

CAMBRIDGE UNIVERSITY REPORTER

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UNIVERSITY OF
CAMBRIDGE

NOTICES

Calendar

24 January, *Wednesday*. End of first quarter of Lent Term.

27 January, *Saturday*. Congregation of the Regent House at 2 p.m. (see p. 350).

28 January, *Sunday*. Preacher before the University at 11.15 a.m., Canon Dr Paula Gooder, Director for Mission Learning and Development, Diocese of Birmingham and Canon Theologian, Birmingham Cathedral.

13 February, *Tuesday*. Lent Term divides.

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

Discussions (at 2 p.m.)

20 February

6 March

20 March

Congregations

27 January

24 February

24 March

7 April

Discussion on Tuesday, 6 February 2018: Cancellation

The Vice-Chancellor gives notice that the Discussion announced for Tuesday, 6 February 2018 will not take place as there are no Reports ready for discussion.

Election to Council

24 January 2018

The Vice-Chancellor gives notice that a bye-election is to be held to fill a casual vacancy on the Council in class (c) (members of the Regent House) under Statute A IV 2, following Dr Rogerson's decision to step down with effect from 12 January 2018. The elected member is to serve with immediate effect until 31 December 2020.

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

The University is committed to a proactive approach to equality, which includes supporting and encouraging all under-represented groups, promoting an inclusive culture, and valuing diversity. Nominations from groups that are under-represented on the Council are welcomed.

Duties and responsibilities of Council members

Council membership offers a particularly rewarding and demanding experience. The University is both an exempt charity,¹ and a corporation established by common law. As such, Council members are both charity trustees of the University and, effectively, its corporate directors. They have associated legal responsibilities and duties, and are required to promote the interests of the University and act with integrity, care, and prudence.

It is strongly recommended that those considering standing for nomination review the Handbook for Members of the Council, which sets out the Council's primary responsibilities. Section 1 of the Handbook provides advice and guidance to members of Council on their legal and other responsibilities. The Handbook is available to members of the University to download from the bottom of the Council web page at <https://www.governance.cam.ac.uk/committees/council/handbook-2017/>. Potential nominees might also wish to familiarize themselves with the key aspects of the University's *Statutes and Ordinances* (<http://www.admin.cam.ac.uk/univ/so/>), the most recent Budget and Allocations Report (http://www.admin.cam.ac.uk/reporter/budget_report/), and the Annual Reports and Financial Statements (http://www.admin.cam.ac.uk/reporter/annual_reports/).

Further useful information is provided by HEFCE (<http://www.hefce.ac.uk/reg/charityreg/>), and the Charity Commission (<https://www.gov.uk/government/publications/the-essential-trustee-what-you-need-to-know-cc3>). This information includes details of the extent of a charity trustee's personal liability. Instances of personal liability are rare and unlikely to occur, providing trustees act honestly, prudently, in good faith, and in the best interests of the University, and in compliance with legislation and the University's governing documents. Nonetheless, it is important for nominees to recognize and accept the obligations that Council membership would confer upon them.

¹ The University has charitable status but is exempt from the statutory requirement which otherwise obliges a charity to register with the Charity Commission. HEFCE is the principal regulator of the University as regards its compliance with its legal obligations in exercising control and management of its administration as a charity.

Nomination procedure and election timetable

In order to be eligible, a candidate for election must be nominated on a paper sent to the Vice-Chancellor at the Old Schools so as to be received not later than **12 noon on Friday, 9 February 2018**. The nomination paper must contain (a) a statement signed by two members of the Regent House, nominating the candidate for election and specifying the class in which he or she is nominated, and (b) a statement signed by the candidate certifying that he or she consents to be so nominated. Forms to facilitate the nomination process are available on the governance website (see <https://www.governance.cam.ac.uk/ballots/rh/Pages/Nomination-forms.aspx>). The candidate is also required to provide a statement of her or his *curriculum vitae* by the same date (see below). The Council has agreed to make known its view that two periods of four years should normally be regarded as the maximum length of continuous service for elected members of the Council.

The Vice-Chancellor would be obliged if nominations could be delivered to the Registry in the Old Schools during office hours. Nominations will be published on the Senate-House Noticeboard as they are received; the complete list of nominations will be published in the *Reporter* on Wednesday, 14 February 2018.

In accordance with the regulations governing the election (*Statutes and Ordinances*, p. 112), each person nominated for election is required to send to the Registry, not later than 12 noon on Friday, 9 February 2018, a statement of her or his *curriculum vitae* for distribution to members of the Regent House with the voting papers. It is suggested that such a statement should be of not more than 500 words in length, and that it should cover the following points:

- the candidate's present position in the University;
- previous posts held, whether in Cambridge or in other universities or outside the university system, with dates;
- the candidate's reasons for standing for election, and the experience and skills they would bring to the role;
- a note of the candidate's particular interests within the field of University business.

If the election is contested, it will be conducted by ballot under the Single Transferable Vote regulations. Online voting will open at 10 a.m. on Monday, 19 February 2018 and close at 5 p.m. on Thursday, 1 March 2018. Hard-copy voting papers and supporting materials will be distributed not later than Monday, 19 February 2018 to those who opted by 2 November 2017 to vote on paper; the last date for the return of voting papers will be **5 p.m. on Thursday, 1 March 2018**.

Statistical information: Staff grades, additional payments, and market supplements

22 January 2018

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.

Accordingly the Council now publishes information for 2016–17 showing in the tables below the payments that have been made. All data is as at 31 July 2017.

(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

The data on which the tables in this section draw do not include clinical payments, and Investment Office staff, Pro-Vice-Chancellor, and Heads of School payments (as these are included in the basic pay for those roles).

- Table 10(a) shows total staff in receipt of a pensionable or non-pensionable payment made under the regulations for payments additional to stipend for each School (or equivalent) including a gender breakdown.
- Tables 10(b) and (c) show, respectively, the pensionable and non-pensionable payments made by payment type, under the regulations for payments additional to stipend, across the University as a whole including a gender breakdown.
- Tables 10(d) and (e) show, respectively, the pensionable and non-pensionable payments grouped by payment type, under the regulations for payments additional to stipend, across each School (or equivalent) including gender breakdown.

It should be noted that the data published in Tables 10(a)–(e) have been anonymized to protect individuals from potential identification in accordance with data protection principles.

- Tables 12(a) and (b) show total staff in receipt of a bonus payment by (a) percentage of basic salary, and (b) bonus range; the tables show grade and staff category across each School (or equivalent) including gender breakdown.

Grace 7 associated with the Second Joint Report (*Reporter*, 6002, 2004–05, p. 745) provides for the Council to publish anonymized statistical information on all awards of market supplements (now market pay and advanced contribution supplements) at least annually by staff category, grade, gender, and School (or equivalent). Accordingly, the Council publishes below information for 2016–17 on market pay awards and advanced contribution supplements.

- Table 11(a) shows the total number of staff in receipt of market pay awards.
- Table 11(b) shows the total number of staff in receipt of advanced contribution supplements.
- Table 11(c) shows the number of staff newly awarded market pay in 2016–17.
- Table 11(d) shows the number of staff newly awarded advanced contribution supplements in 2016–17.

TABLES

Table 1(a) Number of academic and research staff on the single salary spine by grade, gender, and scale point
as at 31 July 2017

[illegible]

Table 1(b) Number of academic-related and assistant staff on the single salary spine by grade, gender, and scale point
as at 31 July 2017

Scale Point	Grade T & A		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
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87																									5	1	5	1		87
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83																									6	1	6	1		83
82																									3	1	3	1		82
81																									2	1	2	1		81
80																									3		3			80
79																									5		5			79
78																									1	1	1	1		78
77																														77
76																									4	2	4	2		76
75																									7	2	7	2		75
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72																									1	1	1	1		72
71																									2		2			71
70																														70
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68																									2	6	2	6		68
67																									9	5	9	5		67
66																									3	3	3	3		66
65																									5	4	5	4		65
64																														64
63																									13	12	9	3		63
62																									8	13	3	2		62
61																									16	15	1	1		61
60																														60
59																									5	6	47	49		59
58																									11	10	7	5		58
57																									25	20				57
56																									53	62				56
55																														

School of Arts and Humanities
as at 31 July 2017

[illegible]

Table 2(b) Number of academic-related and assistant staff on the single salary spine by grade, gender, and scale point
School of Arts and Humanities
as at 31 July 2017

[illegible]

Table 3(a) Number of academic and research staff on the single salary spine by grade, gender, and scale point
School of the Biological Sciences
as at 31 July 2017

[illegible]

Table 3(b) Number of academic-related and assistant staff on the single salary spine by grade, gender, and scale point
School of the Biological Sciences
as at 31 July 2017

[illegible]

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 2017

[illegible]

Table 5(a) Number of academic and research staff on the single salary spine by grade, gender, and scale point
School of the Humanities and Social Sciences
as at 31 July 2017

Scale Point	Grade T & A		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		Male	Female
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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 2017

Scale Point	Grade T & A		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	
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Table 6(a) Number of academic and research staff on the single salary spine by grade, gender, and scale point
School of the Physical Sciences
as at 31 July 2017

[illegible]

Table 6(b) Number of academic-related and assistant staff on the single salary spine by grade, gender, and scale point
School of the Physical Sciences
as at 31 July 2017

[illegible]

[illegible]

School of Technology
as at 31 July 2017

[illegible]

Table 8(a) Number of academic and research staff on the single salary spine by grade, gender, and scale point
Council Institutions (UAS & NSIs)
as at 31 July 2017

Scale Point	Grade T & A		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		
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Table 8(b) Number of academic-related and assistant staff on the single salary spine by grade, gender, and scale point
Council Institutions (UAS & NSIs)
as at 31 July 2017

[illegible]

Table 9(a) Number of academic and research staff on the single salary spine by grade, gender, and scale point
General Board Institutions (NSIs)
as at 31 July 2017

[illegible]

Table 9(b) Number of academic-related and assistant staff on the single salary spine by grade, gender, and scale point
General Board Institutions (NSIs)
as at 31 July 2017

[illegible]

Tables 10 (a)–(e) Staff in receipt of pensionable and non-pensionable payments made during the 2016–17 financial year (1 August 2016 – 31 July 2017)

Table 10(a) Total pensionable and non-pensionable by school and gender

	Arts & Humanities		Biological Sciences		Clinical Medicine		Humanities & Social Sciences		Physical Sciences		Technology		Council		General Board		Total	
	No	£	No	£	No	£	No	£	No	£	No	£	No	£	No	£	No	£
Pensionable	24	£81,874	93	£632,864	135	£1,090,092	27	£130,840	98	£474,064	65	£250,810	95	£195,567	56	£47,952	593	£2,904,061
Female	13	£48,808	104	£245,666	119	£384,839	23	£62,176	29	£84,290	17	£58,833	75	£132,897	59	£42,653	439	£1,060,162
Male	23	£26,490	152	£512,950	148	£105,253	71	£278,016	179	£257,265	116	£241,729	128	£552,351	22	£13,304	839	£1,987,357
Non-pensionable	13	£9,686	165	£244,533	156	£121,678	52	£39,886	88	£74,316	34	£20,154	84	£131,477	28	£6,071	620	£647,801
Female	7	£4,083	245	£1,145,814	283	£1,195,345	98	£408,856	277	£731,329	181	£492,538	223	£747,918	78	£61,256	1432	£4,891,419
Male	47	£108,363	245	£1,145,814	283	£1,195,345	98	£408,856	277	£731,329	181	£492,538	223	£747,918	78	£61,256	1432	£4,891,419
Total	73	£166,857	514	£1,636,013	558	£1,701,861	173	£510,918	394	£889,934	232	£571,526	382	£1,012,292	165	£109,981	2491	£6,599,382

Table 10(b) Pensionable by payment type and gender

	Total	
	No	£
Admin Responsibility	12	£76,671
Female	5	£25,660
Male	122	£205,125
Additional Responsibility	138	£237,287
Female	33	£93,989
Male	4	£6,726
Chair Faculty Board	10	£61,157
Female	1	£6,118
Male	23	£112,114
Deputy Director/Head	15	£51,829
Female	12	£80,960
Male	6	£51,226
Director	51	£543,437
Female	10	£57,870
Male	2	£16,062
Acting Head	7	£26,677
Female	6	£9,199
Male	1	£6,797
Secretary Faculty Board	315	£1,678,671
Female	259	£616,650
Male	593	£2,904,061
Other Payment	439	£1,060,162
Female	1032	£3,964,224
Male		
Total		

Table 10(c) Non-pensionable by payment type and gender

	Total	
	No	£
Biological Safety Officer	31	£21,558
Female	30	£15,458
Male	5	£273,937
Bonus*	1	£82,159
Female	1	£30,000
Chair Degree Committee	35	£24,041
Female	6	£4,315
Male	16	£39,173
Deputy Director/Head	5	£9,789
Female	2	£1,667
Male	1	£833
Head of Department	26	£17,991
Female	3	£2,767
Male	2	£1,262
Laser Officer	3	£813
Female	1	£200
Male	58	£37,247
Librarian	45	£40,193
Radiation Officer	60	£40,259
Female	48	£15,531
Male	5	£8,515
Radiation Supervisor	3	£4,281
Female	595	£1,490,895
Male	477	£492,274
Safety Officer/Adviser	839	£1,987,357
Female	620	£647,801
Male	1459	£2,635,158
Secretary Payment		
Female		
Other Payment		
Female		
Total		

* Bonus payments are examined at a more granular level in tables 12(a) and 12(b).
Figures are rounded to the nearest pound.

Table 10(d) Pensionable by grouped payment type, school, and gender

	Arts & Humanities		Biological Sciences		Clinical Medicine		Humanities & Social Sciences		Physical Sciences		Technology		Council		General Board		Total	
	No	£	No	£	No	£	No	£	No	£	No	£	No	£	No	£	No	£
Headship payments (inc. Chair Faculty Board, Deputy Director/Head, Director, Head of Department, Acting Head, Head of Division, Secretary Faculty Board)	21	£67,505	25	£199,866	17	£162,185	13	£101,803	15	£154,161	19	£158,426	1	£5,660			111	£849,605
Female	7	£35,362	9	£35,854	6	£39,429	6	£33,661			4	£28,158			1	£1,377	33	£173,839
Additional Hours/Responsibility payments (inc. Admin Responsibility, Additional Responsibility, Additional Hours)	3	£14,368	6	£5,743	33	£76,036	9	£16,407	9	£30,216	18	£35,505	81	£187,425	8	£10,085	167	£375,785
Female	2	£1,637	13	£15,200	28	£48,824	8	£8,763	5	£19,152	9	£19,512	65	£132,548	17	£24,039	147	£289,673
Other Payment	4	£11,809	62	£427,256	85	£851,870	5	£12,630	74	£289,687	28	£56,879	13	£2,482	48	£37,867	315	£1,678,671
Female			82	£194,613	85	£296,586	9	£19,753	24	£65,139	4	£11,164	10	£349	41	£17,237	259	£616,650
Total	24	£81,874	93	£632,864	135	£1,090,092	27	£130,840	98	£474,064	65	£250,810	95	£195,567	56	£47,952	593	£2,904,061
	13	£48,808	104	£245,666	119	£384,839	23	£62,176	29	£84,290	17	£58,833	75	£132,897	59	£42,653	439	£1,060,162
	37	£130,681	197	£878,531	254	£1,474,930	50	£193,016	127	£558,354	82	£309,643	170	£328,463	115	£90,605	1032	£3,964,224

Table 10(e) Non-pensionable by grouped payment type, school, and gender

	Arts & Humanities		Biological Sciences		Clinical Medicine		Humanities & Social Sciences		Physical Sciences		Technology		Council		General Board		Total	
	No	£	No	£	No	£	No	£	No	£	No	£	No	£	No	£	No	£
Safety Payments (inc. Biological Safety Officer, Laser Officer, Radiation Officer, Radiation Supervisor, Safety Officer/Adviser)	4	£667	53	£32,071	54	£31,762	12	£4,386	25	£14,743	25	£31,891	5	£2,348			178	£117,867
Female	4	£926	26	£15,926	54	£25,856	13	£5,120	9	£3,914	2	£1,718	18	£20,431	1	£258	127	£74,150
Bonus													5	£273,937			5	£273,937
Female													1	£62,159			1	£62,159
Headship payments (inc. Chair Degree Committee, Chair Payment, Deputy Director/Head, Secretary Payment)	9	£14,924	5	£4,167	1	£5,163	11	£21,655	20	£12,599	11	£11,868	2	£33,022			59	£103,396
Female	4	£4,230	4	£3,464			4	£3,912	3	£7,613							15	£19,218
Extraneous payments (inc. Librarian)			1	£600					1	£662							2	£1,262
Female																		
Other Payment	10	£10,899	93	£476,112	93	£68,328	48	£251,975	133	£229,261	80	£197,969	116	£243,045	22	£13,304	595	£1,490,895
Female	5	£4,530	135	£225,143	102	£95,821	35	£30,854	76	£62,789	32	£18,436	65	£48,888	27	£5,813	477	£492,274
Total	23	£26,490	152	£512,950	148	£105,253	71	£278,016	179	£257,265	116	£241,739	128	£552,351	22	£13,304	839	£1,987,357
Female	13	£9,686	165	£244,533	156	£121,678	52	£39,886	88	£74,316	34	£20,154	84	£131,477	28	£6,071	620	£647,801
	36	£36,176	317	£757,483	304	£226,931	123	£377,902	267	£331,581	150	£261,862	212	£683,829	50	£19,375	1459	£2,635,158

Figures are rounded to the nearest pound.

Table 11(a) Count of all staff in receipt of a market pay award as at 31 July 2017 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		
			M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	% F
Academic	≤5%	9				2					1	2							1	2	100%
		10				1													1	3	75%
		12	1			1		1		1	1	1							5	1	17%
	>5% ≤10%	9				1				6		1	1						7	1	13%
		10	1							2	1	1							4	1	20%
		11				1						2	1						3	1	25%
	>10% ≤15%	12	1	1		3	1	4		2		5		1					16	2	11%
		9				2	1			3	2								5	3	38%
		10				1													1		0%
	>15% ≤20%	12				3	2			1		1	1	1					6	3	33%
		9				2	1				1									2	100%
		11				2				1									3		0%
	>20% ≤25%	12				1			2		1			1					4	1	20%
		9				1		2		1	1									1	100%
		12																	4		0%
	>25% ≤30%	9				1				1									1		0%
		10								1									1		0%
		11												1					1		0%
	>30% ≤35%	12				2		1		1				1					4		0%
		11				1				4									4		0%
		12				1				1									2		0%
	>35% ≤40%	9								1									1		0%
		12								2									2		0%
		9				1													1		0%
	>40% ≤45%	12				1			1										2		0%
		12				1													1		0%
		12				2				1									3		0%
	>50% ≤55%	12								1									1		0%
		12								1									1		0%
		10								1									1		0%
	>60% ≤65%	12								1									1		0%
		12								1									1		0%
		12									2								2		100%
	>75% ≤80%	12								1									1		0%
		12																		2	100%
		12								1									1		0%
	>80% ≤85%	12								1										1	100%
		11								1	1									1	0%
		12				1													2		0%
	>90% ≤95%	12								2									2		0%
12																		2		0%	
12									1									1		0%	
>105% ≤110%	11									1									1	100%	
	12									1								1		0%	
	12																	1		0%	
>120% ≤125%	12								1									1		0%	
	12																	1		0%	
	12								1									1		0%	
>135% ≤140%	12								1									1		0%	
	12								1									1		0%	
	12								1									1		0%	
>170% ≤175%	12								1										1	0%	
Academic-Related	≤5%	8								1										1	100%
		9											1	1				1	1	50%	
		11										1							1		100%
	>5% ≤10%	7								1	1				1				1	1	50%
		8												1					1		100%
		9				1						2			2	1			3	3	50%
		10									3				1	3			1	6	86%
		11									1				4				4	1	20%
	>10% ≤15%	12								1					1				2		0%
		9										1							1		0%
		10												2	3			2	3	60%	
		12								1								1		0%	
		10						1			2					2			2	3	60%
	>15% ≤20%	11										1				1	1		1	1	50%
		12				1									1				2		0%
		10														2				2	100%
		11													1				1		0%
		12													1				1		0%
	>20% ≤25%	12														2			2		0%
		12														2	2		2	2	50%
12										1					1			1		0%	
10										1								1		0%	
12																		1		0%	
10																		1		0%	
12																		1		0%	
12																		2		100%	
12																		2		0%	
12																		2		0%	
>60% ≤65%	12														2			2		0%	
																		2		0%	
																		2		0%	
Assistant	≤5%	8									1									1	100%
Research	≤5%	7									1								1		0%
		12											1					1		0%	
	>5% ≤10%	9											2						2		0%
		12						2						1					2	1	33%
>15% ≤20%	11								1									1		0%	

Table 11(b) Count of all staff in receipt of an advanced contribution supplement as at 31 July 2017 by staff category, school (or equivalent), and gender

Staff category	Supplement % of salary	Arts & Humanities		Humanities & Social Sciences		Physical Sciences		Technology		Biological Sciences		Clinical Medicine		Council		General Board		Sub-Total	
		M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F
Academic	9	1					1			1								2	1
	11											1						2	
	12					1				1								2	
	9	1		2		1	1	4		2	1	3	2			13	4	24%	
	10	2		2	1			1								5	1	17%	
	12			1												1		0%	
	9			2		1	1				1	1				3	3	50%	
	12					1		1								2		0%	
	9			2	2	4		3		1						9	3	25%	
	12	1		1												3		0%	
	12									1						1		0%	
	9			1												1		0%	
	10																	0%	
	11				1			1								1	1	100%	
	12			1												1		0%	
	9				1												1	100%	
																£367,807	£113,137		

Figures are rounded to the nearest pound.

	Male	Female
Academic	48	14
Academic-Related	0	0
Assistant Research	0	0
Total Supplements	£367,807	£113,137

Table 11(c) Count of all staff newly awarded market pay between 1 August 2016 and 31 July 2017 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	
			M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F
Academic	>5% ≤10%	10							1										1	
		12			1														1	
	>10% ≤15%	12			1	1						1							1	2
	>15% ≤20%	9				1														
	>20% ≤25%	12																	1	100%
	>25% ≤30%	12																	1	0%
	>30% ≤35%	11							1										1	0%
	>35% ≤40%	12																	1	0%
	>40% ≤45%	12																	2	0%
	>45% ≤50%	12							1										1	0%
Academic-Related	>5% ≤10%	7							1										£295,830	£28,185
		8											1						1	100%
	>10% ≤15%	9										2			1				1	67%
		10																	2	100%
	>15% ≤20%	11													1				1	0%
		10																	1	100%
	>20% ≤25%	10																	1	100%
		11									1								1	0%
	>30% ≤35%	12			1														1	0%
		12																	2	100%
																			£191,167	
																			£149,468	

Figures are rounded to the nearest pound.

		Male		Female	
Academic		10		3	
Academic-Related		8		12	
Assistant Research		0		0	
Total Supplements		£486,996		£177,653	

Table 11(d) Count of all staff newly awarded an advanced contribution supplement between 1 August 2016 and 31 July 2017 by staff category, school (or equivalent), and gender

Staff category	Supplement % of salary	Arts & Humanities		Humanities & Social Sciences		Physical Sciences		Technology		Biological Sciences		Clinical Medicine		Council		General Board		Sub-Total	
		M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	F	% F
Academic	≤5%						1											1	100%
							1				1							1	33%
	>5% ≤10%			1					1								2	1	0%
				1													1		0%
	>10% ≤15%			1									1				2	1	33%
	>15% ≤20%					1	4		1								5	1	17%
		1															1		0%
	>25% ≤30%			1													1		0%
	>35% ≤40%																1		100%
	>50% ≤55%																1		0%
																	1		100%
																£127,404	£63,991		

Figures are rounded to the nearest pound.

	Male	Female
Academic	15	6
Academic-Related	0	0
Assistant Research	0	0
Total Supplements	£127,404	£63,991

Accounts of the Colleges

The Registry has received the accounts of the Colleges for the year 2016–17. The accounts are available to view on the individual College websites as follows:

Christ's College	https://www.christs.cam.ac.uk/sites/www.christs.cam.ac.uk/files/attachments/RCCA 2016-17 FINAL.pdf
Churchill College	https://www.chu.cam.ac.uk/media/uploads/files/Churchill_College_Accounts_signed_Dec_17.pdf
Clare College	http://www.clare.cam.ac.uk/data/uploads/about/strategicinformation/ClareCollegeFinancialStatements2016-17.pdf
Clare Hall	https://www.clarehall.cam.ac.uk/files/Financial_reports_YE2017.pdf
Corpus Christi College	https://www.corpus.cam.ac.uk/sites/default/files/downloads/accounts_2016-2017.pdf
Darwin College	http://www.darwin.cam.ac.uk/sites/default/files/Darwin_College_Annual_Report_and_Accounts_2016-17.pdf
Downing College	http://www.dow.cam.ac.uk/sites/default/files/dc_reportandaccounts_2017.pdf
Emmanuel College	http://www.emma.cam.ac.uk/about/documents/pdfs/College Accounts 31st July 17.pdf
Fitzwilliam College	https://www.fitz.cam.ac.uk/sites/www.fitz.cam.ac.uk/files/RCCA Signed Accounts 2017.pdf
Girton College	https://www.girton.cam.ac.uk/images/pdf/Discover-Girton/FOI/CollegeAccounts/2017finalaccounts.pdf
Gonville and Caius College	https://www.cai.cam.ac.uk/sites/default/files/2017 Signed Full Accounts_865716.pdf
Homerton College	http://www.homerton.cam.ac.uk/sites/default/files/Homerton_College_Annual_Report_and_Financial_Statements_30_June_2017_1.pdf
Hughes Hall	https://www.hughes.cam.ac.uk/wp-content/uploads/2018/01/HH-RCCA-2017.pdf
Jesus College	https://www.jesus.cam.ac.uk/sites/default/files/inline/files/Annual_Report_%26_Accounts_2017.pdf
King's College	http://www.kings.cam.ac.uk/sites/default/files/about/kings_rcca_16-17.pdf
Lucy Cavendish College	http://www.lucy-cav.cam.ac.uk/assets/images/Signed_full_accounts_2017_-_College.pdf
Magdalene College	https://www.magd.cam.ac.uk/administration/accounts
Murray Edwards College	https://www.murrayedwards.cam.ac.uk/sites/default/files/files/Murray_Edwards_College_Annual_Report_and_Financial_Statements.pdf
Newnham College	http://www.newn.cam.ac.uk/wp-content/uploads/2017/12/FC201711-NC-Financial-Statements-Final-signed.pdf
Pembroke College	http://www.pem.cam.ac.uk/wp-content/uploads/2012/06/2017.pdf
Peterhouse	https://www.pet.cam.ac.uk/sites/www.pet.cam.ac.uk/files/peterhouse_accounts_30_june_2017.pdf
Queens' College	https://www.queens.cam.ac.uk/sites/www.queens.cam.ac.uk/files/downloads/accounts_annual_report_16-17.pdf
Robinson College	http://www.robinson.cam.ac.uk/files/siteassets/about/foi/Accounts for signing 2017.pdf
St Catharine's College	https://www.caths.cam.ac.uk/sites/www.caths.cam.ac.uk/files/2017_Full_Signed_College_Accounts_861516.pdf
St Edmund's College	http://www.st-edmunds.cam.ac.uk/sites/www.st-edmunds.cam.ac.uk/files/2017_Accounts.pdf
St John's College	http://www.joh.cam.ac.uk/sites/default/files/documents/RCCA 2016-17 signed.pdf
Selwyn College	http://www.sel.cam.ac.uk/wp-content/uploads/file/Selwyn_Final_Accounts_2016-17.pdf
Sidney Sussex College	https://www.sid.cam.ac.uk/aboutus/publications/accounts/accounts16_17.pdf
Trinity College	https://share.trin.cam.ac.uk/sites/public/Senior_Bursary/accounts2017.pdf
Trinity Hall	http://www.trinhall.cam.ac.uk/uploads/TH_Accounts_30Jun17_-_Web.pdf
Wolfson College	http://www2.wolfson.cam.ac.uk/files/accounts/RCCAWolfson1617.pdf

VACANCIES, APPOINTMENTS, ETC.**Appointments and grants of title****APPOINTMENTS****University Senior Lecturers**

Education. Dr Shawn Michael Bullock, B.Sc., *Waterloo, Canada*, M.Ed., Ph.D., *Kingston, Canada*, M.A., *Toronto*, appointed from 1 September 2017 until the retiring age and subject to a probationary period of five years.

History. Dr Caroline Jane Goodson, M.A., Ph.D., *Columbia, USA*, FRHistS, appointed from 1 September 2017 until the retiring age.

Pathology. Dr Richard David Hayward, Ph.D., *CL*, B.Sc., *York*, P.G.C.E., *London*, FHEA, appointed from 2 October 2017 until the retiring age and subject to a probationary period of five years.

University Lecturers

Chemical Engineering and Biotechnology. Dr David Fairen Jimenez, M.Chem., *Alicante, Spain*, Ph.D., *Granada, Spain*, appointed from 1 September 2017 until the retiring age and subject to a probationary period of five years.

Engineering. Dr John Simeon Biggins, B.A., M.Sci., Ph.D., *CC*, appointed from 1 September 2017 until the retiring age and subject to a probationary period of five years.

English. Dr Jessica Lucy Berenbeim, M.Phil., *JN*, B.A., Ph.D., *Harvard*, and Dr Tania Demetriou, M.A., Ph.D., *T*, M.Phil., *Oxford*, appointed from 1 September 2017 until the retiring age and subject to a probationary period of five years.

Geography. Dr Maan Singh Kharangi Barua, B.Sc., *Dibrugarh, India*, M.Sc., D.Phil., *Oxford*, appointed from 18 September 2017 until the retiring age and subject to a probationary period of five years.

History. Dr Caroline Jane Goodson, B.F.A., *Rhode Island School of Design*, M.A., Ph.D., *Columbia, USA*, appointed from 1 October 2017 until the retiring age.

Physics. Dr Benjamin Ferenc Beri, M.Sc., Ph.D., *Eotvos Lorand, Hungary*, appointed from 1 October 2017 until the retiring age and subject to a probationary period of five years.

Clinical Lecturers

Clinical Neurosciences. Dr Sarah Jane Crisp, M.A., Ph.D., B.Chir., M.B., *EM*, MRCP (UK), appointed from 2 August 2017 until 1 August 2021 and subject to a probationary period of twelve months.

Psychiatry. Dr Leonidas Chouliaras, Ptychio Iatrikes, *Thessaloniki, Greece*, Ph.D., *Maastricht, Netherlands*, MRCPsych, appointed from 2 August 2017 until 1 August 2021 and subject to a probationary period of twelve months.

Radiology. Dr Karen Ann Eley, M.B.Ch.B., *Liverpool*, M.Sc., D.Phil., *Oxford*, M.D., *East Anglia*, MRCS(Ed), FHEA, appointed from 1 August 2017 until 3 July 2021 subject to a probationary period of twelve months.

Heads of Department/Director of Institute

Anglo-Saxon, Norse, and Celtic. Dr Richard William Dance, *CTH*, appointed from 1 October 2017 to 30 September 2019.

Architecture. Professor Francois Andre Penz, *DAR*, appointed from 1 October 2017 to 30 September 2019.

Criminology. Professor Loraine Gelsthorpe, *PEM*, appointed from 1 October 2017 to 30 September 2020.

East Asian Studies. Professor Sven Mikael Adolphson, *T*, appointed from 1 October 2017 to 30 September 2020.

Deputy Head of Department

Physics. Professor Pietro Cicuta, *CC*, appointed from 1 October 2017 for one year.

Departmental Secretary

Scott Polar. Ms Fiona Caroline Craig, B.A., *Reading*, appointed from 1 August 2017 until the retiring age and subject to a probationary period of nine months.

Senior Advisory Officer

University Offices (Estate Management). Peter James Hardy appointed from 1 January 2017 until the retiring age.

Administrative Officers

University Offices (Academic Division). Ms Melissa Nicole Rielly, B.A., *Emory, Atlanta*, M.Sc., *Liverpool John Moores*, appointed from 1 August 2017 until the retiring age. Dr Emma Louise Dollard, B.A., Ph.D., *Liverpool*, appointed from 23 October 2017 until the retiring age and subject to a probationary period of nine months.

University Offices (Estate Management). Mr Patrick James Da Santana Pereira, LL.B., *Liverpool John Moores*, appointed from 25 August 2017 until the retiring age and subject to a probationary period of nine months.

University Offices (Finance Division). Ms Helen Rosemary Parker, B.A., *Reading*, P.G.C.E., *Suffolk*, appointed from 1 July 2014 until the retiring age. Ms Gaenor Elizabeth Curry, B.A., *Leeds Metropolitan*, appointed from 1 October 2017 until the retiring age and subject to a probationary period of nine months.

GRANTS OF TITLE

Affiliated Lecturers

Architecture and History of Art. Dr Irit Katz Feigis, *G*, Dr Nicola Kozicharow, *TH*, Professor Frances Spalding, *CLH*, Dr Lucia Tantardini, *CLH*, and Dr Deniz Turker, *PEM*, have been granted the title of Affiliated Lecturer from 1 October 2017 until 30 September 2018. Mr Michael Stuart Driver, Dr Jana Gajdošová, Dr Anna Gannon, *ED*, Dr José Ramón Marcaida López, *CC*, Dr Claudia Marx, *TH*, Reverend Dr John Millington Munns, *M*, Dr Katherine Mary Reinhart, *K*, and Mr Paul Shakeshaft, *HH*, have been granted the title of Affiliated Lecturer from 1 October 2017 for a further year.

Astronomy. Dr Sergey Koposov has been granted the title of Affiliated Lecturer from 1 July 2017 until 30 June 2019.

Classics. Dr Moreed Ahmad Richard Arbabzadah, *F*, *PEM*, and Dr Emily Sarah Kneebone, *N*, have been granted the title of Affiliated Lecturer from 1 October 2017 until 30 September 2019. Dr Adrian Popescu, Dr Frisbee Candida Cheyanne Sheffield, *G*, Dr Philippa Mary Steele, *M*, Dr Jeremy Peter Toner, *CHU*, Dr Helen Anne van Noorden, *G*, and Dr Joanna Clare Willmott, *Q*, have been granted the title of Affiliated Lecturer from 1 October 2017 for a further two years.

Clinical Medicine. Dr Andrew Nicholas Priest has been granted the title of Affiliated Lecturer from 1 August 2017 until 31 July 2019.

Divinity. Dr Michael Dormandy, Dr David Nicol Gordon MacLeod, Dr Brittany Nicole Melton, *W*, Reverend Dr Jeremy Nigel Morris, *TH*, Mr Matthew Christian Pawlak, Mr Kim Llewellyn Phillips, Mr Daniel Stevens, and Dr Sarah Suzanne Underwood Dixon, *CC*, have been granted the title of Affiliated Lecturer from 1 October 2017 until 30 September 2019. Dr Geoffrey James William Dumbreck, *PET*, Dr Alison Gray, Dr Michael Jacob Harris, Dr Philip Samuel Johnston, *HH*, and Dr Philip James McCosker, *ED*, have been granted the title of Affiliated Lecturer from 1 October 2017 for a further two years.

Education. Ms Isabel Murray Nisbet has been granted the title of Affiliated Lecturer from 14 May 2017 until 30 September 2018.

Music. Reverend Professor Jeremy Sutherland Begbie, *W*, Ms Margaret Faultless, *G*, Dr Davis Glenn Skinner, *SID*, Dr Geoffrey Andrew Webber, *CAI*, and Dr Edward Wickham, *CTH*, have been granted the title of Affiliated Lecturer from 1 October 2017 for a further two years.

EVENTS AND 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 individual Faculty, Department, and institution websites, on the What's On website (<http://www.admin.cam.ac.uk/whatson/>), and on Talks.cam (<http://www.talks.cam.ac.uk/>).

Brief details of upcoming events are given below.

<i>African Archaeology Group</i>	John Alexander Seminar Series: <i>The God Seth animal: real Egyptian chimera or true African creature?</i> , by Professor Pierre de Maret, Université Libre de Bruxelles, at 4.30 p.m. on Monday, 29 January 2018 in the McDonald Institute Seminar Room, Downing site.	https://www.mcdonald.cam.ac.uk/events/aag18_3
<i>Cambridge Central Asia Forum and the China Centre, Jesus College</i>	<i>History and future outlook of the Belt and Road</i> , by Professor Chak Fan Lee, Pro-Vice-Chancellor and Chair Professor in Geotechnical Engineering, University of Hong Kong, at 6.30 p.m. on Tuesday, 30 January 2018 in the Frankopan Hall, Jesus College. Attendance is free but registration by 27 January 2018 is required.	https://centralasia.group.cam.ac.uk/events/ProfLee
<i>Fitzwilliam Museum</i>	The Glanville Lecture 2018: <i>The Book of Exodus and the invention of religion</i> , by Professor Dr Jan Assmann, Honorary Professor at the University of Konstanz, Visiting Professor at the University of Luzern, and Emeritus Professor at the University of Heidelberg, at 5 p.m. on Saturday, 17 February 2018 in Room 3, Mill Lane Lecture Rooms. Attendance is free but registration is required.	http://www.fitzmuseum.cam.ac.uk/calendar/whatson/glanville-lecture-2018
	Glanville Lecture study day: a series of 40-minute talks on the subject of <i>Religion in the ancient world</i> , from 10.30 a.m. to 4.30 p.m. on Saturday, 17 February 2018 in Room 3, Mill Lane Lecture Rooms. There is a cost for this event and booking is required.	http://www.fitzmuseum.cam.ac.uk/calendar/whatson/glanville-lecture-study-day

FORM AND CONDUCT OF EXAMINATIONS

Notices by Faculty Boards, or other bodies concerned, of changes to the form and conduct of certain examinations to be held in 2017–18, by comparison with those examinations in 2016–17, are published below. Complete details of the form and conduct of all examinations are available from the Faculties or Departments concerned.

Medical and Veterinary Sciences Tripos, Part IA, 2018

The Faculty Board of Biology gives notice that the form of the examinations for Part IA of the Medical and Veterinary Sciences Tripos which will be held in 2018 has changed as follows:

PART IA**Functional architecture of the body***Combined Sections I and II*

Sections I and II are now combined into a single 90-minute MCQ/Practical Steeplechase paper. There will be 30 stations, with three questions per station, i.e. 90 questions in total. Candidates will spend three minutes at each station. Stations will include bones, prosected specimens, clinical photographs, radiological images, and MCQs-only stations.

For all questions, the Single Best Answer should be selected from the five choices provided.

The Section III paper remains unchanged.

GRACES**Graces to be submitted to the Regent House at a Congregation on 27 January 2018**

The Council has sanctioned the submission of the following Graces to the Regent House at a Congregation to be held on 27 January 2018:

That the following persons be admitted to the degree of Master of Arts under the provisions of Statute B II 2:

1. THINNAYAM KRISHNAMURTHY ARUNACHALAM, Assistant Director in the Local Examinations Syndicate.
2. PAUL DEREK BARKER, Fellow of Downing College and University Senior Lecturer in the Department of Chemistry.
3. NICHOLAS LOUIS LASZLO BEER, Assistant Director in the Local Examinations Syndicate.
4. ALAN PETER BOOKBINDER, Master-elect of Downing College.
5. JOHN TANNATT DIX, Fellow of Darwin College.
6. RODERIC GILLESPIE, Director in the Local Examinations Syndicate.
7. MARTIN JAMES HEMMINGFIELD, Assistant Director in the Local Examinations Syndicate.
8. ZOE KOURTZI, Fellow of Downing College and Professor of Experimental Psychology in the Department of Psychology.
9. CATHERINE LYNNE MCCLURE, Director in the Local Examinations Syndicate.
10. MONICA GABRIELA MORENO FIGUEROA, Fellow of Downing College and University Senior Lecturer in the Department of Sociology.
11. MICHAEL JAMES OSBOURN, Advisory Officer in the Estate Management Division of the University Offices.
12. PHILIP JOHN PARKER, Deputy Director in the Local Examinations Syndicate.
13. NICHOLAS RAWLINSON, Fellow of Downing College and BP Foundation McKenzie Professor of Earth Sciences in the Department of Earth Sciences.
14. ALISTAIR NOEL STARLING, Assistant Director in the Local Examinations Syndicate.

ACTA

Approval of Graces submitted to the Regent House on 10 January 2018

The Graces submitted to the Regent House on 10 January 2018 (*Reporter*, 6490, 2017–18, p. 303) were approved at 4 p.m. on Friday, 19 January 2018.

E. M. C. RAMPTON, *Registrar*

END OF THE OFFICIAL PART OF THE ‘REPORTER’

COLLEGE NOTICES

Elections

Trinity College

Elected to Fellowships under Title A (Junior Research), with effect from 2 October 2018:

Rohit Chikkaraddy, B.S. M.S., *IISER, Pune*

Ewain Nathanael Gwynne, B.A., *Northwestern*

Jessica Lightfoot, B.A., M.Phil., *CC*

José Ciro Martínez, B.A., *Williamstown*, M.Phil., *K*

Hannah Jane Shepherd, B.A., *Oxford*, M.A., *SOAS*,
A.M., *Harvard*

Adi Steif, B.Sc., *British Columbia*

Jitka Štollová, B.A., M.A., *Charles, Prague*

Aled Williams Walker, B.A., M.Math., *T*

Events

Wolfson College

Wolfson College Lunchtime Seminars

Seminars take place on Wednesdays from 1 p.m. to 2 p.m. in the Combination Room, Wolfson College. Tea, coffee, and biscuits are provided, and all are welcome.

Highlights of the Lent Term programme include Dr Giles Yeo asking *Are our genes to blame when our jeans don't fit?*, the University of Arkansas' John DuVal on *Parkinson's rehabilitation using interactive dance technology*, and garden author and journalist Ursula Buchan on *Rather more than Thirty-Nine Steps: the life of John Buchan*.

For the full programme, see: <http://talks.cam.ac.uk/show/index/15415>.

SOCIETIES, ETC.

Society for the History of the University

The next meeting of the Society will be held at 5.30 p.m. on Thursday, 8 February 2018 in the Old Library, Darwin College. Professor Haroon Ahmed will give a paper entitled *The origins and early history of Engineering at Cambridge University*.

Refreshments will be served from 5 p.m.

Cambridge Philosophical Society

The Society's first talk of the Lent Term will take place at 6 p.m. on Monday, 29 January 2018 in the Bristol-Myers Squibb Lecture Theatre, Department of Chemistry, Lensfield Road. Professor Pietro Cicuta will give the G. I. Taylor Lecture entitled *Waves in the airways: a carpet of microscopic rowers keeps us alive*.

Further details are available at <http://www.cambridgephilosophicalsociety.org/lectures.shtml>.

EXTERNAL NOTICES

Oxford Notices

Merton College: Butler (food service team); full-time; salary: £27,500–£32,000; closing date: 9 February 2018 at 12 noon; further details: <http://www.merton.ox.ac.uk/vacancies>

Wolfson College: Non-stipendiary Junior Research Fellowships in Humanities and Social Sciences 2018 and Non-stipendiary Research Fellowships in Humanities and Social Sciences 2018; closing date: 18 March 2018; further details: <http://www.wolfson.ox.ac.uk/fellowships/>