December 2023** and members who were listed on the Roll of the Regent House promulgated on 6 November 2023 are eligible to vote. Voting information, including candidate statements and links to the voting portal, is available online at <https://www.governance.cam.ac.uk/ballots/voting/> [Raven access only].

## NOTICES BY THE GENERAL BOARD

### Review of Teaching

8 December 2023

The General Board and the Colleges' Committee have commissioned a Review of Teaching. The Review will be concerned primarily with two areas: student workload and its impact on mental health and wellbeing, and the supervision system (in particular the available resources for supervision, both personnel and financial, and how these relate to the quality of educational provision).

The review will be overseen by a Task and Finish Group chaired by Professor Bhaskar Vira, Pro-Vice-Chancellor for Education. The Group will report to the General Board and the Colleges' Committee, with updates provided to the Council. The Group will consult with the General Board's Education Committee and the Senior Tutors' Committee as its work progresses.

The first meeting of the Task and Finish Group will take place in the Lent Term 2024. Further communications, including a framework to support Faculties, Departments and Colleges in considering the issues under review, will be issued in due course.

### Academic Career Pathways, 2024 exercises: Committee memberships

The General Board have appointed the following as members of committees for the Academic Career Pathways 1 October 2024 exercises in both *Research and Teaching* and *Teaching and Scholarship*, which will run in parallel. Further information on the Academic Career Pathways is available at <https://www.acp.hr.admin.cam.ac.uk/> (R&T) and <https://www.acptands.hr.admin.cam.ac.uk/> (T&S).

#### Vice-Chancellor's Committee

The Vice-Chancellor, Professor Deborah Anne Prentice (*Chair*)

Professor Catherine Sarah Barnard (Arts and Humanities)

Professor Julian Charles Rayner (Biological Sciences)

Professor Michael Patrick Forbes Sutcliffe (Clinical Medicine)

Professor Nicolette Zeeman (Humanities and Social Sciences)

Professor Clemens Friedrich Kaminski (Physical Sciences)

Professor Serena Michelle Best (Technology)

Professor Kamal Ahmed Munir (Pro-Vice-Chancellor for University Community and Engagement)

Dr Michael Roger Walker Glover (Academic Secretary)

Ms Andrea Hudson (*Secretary*)

#### Externals:

Professor Gesine Manuwald, *University College London* (Arts and Humanities)

Professor Susan Wray, *University of Liverpool* (Biological Sciences)

Professor Yvonne Barnett, *Anglia Ruskin University* (Clinical Medicine)

Professor Niamh Moloney, *London School of Economics and Political Science* (Humanities and Social Sciences)

Professor Julia Mary Yeomans, *University of Oxford* (Physical Sciences)

Professor Jaafar Elmoghani, *King's College London* (Technology)

#### SCHOOL COMMITTEES

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##### *Arts and Humanities*

Professor Catherine Sarah Barnard (*Chair*)

Professor Gesine Manuwald (*External*)

Professor Simon David Goldhill

Professor Geoffrey Allan Khan

Professor Catherine Jane Crozier Pickstock

Professor Michael David Potter

Professor Christopher John Young

Ms Emma Frampton (*Secretary*)

##### *Biological Sciences*

Professor Julian Charles Rayner (*Chair*)

Professor Susan Wray (*External*)

Professor Julie Ahringer

Professor Richard Michael Pasco Fearon

Professor Anna Philpott

Professor Alexander Arundel Ross Webb

Ms Tara O'Brien (*Secretary*)

##### *Clinical Medicine*

Professor Michael Patrick Forbes Sutcliffe (*Chair*)

Professor Yvonne Barnett (*External*)

Professor Ismaa Sadaf Farooqi

Professor Tamsin Jane Ford

Professor Brian James Patrick Huntly

Professor Patrick Henry Maxwell

Professor Julian Charles Rayner

Ms Michelle Jones (*Secretary*)

##### *Humanities and Social Sciences*

Professor Nicolette Zeeman (*Chair*)

Professor Niamh Moloney (*External*)

Professor Jennifer Chloe Gabrys

Professor Timothy Norman Harper

Professor Alexey Onatskiy

Professor Pauline Margaret Rose

Professor Helen Elizabeth Thompson

Mr Justin Greene (*Secretary*)

*Physical Sciences*

Professor Clemens Friedrich Kaminski (*Chair*)  
 Professor Julia Mary Yeomans (*External*)  
 Professor Ali Alavi  
 Professor Natalia G. Berloff  
 Professor Catherine Jane Clarke  
 Professor Nigel Peake  
 Professor Bhaskar Vira  
 Ms Louise Akroyd (*Secretary*)

*Technology*

Professor Serena Michelle Best (*Chair*)  
 Professor Jaafar Elmighani (*External*)  
 Professor Dame Lynn Faith Gladden  
 Professor Richard Vincent Penty  
 Professor Peter Michael Sewell  
 Professor Paul James Tracey  
 Professor Garth Nathan Wells  
 Ms Tracy Brooks (*Secretary*)

**FACULTY COMMITTEES****1. School of Arts and Humanities**

*Combined Faculty Committee One:  
 Architecture and History of Art, English, Music,  
 Philosophy and Divinity*

Professor Charles Alan Short (*Chair*)  
 Professor Charles Richard Allerton Forsdick\*  
 Professor Clare Elizabeth Chambers  
 Professor Richard William Dance  
 Professor Katharine Jill Ellis  
 Professor Robert Douglas Hedley  
 Professor Alexander John Marr  
 Professor Clare Jane Pettit  
 Professor Flora Barbara Samuel  
 Professor Jan Melissa Schramm  
 Mr Alex Charles Bartlett Drury (*Secretary*)

*Combined Faculty Committee Two:  
 Classics, Modern and Medieval Languages and  
 Linguistics, and Asian and Middle Eastern Studies*

Professor Jocelyn Margaret Wybyrd (*Chair*)  
 Professor Esra Gulsum Ozyurek Baer\*  
 Professor Katherine Nicole Bennison  
 Professor Gabor Sandor Betegh  
 Professor Robert Samuel Clive Gordon  
 Professor Emily Joanna Gowers  
 Professor Brechtje Maria Bowine Post  
 Professor Johan Jacob Van de Ven  
 Professor Emma Katherine Widdis  
 Mr Nigel Matthew Thompson (*Secretary*)

**2. School of the Biological Sciences**

*Biology and Veterinary Medicine*

Professor Abigail Lesley Fowden (*Chair*)  
 Professor Karen Dorothea Ersche\*  
 Professor William Henry Colledge  
 Professor Julian Michael Hibberd  
 Professor Mark Adrian Holmes  
 Professor Laura Susan Rahman Itzhaki  
 Professor Mark Johnson  
 Professor Rebecca Mary Kilner  
 Professor Heike Laman  
 Professor Eric Alexander Miska  
 Professor Steven Russell  
 Dr Sarah Elizabeth Green (*Secretary*)

**3. School of Clinical Medicine**

*Clinical Medicine*

Professor Edward Thomas Bullmore (*Chair*)  
 Professor Angela Charlotte Roberts\*  
 Professor Mary Margaret Dixon-Woods  
 Professor Rebecca Clare Fitzgerald  
 Professor Richard James Gilbertson  
 Professor Judy Hirst  
 Professor Matthew Anthony Lambon Ralph  
 Professor Andrew William McCaskie  
 Professor Sir Stephen O'Rahilly  
 Professor Susan Ozanne  
 Professor David Henry Rowitch  
 Dr Litsa Maria Biggs (*Secretary*)

**4. School of the Humanities and Social Sciences**

*Economics*

Professor Oliver Bruce Linton (*Chair*)  
 Professor Dame Diane Coyle\*  
 Professor Peter Luc M. Bossaerts  
 Professor Vasco Miguel Pereira Marques de Carvalho  
 Professor Sriya Iyer  
 Professor Hamid Sabourian  
 Dr Susan Wan (*Secretary*)

*Education*

Professor Karen Sue Coats (*Chair*)  
 Professor Ulinka Rublack\*  
 Professor Clare Brooks  
 Professor Linda Fisher  
 Professor Sara Hennessy  
 Professor Paul Gulab Ramchandani  
 Professor Andreas Stylianides  
 Professor Rupert Wegerif  
 Ms Kate Marie-Josephine Allen (*Secretary*)

*History*

Professor John Hugh Arnold (*Chair*)  
 Professor Sriya Iyer\*  
 Professor Nora Berend  
 Professor Sir Christopher Munro Clark  
 Professor Mary Rachel Laven  
 Professor Samita Sen  
 Professor Simon Richard Stanislaw Szepter  
 Professor Alexandra Marie Walsham  
 Dr Elizabeth Haresnape (*Secretary*)

\*Member appointed external to the Faculty.

**4. School of the Humanities and Social Sciences, continued**

*Human, Social and Political Sciences and  
the Department of History and Philosophy of Science*

Professor John Ernest Robb (*Chair*)  
Professor Alexander Sam Jeffrey\*  
Professor Judith Mary Browne  
Professor Hasok Chang  
Professor Sarah Brooks Franklin  
Professor Joel Lee Robbins  
Ms Marie Ann Butcher (*Secretary*)

*Law, Land Economy and Criminology*

Professor Peter Mandler (*Chair*)\*  
Professor Albertina Albors-Llorens  
Professor Laura Diaz Anadon  
Professor Eyal Benvenisti  
Professor Martin John Dixon  
Professor Manuel Peter Eisner  
Professor Mark Christopher Elliott  
Professor Eilís Veronica Ferran  
Professor David Ross Howarth  
Ms Angela Mary Jane Newman (*Secretary*)

**5. School of the Physical Sciences**

*Earth Sciences and Geography*

Professor Michael Hulme (*Chair*)  
Professor Ruth Elizabeth Cameron\*  
Professor Matthew Gandy  
Professor Sally Anne Gibson  
Professor Richard John Harrison  
Professor John Campbell MacLennan  
Professor Clive Matthew Martin Oppenheimer  
Professor Sarah Anne Radcliffe  
Professor Nicholas James Tosca  
Dr Adam Nigel Strange (*Secretary*)

*Mathematics*

Professor Mark William Gross (*Chair*)  
Professor Ulrike Luise Tillman\*  
Professor Benjamin Christopher Allanach  
Professor Colm-cille Patrick Caulfield  
Professor Julia Rose Gog  
Professor Raymond Ethan Goldstein  
Professor Richard John Samworth  
Professor Ivan Smith  
Professor Jack Arfon Thorne  
Professor Wendelin Jonathan Jakob Werner  
Ms Rachel Elizabeth Plunkett (*Secretary*)

\*Member appointed external to the Faculty.

*Physics and Chemistry*

Professor Caterina Ducati (*Chair*)  
Professor Emma Elizabeth Mawdsley\*  
Professor Stuart Christian Althorpe  
Professor Mete Atature  
Professor Vasily Belokurov  
Professor Ruth Elizabeth Cameron  
Professor Matthew James Gaunt  
Professor James Henry Keeler  
Professor Jason Joseph William Alexander Robinson  
Professor Charles Gordon Smith  
Professor Mark Charles Wyatt  
Ms Angela Wanjiku Macharia (*Secretary*)

**6. School of Technology**

*Business and Management*

Professor Jaideep Charles Prabhu (*Chair*)  
Professor Janet Marillyn Lees\*  
Professor Gishan Romesh Dissanaiké  
Professor Jennifer Howard-Grenville  
Professor Yasemin Yelda Kor-Sebeczek  
Professor Bart Maria Andreas Corneel Lambrecht  
Professor Feryal Erhun Oguz  
Professor Andreas Wilhelm Richter  
Professor Rafael Lopes Rogo  
Ms Julie Brown (*Secretary*)

*Computer Science and Technology*

Professor Srinivasan Keshav (*Chair*)  
Professor Joan Lasenby\*  
Professor Alastair Richard Beresford  
Professor Mateja Jamnik  
Professor Timothy Martin Jones  
Professor Richard Michael Mortier  
Ms Caroline Anne Stewart (*Secretary*)

*Engineering and*

*Chemical Engineering and Biotechnology*

Professor Colm Durkan (*Chair*)  
Professor Clare Elizabeth Bryant\*  
Professor Holger Babinsky  
Professor Andrew John Flewitt  
Professor Simon John Godsill  
Professor Simon David Guest  
Professor Timothy Herbert Warren Minshall  
Professor Laura Torrente Murciano  
Professor Alexander Francis Routh  
Professor Michael Patrick Forbes Sutcliffe  
Ms Leesa Osborn (*Secretary*)

E. M. C. RAMPTON, *Registrar*

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

## REPORT OF DISCUSSION

### Tuesday, 5 December 2023

A Discussion was convened by videoconference with Deputy Vice-Chancellor, Mr Roger Mosey, *SE*, presiding and the Registrary's deputy and two additional Pro-Proctors as the attending officers.

Remarks were received as follows:

***Report of the Council, dated 10 November 2023, on a revised nomination and election process for Senate elections***

(*Reporter*, 6718, 2023–24, p. 113).

Mr G. C. ODDY (Pembroke College):

Deputy Vice-Chancellor, the existing voting procedures ensure that if a candidate is objectionable to a majority of voters they will not be elected.

Two of the proposed changes weaken this safeguard:

*(c) Changes to the election timetable*

Should the withdrawal (or death) of a candidate result in there being only one candidate remaining, the existing procedures enable other candidates to be nominated. Under the proposed new procedures the single remaining candidate would be elected even if this is against the wishes of the electorate. The new procedures need to allow additional candidates to be nominated should only one candidate remain following a candidate's withdrawal.

*(d) Replacement of the Single Transferable Vote (STV) with the first-past-the-post voting system*

The argument that STV can lead to the election of a candidate who is not the first choice of the majority of voters is flawed: this is also the case with the first-past-the-post system, should votes be split roughly evenly between three or more candidates. Under the existing STV system the reallocation of votes ensures that a candidate who is objectionable to a majority of voters will not be elected as they will be the lowest-placed choice on a majority of ballot papers. Under the proposed new voting procedures a candidate may poll the largest number of votes and thus be elected even though they do not have a majority and their election is against the wishes of a majority of voters.

I therefore urge the Council to revise the proposals so as to address these concerns.

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

Deputy Vice-Chancellor, this is a welcome Report. Thanks are especially due to Professor A. W. F. Edwards for making the case for the retirement of the Nomination Board, which is now to take place.

I have only one comment. Annex A<sup>1</sup> proposes a replacement for the existing Ordinance.<sup>2</sup> With the exception of three instances of 'shall', 'will' is used throughout where 'shall' would surely be appropriate?

<sup>1</sup> *Reporter*, 6718, 2023–24, p. 116.

<sup>2</sup> *Statutes and Ordinances*, 2022, p. 109.

Professor C. J. O'KANE (Department of Genetics and Churchill College):

Deputy Vice-Chancellor, I am both puzzled and alarmed by the proposal to replace the single transferable vote (STV) with first-past-the-post (FPTP) for elections with only a single vacancy. In the background to this Discussion I found only one individual contribution in a cited source (in the Discussion of 20 June 2023)<sup>1</sup> to support the assertion that retaining the STV 'attracted criticism'.

The only real argument is an assertion that when there is a single vacancy, 'it can lead to the election of a candidate who is not the first choice of the majority of voters'.

This is a misrepresentation, in that FPTP can also lead to the election of a candidate who is the first choice of only a minority of the voters *and* actively disliked by a majority (unless there are only two candidates, in which case FPTP and STV are equivalent). In general, STV leads to the election of candidates who have broader support, and also gives increased legitimacy to candidates who might have won anyway.

Irish Presidential elections only have a single vacancy – and as Head of State, the position is very comparable to that of Chancellor.

In 1990, Mary Robinson received 39% of 1st preference votes and would have lost in FPTP to Brian Lenihan (44%), but won the STV count by 52% to 47%, receiving a large majority of transferred votes. These transfers under STV are still full votes that would otherwise have been lost under FPTP. Mrs Robinson went on to enjoy wide support for a transformative term of office.

In 2011, Michael D. Higgins obtained 39.6% of first preference votes, and would have won in FPTP, in a very crowded field of seven candidates. After transfers he won with 57% of the votes – although the same outcome as FPTP – with much more legitimacy than 39.6% would have conferred, and broad support for what was also a successful term of office.

There is also an explanation that FPTP is used to elect members of the House of Commons, but this is not necessarily a recommendation for it. FPTP can result in a candidate who wins a three-horse race with 34% of the vote, or a four-horse race with 26% of the vote – this *cannot* be portrayed as a majority of the voters, and indeed similar situations do happen in parliamentary constituencies with three (occasionally four) plausible candidates in England, or four to five plausible candidates in Scotland, Wales or Northern Ireland.

It is factually incorrect to imply that STV can elect a candidate who is not the choice of a majority of voters, and that FPTP will not. STV is more likely to elect a candidate who has broad support and legitimacy – particularly important in a community of scholars, and especially for a post such as Chancellor.

<sup>1</sup> *Reporter*, 6706, 2022–23, p. 807.

Mr T. N. MILNER (Darwin College):

Deputy Vice-Chancellor, I am offering these remarks in a personal capacity. The proposed regulations seem to offer a sound basis for conducting future nominations and elections, but I would like to raise three points for consideration.

These set a minimum notice period before voting can begin and define the latest point at which nominations can be made before it starts. Currently, the work of the Nomination Board, done after notice of a vacancy or future vacancy is given, creates a significant pause before the twenty-eight days when other nominations can be made. Given the importance of the business and also for clarity, might it be good to retain such a minimum nomination period?

As the designated returning officer, the Vice-Chancellor (or a deputy) is empowered to decide both the method of casting votes and the form of the voting paper. For consistency, could that extend to the form under which nominations may be made, a matter currently allotted to the Council in a footnote?

Given the large potential electorate that can now nominate and vote electronically from different time-zones worldwide, might it be wise to adopt a provision similar to that for the election by the Regent House of members of the Council, so that any election shall not be deemed invalid owing to the misdirection, late arrival, or non-arrival of any material relating to it?

## REPORT OF DISCUSSION

### Tuesday, 12 December 2023

A Discussion was convened by videoconference with Deputy Vice-Chancellor, the Lord Woolley of Woodford, *HO*, presiding and the Registry's deputy, the Senior Proctor and the Junior Pro-Proctor as the attending officers.

Remarks were received as follows:

#### *Annual Report of the Council for the academic year 2022–23, dated 28 November 2023*

(*Reporter*, 6720, 2023–24, p. 131).

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

Deputy Vice-Chancellor, Part III of this Report offers 'an overview of changes to the University's *Statutes and Ordinances*, senior leaders and the Council's membership'. What is the place of 'leadership' and 'seniority' in a University whose governing body has a membership of 7,207 (at its recent promulgation)? In that list only the Chancellor gets a leading position, with everyone else simply in alphabetical order. None of the roles for the Chancellor defined in Statute A I (3–6) seems to coincide with the ones assumed by the Council for the new 'Senior Leadership Team'.

Can it be acceptable for any selection of members of the University's governing body to be deemed 'senior' and to form a 'team' to 'lead' the University without a Grace to amend the *Statutes and Ordinances* to permit it? Even for the creation of a type of Office known to the University for decades the formal constitutional requirements have to be gone through and the Regent House has the last word. A Report published on 25 October 2023 proposed a sixth Pro-Vice-Chancellor; that was largely objected to when it was Discussed; a Notice appeared in response to the Discussion in the *Reporter* of 6 December 2023, with a Grace published for approval; any Grace may be subject to a petition requiring a ballot. Candidates for membership of the 'Senior Leadership Team' face no such test.

This Report records 'meetings' including these 'Senior Leaders', but there are no formal published records of the dates and no published Minutes. Yet reports are expected between and among the 'Senior Leaders' and the 'important stakeholders' (which apparently do not include the Regent House). For example the Council comments that the Change and Programme Management Board (CPMB) must maintain 'consistent communications, providing updates after each Board meeting to senior leaders and other important stakeholders'.

The Freedom of Information Act at section 36(2)(b) and (c) quite properly protects against disclosures which could prejudice free and frank discussion. If the Senior Leadership Team was a constitutionally recognised body that confidentiality could reasonably apply, but how can it be defended to protect the assorted conversations noted in this Report between and among individuals forming a 'body' which is not to be found in the *Statutes and Ordinances*?

The 'wider' Senior Leadership Team was included in a 'residential Strategic Awayday' in April. In that context, a Note explains, the Senior Leadership Team comprised a mixture of academic and administrative officers:

the Vice-Chancellor, the Pro-Vice-Chancellors, the Heads of the Schools, the Registry, the Chief Financial Officer, the Executive Director of Development and Alumni Relations, and Director of Communications and External Affairs.

Is this evolving towards introducing the governance by 'management' against which the Regent House has always set its democratic face? Is it not important for it to be told if that is being allowed to happen without the necessary change to the constitution of the University?

The Council Minutes confirm that:

Throughout the year the Council received updates on the many matters on which members of the Senior Leadership Team engaged with the UK government, the Office for Students (OfS) and various national and international bodies to advocate for measures that will further the University's mission.

That seems to have allowed a considerable number of assorted individuals to give rise to those press reports that 'the University of Cambridge' has an official view on some matter.

When will the Regent House be given the opportunity to Discuss the membership, powers, remit and accountability of this so-called Senior Leadership Team and to Grace recommendations to make it constitutional, should it really wish to do so?

Meanwhile, the protestations about the future of the Employer Justified Retirement Age made by more than two dozen speakers in Discussion on 24 January 2023<sup>1</sup> go largely unheeded beyond setting up a Review.<sup>2</sup> The Council's Report says that:

the timetable for the review has been streamlined and resources prioritised to enable the Review Group to reach its conclusion at the earliest opportunity without compromising the overall quality of its work and while ensuring that the University community has ample opportunity to engage in the review.



With the first of the promised EJRA Focus Groups held on 22 November that balance seemed unlikely to offer a chance of abolition of the EJRA in time to rescue this year's September 67-year-olds from dismissal. The Council discussed the EJRA at its meeting on 27 November, without a full report from the Review.

However that seems to have led to the publication of an Indicative Timetable in the *Reporter* of 6 December 2023, seemingly not depending on the Review. This states that the Council intend to publish 'headline proposals' in March and a Report in early Easter Term 2024, calling 'a ballot on its proposals' with 'implementation of the Report's recommendations' in October 2024, which would mean the forced retirement of another batch of 67-year-olds at the end of September.

Surely there are only three options for those 'headline proposals' and they could be set out in a Report at the beginning of next Term. One is to retain the EJRA as it is; another is to amend Special Ordinance C (ii) 12 to change forced retirement at 'sixty-seven' to another year (67, 68, 70, 75?); the third is to amend it, removing entirely the content of section 12.

<sup>1</sup> *Reporter*, 6685, 2022–23, p. 304.

<sup>2</sup> Retirement Policy and EJRA Review Group terms of reference: [https://www.hr.admin.cam.ac.uk/files/retirement\\_policy\\_and\\_ejra\\_review\\_group.pdf](https://www.hr.admin.cam.ac.uk/files/retirement_policy_and_ejra_review_group.pdf).

***Annual Report of the General Board to the Council for the academic year 2022–23, dated 28 November 2023***

(*Reporter*, 6720, 2023–24, p. 141).

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

Deputy Vice-Chancellor, the General Board tells us it 'conducted a self-effectiveness review' in Michaelmas Term 2022. 'In many areas, members were broadly content with how the General Board operates' but 'areas' were found where there was 'potential to improve' its 'operation' and on those it will 'receive an update in 2023–24'. The Council has of course a requirement to carry out a self-effectiveness review every three years or so,<sup>1</sup> though the General Board's Standing Orders mention no such requirement.<sup>2</sup> But should either behave as though answerable only to themselves when considering their 'effectiveness'?

The Report we are discussing notes that the Press and Assessment Board 'commissioned' a 'self-effectiveness' review of its own. That was not all its own work but conducted by Heidrich & Struggles, who specialise in 'helping' their clients 'build the best leadership teams'.<sup>3</sup> However without this assistance the General Board explains that it is working companionably with the University's 'leadership', as when 'in April 2023, the Council, the General Board and the University's Senior Leadership Team' held that 'strategic meeting'.

The Education Committee of the General Board (GBEC) met on 28 June and considered the Marking and Assessment Boycott. It noted that 'the University had reported a possible breach' of its conditions of registration to the Office for Students 'following the Regent House vote to reject proposed mitigations', though that does not seem to have required reporting.<sup>4</sup> However, the OfS 'had recently asked for an update on the situation' and 'a detailed statement had been provided to the OfS'. May the Regent House know where that has got to? 'Deregistration' by the OfS would remove the rights of the University to access public grant funding and its students to seek loans from the Student Loans Company.

However, the Marking and Assessment Boycott raised constitutional questions not addressed in the General Board's Report. 'Between June and September 2023, the General Board held seven extraordinary meetings to consider matters related to' it. The Board 'approved' a number of 'requests' for modifications to the examining requirements in the *Statutes and Ordinances*. That prompted a representation to the Vice-Chancellor that there had 'been a contravention of the Statutes, Ordinances, or any Order' under the provisions of Statute A IX 1, in that when it published its Notice dated 22 June in the *Reporter* of 28 June 2023, the General Board had acted in contravention of the Order created by the Grace of 15 March 2023.<sup>5</sup>

The Vice-Chancellor's response dated 18 October treats a Grace as – among other things – a mere 'view' of the Regent House and rejects the representation. She explores the scope of the General Board's powers to make Regulations even in despite of such a Grace. This is important because until the review of the Statutes in 2012 the General Board was able to create Ordinances without a Grace of the Regent House. It can now create on its own authority only Regulations (Statute A V 1 (d)) precisely because it was felt that it was unacceptable for it to be creating Ordinances without the approval of the Regent House. This seems to be the first time that change has been tested in defining the powers of the General Board over against those of the Regent House.

The Report seems to allow some uncertainty about the duty of the General Board to ask the Regent House for a decision even in the case of a change of Statute. It:

responded to a query from the University Council's Business Committee addressing the possibility of a student resigning their University membership and renouncing their degree. The General Board agreed to review the Statute on continuing University membership to consider the option of removing University membership from a person but with the option of retaining any conferred degree(s).

Statute B I 2 stipulates that 'detailed provision for resignation of membership and renunciation of degrees shall be made by Ordinance. Provision for reinstatement after resignation or renunciation may be made by Ordinance'. But now the General Board can no longer create Ordinances itself, and a change of Statute would of course require not only the consent of the Regent House but also that of the Privy Council.

The General Board's Standing Orders speak confusingly of the General Board 'considering any proposal for enacting or amending an Ordinance in pursuance of their powers under Statute C I 2', quoting *Statutes and Ordinances*, p. 117 (now a 'statement of intention' allowing the Regent House a Grace but only to 'express an opinion', p. 121). Should that be corrected in the text?

Then there is the question of the incomplete published record of General Board meetings. This Report says that 'between June and September 2023, the General Board held seven extraordinary meetings'. The General Board held one on 22 June to agree that Notice, but the Minutes of such 'extraordinary' meetings are not published with those of its regular 'ordinary' annual meetings. The General Board's Standing Orders make no distinction between ordinary and 'extraordinary' and have nothing to say about publication requirements of the Minutes of the latter. Is this a matter for that promised 'effectiveness' update?

Another example of the importance of full transparency is the role of the General Board in connection with the future of the EJRA. It:

advised the Council on a response to Discussion remarks proposing the suspension of the Employer Justified Retirement Age (EJRA), pending a review of the outcome of the University's EJRA and its Retirement Policy.

In June the General Board decided to postpone (for the umpteenth time) 'reviews of the use of Established and Unestablished Posts', an 'updated report' on which 'had been circulated to the Board on 5 June':

The report proposed to pause the review of the use of established and unestablished posts until the completion of the review of the Retirement Policy and Employer Justified Retirement Age, which might have an impact on the reviews of the use of established and unestablished posts.

It had been promised by Human Resources that the first would be attended to at last in 2023, but it has failed once more to tackle this important matter. The Minutes of the Human Resources Committee for 4 May (2452/23) show that it decided to defer the matter again for yet another year, because 'certain strands of work were likely to influence the review, including the ongoing review of the Retirement Policy and Employer Justified Retirement Age'. This does not bode well for the completion of either review, if neither can be tackled without first dealing with the other.

A topic crossing the boundary between the respective responsibilities of the Council and the General Board in relation to the Regent House is the current suggestion of adding a 'reading week' to the length of terms:

Recognising that there were strong feelings on the matter across the University, the General Board recommended to the Council that the proposal for a pilot of a reading week be taken to the Regent House for decision.

It is fair to say that the Report confirms that Regent House approval was sought for a number of General Board proposals during this academic year, for example 'the publication of a Report containing proposals to allow curators and associated academic staff at Grade 9 to apply for promotion to Grade 10'. That was 'subsequently approved by the Regent House on 4 August 2023'.

There does, though, seem to be some expansion and rearrangement of the General Board's already extensive responsibilities and its flock of committees and sub-committees. 'The Postgraduate Committee was formally placed under GBEC replacing the direct reporting line to the General Board.' 'GBEC discussed potential risks to assessment in Easter Term 2023 of recent developments in text-writing software (AI), and issued guidance to Faculties.' There was also 'work on the implications of changing technologies on teaching', with 'support from the Cambridge Centre for Teaching and Learning and the Blended Learning Service'. GBEC also 'approved revised guidance in respect of expectations for the recording of teaching'. Cambridge offers only Masters-level degree apprenticeships leading to an M.St. in Architecture or Applied Criminology and Police Management and a Postgraduate Certificate in Research and Innovation Leadership. Other 'Cambridge' apprenticeships are externally provided.<sup>6</sup> In connection with 'the University's Higher and Degree Apprenticeships delivered through the Institute of Continuing Education (ICE)' there had been a positive OFSTED report, but ICE awaits 'a full inspection visit in due course'.

These detailed instances help to underline the sheer extent of the responsibilities of the General Board. The Board is manifestly very far from ineffective, but perhaps there is reason for it to look to constitutional matters in that 'effectiveness' Update.

<sup>1</sup> Standing Orders of the University Council available at <https://www.governance.cam.ac.uk/committees/council/council-handbook/Pages/council-standing-orders.aspx>.

<sup>2</sup> Standing Orders of the General Board available at [https://www.governance.cam.ac.uk/committees/general-board/Documents/General Board Standing Orders - October 2023.pdf](https://www.governance.cam.ac.uk/committees/general-board/Documents/General%20Board%20Standing%20Orders%20-%20October%202023.pdf).

<sup>3</sup> See Heidrick & Struggles 2022 ESG Report at <https://www.heidrick.com/-/media/heidrickcom/publications-and-reports/heidrick--struggles-2022-esg-report.pdf>.

<sup>4</sup> See the OfS Guidance for providers about reportable events during coronavirus (COVID-19) pandemic, <https://www.officeforstudents.org.uk/media/50ae07a7-fd11-4316-946a-08c487ac81e2/covid-19-reportable-events-guidance-january-2021.pdf>.

<sup>5</sup> *Reporter*, 6695, 2022–23, p. 585.

<sup>6</sup> See <https://www.apprenticeships.admin.cam.ac.uk/overview/providers> (Raven required).

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

Elected to a Fellowship in Class A from 29 November 2023:

Emilija Leinarte, M.Phil., *T*, B.A., D.Phil., *Oxford*  
(Fellow in Law)

Elected to a Fellowship in Class F from 29 November 2023 for one year:

Felix Emil Waldmann, M.A., M.Phil., Ph.D., *CAI*  
(Praelector Rhetoricus)

**Hughes Hall**

Elected to a Fellowship in Class B from 30 November 2023:

Vasiliki Mavridou, B.Sc., *Aristotle University of Thessaloniki*, Ph.D., *MUR*

**St Catharine's College**

Elected to a Professorial Fellowship with effect from 1 December 2023:

Dennis Grube, B.A., LL.B., Ph.D., *Tasmania*

**Trinity Hall**

Elected into a Fellow-Commonership with effect from 1 December 2023:

Justin Davies, M.A., *PEM*

Elected into a Staff Fellowship with effect from 1 January 2024:

Rebecca Dell, B.Sc., *Durham*, M.Phil., *Newcastle*, Ph.D., *CHR*

**EXTERNAL NOTICES****Oxford Notices**

*University of Oxford*: Hanseatic Scholarships for study or research in Germany; applications are currently open for the Hanseatic scholarships available to Oxford or Cambridge postgraduates and final year undergraduates wishing to undertake research or study for one or two years in Germany. Applications close on 26 January 2024. More information on how to apply and eligibility can be found on the Hanseatic Scholarships website: <https://www.ox.ac.uk/students/fees-funding/international/scholarships-exchanges/german/hanseatic>

*Mathematical Institute and New College*: Savilian Professorship of Geometry: tenure: from 1 September 2025 or as soon as possible thereafter; closing date: 26 February 2024 at 12 noon; further details: <https://www.recruit.ox.ac.uk>, vacancy ID: 166302

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