

CAMBRIDGE UNIVERSITY REPORTER

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UNIVERSITY OF
CAMBRIDGE

NOTICES

Calendar

- 29 November, *Friday*. End of third quarter of Michaelmas Term.
 30 November, *Saturday*. Congregation of the Regent House at 10 a.m.
 4 December, *Wednesday*. Ballot of the Regent House, voting closes at 5 p.m. (see below).
 6 December, *Friday*. Full Term ends.
 10 December, *Tuesday*. Discussion by videoconference at 2 p.m. (see below).
 18 December, *Wednesday*. Last ordinary issue of the *Reporter* in Michaelmas Term.
 19 December, *Thursday*. Michaelmas Term ends.
 25 December, *Wednesday*. Christmas Day. Scarlet Day.

Discussions (Tuesdays at 2 p.m.)

10 December

Congregations (at 10 a.m. unless otherwise stated)

30 November

Discussion on Tuesday, 10 December 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, 10 December 2024 at 2 p.m. The following items will be discussed:

1. Report of the Council on the office of Chief Financial Officer, dated 13 November 2024 (*Reporter*, 6759, 2024–25, p. 117).
2. Joint Report of the Council and the General Board on the disbanding of the University Theatre Syndicate, dated 26 November 2024 (p. 141).
3. Report of the General Board on arrangements for the implementation of an Academic Career Pathways (Research) scheme, dated 26 November 2024 (p. 144).

Those wishing to join the Discussion by videoconference should email 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, copying ReporterEditor@admin.cam.ac.uk, by no later than 10 a.m. on the day of the Discussion for reading out by the Proctors,¹ 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 House² 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 from addresses within the 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/>.

¹ 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.

² <https://www.scrutiny.cam.ac.uk/> and https://www.admin.cam.ac.uk/reporter/regent_house_roll/section1.shtml.

Ballot of the Regent House: Voting open until 4 December 2024

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

- Elections to the Council in class (b) and class (c)

Voting closes at 5 p.m. on Wednesday, 4 December 2024 and members who were listed on the Roll of the Regent House promulgated on 6 November 2024¹ 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/> (University account required).

¹ See *Reporter*, Special No. 2, 2024–25, p. 1.

Amendment for submission to the Regent House under Special Ordinance A (ii) 5 (post-MAB exam review): Notice in response

25 November 2024

The Council has received the proposal for the amendment of Grace 1 of 6 November 2024 (*Reporter*, 6760, 2024–25, p. 130) and has agreed to authorise submission of the amendment under Special Ordinance A (ii) 7. There will therefore be a ballot, with the amendment on the ballot paper alongside the Report’s original recommendations and the option of rejecting all changes. A timetable is set out below.

The amendment proposes the removal of a new mitigation that could help some students to graduate if, as a result of a marking and assessment boycott, they were missing marks but had sufficient marks for the Examiners to be certain that they had reached the honours standard, deferring the award of a class until all marks were available. This measure would not help all students, because some might not have sufficient marks to make use of this mitigation and others might need to know the class they had been awarded, for example, in order to take up employment or a place on another course. However, it would maintain academic standards, as there would be no lowering of the bar to enable students to graduate. The Council wishes to make clear that its motivation in seeking approval of this mitigation measure is to give the Examiners the ability to make decisions, based on the marks available, that protect the interests of students and maintain academic standards.

Ballot timetable

The Single Transferable Vote regulations¹ will apply in this ballot.

For an *amendment* revising the Grace to be considered by the Council, the Registry needs to receive the proposed amendment, signed by 25 or more members of the Regent House, **by 4 p.m. on Wednesday, 4 December 2024**.

For a *fly-sheet* to be circulated to members of the Regent House when voting opens, the Registry needs to receive the fly-sheet, signed by 10 or more members of the Regent House or other authorised groups,² **by 1 p.m. on Thursday, 9 January 2025**.

The Registry will accept amendments and fly-sheets:

- (a) signed by completing an online form on the Regent House Petitions site or other authorised site by the deadline;³
- (b) in hardcopy, signed with wet-ink signatures, with the names of signatories in block capitals, delivered to the Old Schools, or as an email from a University account that includes the text of the fly-sheet or amendment sent to registry@admin.cam.ac.uk, or as a photo or scan of the document showing the signature sent by email (ideally from a University account) to registry@admin.cam.ac.uk, by the deadline.

Once the deadline for amendments has passed, a Notice acknowledging receipt of those with sufficient signatures will be published and the Council will consider whether to add them to the ballot paper.

Those listed on the Roll of the Regent House promulgated on 6 November 2024 will be eligible to vote in this ballot.⁴ **Online voting⁵ will open at 10 a.m. on Tuesday, 21 January and close at 5 p.m. on Friday, 31 January 2025** (voters will receive an email when voting opens). Hardcopy voting papers and supporting materials will be distributed not later than Tuesday, 21 January to those who opted in November 2024 to vote on paper; the last date for the return of voting papers is **5 p.m. on Friday, 31 January 2025**.

¹ *Statutes and Ordinances*, p. 121. See also the explanation of the voting system on the governance site: <https://www.governance.cam.ac.uk/ballots/rh/Pages/STV-explained.aspx>.

² A fly-sheet is a statement giving views in support of or against the proposals made by the Grace, which aims to persuade members of the Regent House to vote in a particular way in the ballot. See the Council’s Notice on Discussions and Fly-sheets, reproduced in *Statutes and Ordinances* at p. 116.

³ See the instructions on how to use the Regent House Petitions site: <https://www.governance.cam.ac.uk/governance/key-bodies/RH-Senate/Pages/RH-Petitions.aspx>.

⁴ See *Reporter*, Special No. 2, 2024–25, p. 1.

⁵ See <https://www.governance.cam.ac.uk/ballots/voting/> (University account required).

VACANCIES, APPOINTMENTS, ETC.

Election

The following election has been made:

Professor HANNAH FRY, M.Sci., Ph.D., *University College London*, Professor in the Mathematics of Cities, University College London, elected Professor of the Public Understanding of Mathematics with effect from 1 January 2025.

Vacancies in the University

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

Ernest Oppenheimer Early Career Research Fellowship in the School of the Physical Sciences; tenure: three years from 1 October 2025; stipend: £36,924–£45,163 plus research expenses; closing date: 7 January 2025; further details: <https://www.jobs.cam.ac.uk/job/48968>; quote reference: LA43859

Convenor, Legacies of Enslavement Special Initiative; tenure: part-time (around 0.6 FTE) for three years from as early as possible in 2025; informal enquiries: Professor Tim Harper (email: tnh1000@cam.ac.uk); closing date: 13 January 2025 at 10 a.m.; further details: <https://www.cam.ac.uk/about-the-university/history/legacies-of-enslavement>

The University actively supports equality, diversity and inclusion and encourages applications from all sections of society. The University has a responsibility to ensure that all employees are eligible to live and work in the UK.

REPORTS

Joint Report of the Council and the General Board on the disbanding of the University Theatre Syndicate

The COUNCIL and the GENERAL BOARD beg leave to report to the University as follows:

1. In this Report the Council and the General Board propose the establishment of a new committee to replace the University Theatre Syndicate and the Executive Committee for the ADC Theatre, to simplify and update the structures supporting the activities of the ADC Theatre to reflect current needs. Following consultation with the General Board, the Report also proposes that the ADC Theatre should become a General Board institution, given that its primary purpose is to support student drama.

2. These proposals are made on the recommendation of the Executive Committee for the ADC Theatre and are supported by the most recent Chair of the University Theatre Syndicate (the Syndicate has not met since the beginning of the Covid-19 pandemic). The Chair of the Societies Syndicate, the Chair of the Faculty Board of English, the President and Senior Treasurer of the Cambridge University Amateur Dramatics Club, and the interim Co-Chief Executives of the Cambridge Arts Theatre Trust have been consulted about this proposal.

3. The ADC Theatre has been managed as a Department of the University of Cambridge, on behalf of the Cambridge University Amateur Dramatic Club, since 1974 (*Reporter*, 4812, 1972–73, p. 603). Over those 50 years, its operations have grown substantially. The ADC Theatre's team of six members of staff now manages two venues, the ADC Theatre and the Corpus Christi College Playroom and stages over 130 student and local community productions every year. It also manages resources used by all University and College theatre groups (for example, the Camdram database¹).

4. The establishment of the University Theatre Syndicate and the Executive Committee for the ADC Theatre in 1983 was prompted by concerns about the financial position of the ADC Theatre and the need for 'a new supervisory body to lay down clear objectives for the management; and a smaller permanent executive committee to meet regularly and see that those objectives are achieved' (*Reporter*, 5191, 1982–83, p. 638). The emphasis was on ensuring appropriate financial supervision and control, and refocusing the use of the ADC Theatre on student productions. Under the new arrangements, the ADC Theatre could continue to make its facilities available to external community groups, but only where suitable contractual terms could be agreed that limited the Theatre's exposure to financial loss. The scope of amateur theatre in the University has changed since the Ordinance for the University Theatre Syndicate (*Statutes and Ordinances*, p. 134) was originally drafted, with theatrical activity being centralised at the ADC Theatre rather than at the Cambridge Arts Theatre, and with the University now overseeing management of the most active College-owned venue, the Corpus Christi College Playroom.

5. The ADC Theatre continues to punch above its weight both in terms of its contribution to the student experience at Cambridge and the dramatic arts more generally, with many graduates going on to have noteworthy success as directors, actors, managers and in technical roles. The Theatre's finances have been properly managed for many years, thanks to the work of the

¹ See <https://www.camdram.net/>.

Syndicate, the Executive Committee and successive ADC Theatre Managers and their teams. The Council and the General Board support the Executive Committee's view that there is still a role for a committee in monitoring the Theatre's finances and administration, and providing advice and support to the members of the Theatre's management team, who are often at an early stage in their careers, and the student drama community more generally. However, it also agrees that merging the two committees will remove unnecessary duplication of activities and provide greater clarity about responsibilities. The proposed General Board Regulations in Annex A retain the status of the ADC Theatre as a University institution independent of any Faculty or Department. They also define the new University Theatre Committee's purpose around a more functional model and revise the new Committee's membership to reflect the venue management, fundraising,

technical and hospitality expertise required to administer theatrical activities across the University and the Theatre's oversight of the management of the Corpus Christi College Playroom.

6. If this Report's recommendation is approved:
- (a) the General Board has agreed to make the Regulations as set out in Annex A, to establish the ADC Theatre as a General Board institution and the Committee as a sub-committee of the General Board;
 - (b) the General Board and the other appointing bodies have agreed that, where membership categories are transferring to the new Committee, the existing members of the Executive Committee and the Syndicate will serve as members of the new Committee until their periods of appointment under the previous Ordinance would otherwise have expired.

7. The Council and the General Board recommend that the Ordinance for the University Theatre Syndicate (*Statutes and Ordinances*, p. 134) be rescinded.

26 November 2024

DEBORAH PRENTICE,
Vice-Chancellor

SARAH ANDERSON
MADELEINE ATKINS
GAENOR BAGLEY
MILLY BODFISH
ANTHONY DAVENPORT
JOHN DIX

SHARON FLOOD
ALEX HALLIDAY
HEATHER HANCOCK
LOUISE JOY
ELLA MCPHERSON
SCOTT MANDELBROTE
SALLY MORGAN

RICHARD MORTIER
ALEX MYALL
SHARON PEACOCK
JASON SCOTT-WARREN
ALAN SHORT
ANDREW WATHEY
PIETER VAN HOUTEN

26 November 2024

DEBORAH PRENTICE,
Vice-Chancellor
MADELEINE ATKINS
KATIE CLARKE
TIM HARPER

NEELA MAADHUREE
ELLA MCPHERSON
NIGEL PEAKE
RICHARD PENTY
JON SIMONS

EMILY SO
PIETER VAN HOUTEN
BHASKAR VIRA
JOCELYN WYBURD

ANNEX A

The General Board has approved the following General Board Regulations, to take effect if the Regent House approves the rescinding of the Ordinance for the University Theatre Syndicate:

ADC THEATRE

Constitution

The ADC Theatre shall be an institution independent of any Faculty or Department but under the supervision of the General Board.

University Theatre Committee

1. The purpose of the University Theatre Committee is to ensure that the ADC Theatre and other venues and resources managed by the staff of the ADC Theatre are available for use and enjoyment, primarily for productions by University and College societies, as well as for the local community outside of University term.

2. The objectives and responsibilities of the Committee are:

- (a) to monitor and advise on the administration, management and finances of the ADC Theatre, which for the purposes of these regulations covers other venues and resources managed by the staff of the ADC Theatre;
- (b) to receive the management accounts and approve the annual budget of the ADC Theatre;
- (c) to review policies, processes and systems, including the contract terms applicable to users of the ADC Theatre, to ensure they adhere to good practice;
- (d) to ensure value for money and the proper and accountable use of funding;
- (e) to support and encourage good practice in the production of amateur theatre in Cambridge;
- (f) to advise on and facilitate fundraising for theatrical enterprises in Cambridge;
- (g) (i) to recommend for appointment by the General Board a candidate for the office of Manager of the ADC Theatre;
- (ii) to approve the appointment of other ADC Theatre staff.

3. The members of the University Theatre Committee are:

- (a) the Vice-Chancellor (or a duly appointed deputy) as Chair;
- (b) three members with knowledge of theatre production or venue management expertise who are members of the Senate or external members, appointed by the General Board for four years from 1 January following their appointment;
- (c) a member of the University with knowledge of the University's financial planning process, appointed by the General Board for four years from 1 January following their appointment;
- (d) the President and the Senior Treasurer of the Cambridge University Amateur Dramatic Club, or if either is not a trustee of the Club, an officer of the Club who is also a trustee;
- (e) a member of the Cambridge University Amateur Dramatic Club who is a technician working in the ADC Theatre, appointed by the Committee of the Club, who shall serve for the remainder of the academic year in which they are appointed;
- (f) (i) a member of Corpus Christi College, appointed by the Master of the College for such period as the Master shall determine, provided that no member in this class shall serve for more than eight years consecutively;
- (ii) the President of the Fletcher Players;
- (g) not more than two persons, who may include registered students, co-opted by the Committee for such period as the Committee shall determine, provided that no co-opted member shall serve for more than eight years consecutively.

4. The Manager of the ADC Theatre, or a person appointed by the Committee on the nomination of the Manager of the ADC Theatre, shall serve as Secretary to the Committee.

5. The Committee shall meet at least once each term. No business may be transacted unless a quorum of at least five members is in attendance, including the Chair and at least one member from classes (b) and (d) and, where the business concerns the Corpus Christi College Playroom, at least one member from class (f). Conflicts of interest shall be handled in line with the University's Conflict of Interest Policy.

6. The Committee shall report to the General Board through annual reports and accounts, and/or by such other means as the Board determines.

7. The stipend of the holder of the office of Manager of the ADC shall be determined by the General Board on the advice of the Committee. The duties of the office shall be determined by the Committee.

Report of the General Board on arrangements for the implementation of an Academic Career Pathways (Research) scheme

The GENERAL BOARD begs leave to report to the University as follows:

1. This Report sets out proposals for an Academic Career Pathways (Research) (ACP (R)) scheme to create a coherent progression and career development scheme for research staff, supported by a new annual Contribution Reward Scheme. The new ACP (R) scheme is driven by the need to provide transparent, fair, and equitable routes to career progression within a framework that appropriately recognises and rewards the vital contribution to the University's mission of its 4,000+ researchers. In so doing, the new scheme aligns with the University's new People Strategy, specifically the strategic theme of Talent Management. It advances the University's dual commitments to 'value all our researchers' (Research Culture Institutional Action Plan) and to 'provide clear and transparent merit-based recognition, reward and promotion pathways' (Researcher Development Concordat). The new scheme is likely to provide important evidence to support the People, Culture and Environment element of the Research Excellence Framework in the 2029 exercise.

2. The HR Committee established a Researcher Reward and Progression Arrangements Review Working Group in April 2023. Its remit has been to undertake a comprehensive assessment of the University's existing approaches to rewarding research staff for excellence and enabling them to achieve career progression. There are currently three such schemes supporting researcher reward and progression: (a) the Contribution Increment Scheme for Researchers; (b) progression arrangements for researchers to Grades 6 to 9; and (c) the Senior Researcher Promotions scheme for researchers to Grades 10 to 12. None of these schemes has been revised for some years, nor have the schemes been considered collectively until now.

3. In examining the governance, processes, systems, and supporting infrastructure of these schemes, and in developing proposals for new arrangements, the Working Group was steered by the University's recognition that researchers are integral to its life and success, and its commitment to fostering good working conditions and career development opportunities for researchers. The Working Group's purpose was to ensure that procedures by which researchers can apply for, and achieve, promotion are transparent, fair, and equitable across the University, and to consider appropriate options for recognising experience at a range of grades. Appendix A provides background to how the Working Group's proposals were developed.

4. The Working Group identified significant shortcomings in the current arrangements:

- (a) A lack of coherence (for example, currently there is a termly pay progression scheme and two discrete promotion schemes).
- (b) Current arrangements are out of date, for instance, in not incorporating the University's obligations in relation to the Researcher Development Contract, its decision to sign the Declaration of Research Assessment (DORA) or its current activities within the Action Research on Research Culture Project.¹
- (c) Inconsistencies between Schools and between Departments/Faculties within Schools in their approach to local promotions/reward management.

- (d) A lack of alignment between promotion pathways for other staff categories in the University, particularly the Academic Career Pathways schemes for Research and Teaching (R&T) and Teaching and Scholarship (T&S) track academic staff.
- (e) Not properly reflecting the University's commitment as an institution to developing a positive and inclusive research culture.
- (f) The two-step gaps between almost every grade of existing roles being too great to facilitate appropriate career development for staff on limited fixed-term contracts.
- (g) Minimal guidance available, especially in relation to researcher progression between Grades 5, 7 and 9.
- (h) A lack of an Equality, Diversity and Inclusion plan underpinning these arrangements, together with a lack of overall transparency in relation to progress against EDI goals.
- (i) The need for researcher job titles to be reviewed in light of recent changes to academic job titles.

5. Substantial work was undertaken between 2019 and 2020 to produce a revised Senior Researcher Promotions scheme (for research staff at Grades 9 and 11), culminating in a paper presented to the HR Committee in May 2020, but for various reasons (including the Covid-19 pandemic) that work was put on hold. The Working Group has taken the opportunity to revisit and revise this work.

6. The final proposals set out in this Report have been developed following extensive consultation with key stakeholders within the Schools and the wider University community. Particular emphasis was placed on engaging directly with early-career research staff, since this group has tended to be disproportionately under-represented in institutional consultations. This consultation – comprising an invitation to all University staff to complete a survey, together with presentation of the proposals at University committees (including the Research Policy Committee and some School Councils/School Head of Department meetings) – took place in the Lent Term 2024. Consultation has included engagement with Unite and the University and College Union (UCU) and other recognised trade unions at the University and Staff Joint Board meeting held in November 2023, then on the final draft proposals between January and April 2024. In addition, there were two open meetings and discussions to further engage staff on the matter and obtain feedback as the work progressed. These meetings provided an opportunity to listen to the views and perspectives of staff representing the different disciplines and inform the direction and priorities for the work. As a result of the consultation, the initial proposals were developed further, resulting in the proposals now presented in this Report.

7. The following is a summary of the key proposals:

- (a) The introduction of researcher roles at Grades 6, 8 and 10, in addition to the existing Grades of 5, 7, 9, 11 and 12.
- (b) A progression scheme for researchers seeking promotion to Grades 6 to 9 (to be known as Scheme B). The criteria for this scheme can be found in Appendix B.

¹ See <https://www.arcc.group.cam.ac.uk/>.

- (c) A progression scheme for researchers seeking promotion to Grades 10 to 12 (to be known as Scheme A). The criteria for this scheme can be found in Appendix C, with corresponding job outlines in Appendix D.
- (d) A revised Contribution Reward Scheme including (i) the proposal for the scheme to run annually rather than termly; (ii) linking awards to completion of and reference to the Staff Review and Development framework; and (iii) the proposal that where an individual meets the criteria for a contribution award but insufficient external funds are available, the cost may be met through School budgets. A summary of the proposed process is detailed in Appendix E.
- (e) Proposed titles for (i) existing researcher grades and (ii) the proposed new researcher grades as follows:
- *Research Assistant (G5)*:
no change to current title/grade
 - *Senior Research Assistant (G6)*: new
 - *Research Associate (G7)*:
no change to current title/grade
 - *Senior Research Associate (G8)*: new
(repurposes existing title – see below)
 - *Assistant Research Professor (G9)*:²
change to current Senior Research Associate title
 - *Associate Research Professor (G10)*: new
 - *Research Professor (G11)*:³
change to current Principal Research Associate title
 - *Research Professor (G12)*:⁴
change to current Director of Research title

The reasons for proposing these titles are: (i) the need to identify titles for new roles; (ii) a degree of comparability with other leading research-intensive HEIs; (iii) symmetry with the ACP (R&T) and especially ACP (T&S) academic staff titles; (iv) to mitigate challenges, especially for Grade 11 and Grade 12 researcher roles, in recruitment to and retention of research staff at this level.

8. The General Board draws attention to the following points:

- (a) The ACP (R) scheme builds on the recently introduced ACP (T&S) scheme (see Appendix A). As with other ACP schemes, each application will be considered and assessed on its own merit against the relevant criteria for the level, taking into equal account evidence of both inputs and outputs.
- (b) All institutions will be expected to adopt the published promotion guidance, and provide example Indicators of Excellence applicable to their disciplines which set out the expectations required for promotion, to supplement the generic Indicators of Excellence included in the main ACP (R) documentation.

To ensure parity of standards and expectations, the Department/Faculty guidance must be approved by School Councils prior to adoption. Departments/Faculties will be expected to review their ACP local Indicators of Excellence regularly and update them, as necessary, to ensure they are still relevant and remain fit for purpose.

- (c) Applicants will be required to have been in post at the current level for at least 12 months as of 1 October before applying for promotion, including those who have been promoted. Exceptions can be made, with the Head of Institution submitting a formal statement which outlines the reasons for the proposed exception, with approval from the Head of School.
- (d) There is no expectation of step-by-step progression through every level of the Pathway. For example, a Research Associate (G7) can apply directly to the Assistant Research Professor (G9) level and an Assistant Research Professor (G9) can apply directly to the Research Professor (G11) level. Promotions will normally take place as part of the annual cycle with two particular out-of-cycle exceptions: (i) Research Assistants (G5) who gain their Ph.D. during the course of their employment will normally be recommended for promotion to Research Associate (G7); and (ii) Research Associates (G7) who are awarded a significant independent grant will normally be recommended for promotion to Assistant Research Professor (G9).
- (e) The new titles, if approved, will be awarded to all existing researchers as appropriate for their grade when the ACP (R) scheme is implemented.
- (f) It is anticipated that academic staff will not be permitted to transfer to the ACP (R) track unless they choose to apply for an unestablished research staff vacancy and are successful in being appointed to it.⁵

9. Under these proposals, the Chair of the Human Resources Committee, on behalf of the General Board, will have the discretion to make changes to the ACP (R) scheme processes set out above as is deemed necessary, provided that those changes are in line with the Key Principles, and made in the light of experience, for the effective running of future ACP (R) scheme rounds. The Key Principles underpinning the ACP (R) scheme are as follows:

- (a) The University should provide a flexible career pathway for researchers, in relation to the period of their employment by the University, that gives due recognition to excellence in research and recognises that researchers are integral to the life and success of the University.
- (b) The University of Cambridge is committed, in its pursuit of academic excellence, to equality of opportunity and to a proactive approach that supports and encourages all under-represented groups, promotes an inclusive culture, and values diversity.

² This title will not change on completion of probation (unlike academic staff whose title changes from Assistant Professor (G9) to Associate Professor (G9) once probation has been completed).

³ This title will not apply to Clinical Researchers.

⁴ In the case of Clinical Researchers, the title will be Clinical Research Professor. As a clinical Research Professor you need to satisfy the criteria for G12 Professorship. Voluntary Directors of Research would become Voluntary Research Professors.

⁵ Under the current ACP (R&T) scheme, there are certain circumstances in which Research staff can apply for promotion via the ACP (R&T), which will remain, see <https://www.acp.hr.admin.cam.ac.uk/eligibility>.

- (c) All persons involved in administering academic promotions processes should exercise impartiality and fairness and be seen to do so. Declarations of interest should be made at appropriate stages. Appropriate training should be completed.
- (d) Members of committees should ensure that their consideration is collective, fair, impartial and evidence based.
- (e) All research staff should have access to, and benefit from, a supportive career development process that is proactively supported by the relevant Principal Investigator(s) and Head(s) of Institution.
- (f) All processes should be organised in a timely and transparent way.
- (g) Constructive, helpful, developmental feedback should be provided at all appropriate stages including written feedback.
- (h) All applications and documentation should be treated as confidential and in accordance with data protection principles.
- (i) We recommend making appropriate budgetary provision so that deserving candidates receive appropriate recognition and reward.
- (j) All processes should be supported by modern and user-friendly business systems to ensure administrative efficiency, fairness, and equality.

10. These proposals are intended to be the start of an iterative process in the development of the ACP (R) scheme. It is envisaged that the scheme will evolve over the coming years to ensure it meets the needs of the University and staff, with the continued input and support of the academic community. The intention is for this scheme to be considered for development alongside the ACP schemes for academic staff.

11. To support the introduction of the new ACP (R) scheme, a number of other work activities will be undertaken as part of an implementation planning exercise. These include:

- (a) The development of more detailed guidance for Applicants, Heads of Institutions and Promotions

12. The General Board recommends that an Academic Career Pathways (Research) scheme, as described in paragraph 7 of this Report, be approved.

26 November 2024

DEBORAH PRENTICE,
Vice-Chancellor
MADELEINE ATKINS
KATIE CLARKE
TIM HARPER

NEELA MAADHUREE
ELLA MCPHERSON
NIGEL PEAKE
RICHARD PENTY
JON SIMONS

EMILY SO
PIETER VAN HOUTEN
BHASKAR VIRA
JOCELYN WYBURD

APPENDICES

Appendices A–E to the Report are provided as a separate PDF file at <https://www.admin.cam.ac.uk/reporter/2024-25/weekly/6761/ACPResearchSchemeReport-Appendices2024.pdf>:

Appendix A: Background information

Appendix B: Scheme B criteria for researchers seeking promotion to Grade 6 to Grade 9

Appendix C: ACP (R) Scheme A (Promotion to Grade 10, 11 and 12)

Appendix D: Job outlines for researcher roles in Grades 10, 11 and 12

Appendix E: Proposed revised Contribution Reward Scheme (for researchers between Grades 5 and 11 (previously called Researcher Contribution Increment Scheme))

⁶ As promotion to Grades 7, 8 and 9 are part of the ACP (T&S) scheme, a change will also be made to ensure the T&S promotions process is consistent with this proposal.

⁷ As above, a similar change will be made for T&S appeals for promotion up to and including Grade 9.

- (b) Confirmation of the proposed decision-making arrangements for researcher promotions as (i) promotions up to and including Grade 9 will be considered at an institutional level (Scheme B);⁶ (ii) promotions to Grade 10 and above will be included with other ACP scheme promotion applications as part of their committee processes (Faculty Committee, then School Committee, then Vice-Chancellor's Committee) (Scheme A). Pay progression applications for all Grades will be considered and approved by local Awarding Authorities.
- (c) The process for appeals will be as follows (i) appeals for promotions up to and including Grade 9 (Scheme B) will be considered by the Head of School, Chair of the relevant ACP School Committee, and another senior colleague (to be determined), and supported by the Lead HR Business Partner;⁷ (ii) appeals for promotions to Grade 10 and above (Scheme A) will be included within the current ACP appeals process.
- (d) The development of local Indicators of Excellence to be developed by each School as approved by their School Council for inclusion in the scheme.
- (e) The development of Career Development workshops to support ACP (R), to ensure there is appropriate support for researcher career progression at the University. Subject to approval from the HR Committee, it is proposed that these workshops are launched in the Easter Term 2025.
- (f) A stakeholder internal and external plan to socialise the proposals with those most affected internally such as Principal Investigators and externally such as Research Councils and the charities which fund research grants. This exercise will be led by the Research Operations Office (ROO).

GRACES**Grace submitted to the Regent House on 27 November 2024**

The Council submits the following Grace to the Regent House. This Grace, unless it is withdrawn or a ballot is requested in accordance with the regulations for Graces of the Regent House (*Statutes and Ordinances*, p. 112), will be deemed to have been approved at 4 p.m. on Friday, 6 December 2024. Further information on requests for a ballot or the amendment of Graces is available to members of the Regent House on the Regent House Petitions site.[§]

1. That on the recommendation of the Council and the Nominating Committee, Ms Gaenor Anne Bagley, *TH*, be reappointed a member of the Council in class (*e*) for four years from 1 January 2025, and therefore also permitted to serve for nine years consecutively.¹

¹ The Council is seeking approval for the reappointment of Ms Bagley to the Council in class (*e*) for external members, but with additional approval for waiver of the usual maximum period of service of eight consecutive years, as permitted by Special Ordinance A (iii) 1(c)(ii). By Grace 2 of 16 October 2019 and Grace 1 of 11 December 2019, Ms Bagley was appointed to the Council for an initial period of five years. A reappointment for four years (instead of the permitted three) will ensure that the expiry of terms of Council members in this class will not all fall within the same 12-month period.

[§] See <https://www.governance.cam.ac.uk/governance/key-bodies/RH-Senate/Pages/RH-Petitions.aspx> for details.

Graces to be submitted to the Regent House at a Congregation on 30 November 2024

The Council has sanctioned the submission of the following Graces to the Regent House at a Congregation to be held on 30 November 2024:

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

1. LORAND ALEXANDER BARTELS, Professor (Grade 11) in the Faculty of Law.
2. KELLY ELIZABETH FAGAN ROBINSON, Fellow of Clare Hall.
3. KLAUS OKKENHAUG, Fellow of Magdalene College and Professor of Immunology in the Department of Pathology.
4. ROBERT CAMPBELL RINTOUL, Clinical Professor of Thoracic Oncology in the Department of Oncology.
5. IJEOMA FLORENCE UCHEGBU, President of Wolfson College.
6. JAMES DAVID GORDON WOOD, Fellow of Trinity Hall.

ACTA**Approval of Graces submitted to the Regent House on 13 November 2024**

The Graces submitted to the Regent House on 13 November 2024 (*Reporter*, 6759, 2024–25, p. 119) were approved at 4 p.m. on Friday, 22 November 2024.

E. M. C. RAMPTON, *Registrar*

END OF THE OFFICIAL PART OF THE ‘REPORTER’

COLLEGE NOTICES

Vacancies

Queens' College: President; tenure: ten years from 1 October 2025 (or for a shorter term determined by College retirement provisions, if applicable); closing date: 20 December 2024; further details: <https://www.queens.cam.ac.uk/life-at-queens/vacancies/president-election> and <https://www.saxbam.com/appointment/queens-college-cambridge-2>

Rokos–Menon Visiting Senior Research Fellowship 2025–26; tenure: up to a year (not extendable); non-stipendiary but certain benefits and allowances apply; closing date: 17 January 2025; further details: <https://www.queens.cam.ac.uk/life-at-queens/vacancies/rokos-menon-visiting-senior-research-fellowship>

EXTERNAL NOTICES

Oxford Notices

Oxford University Museum of Natural History: Director; closing date: 6 January 2025 at 12 noon; further details: <https://www.recruit.ox.ac.uk>, vacancy ID: 176536

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