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Council and Main Committees

Council of the University

Nomination of Wendy Becker as an external member of Council

The nomination by Council, under the provisions of section 4 (7)–(10) of Statute VI, of Wendy Becker as an external member of Council, to fill the vacancy arising from the increase in the number of external members to five, is submitted for approval. The appointment would be from 1 August 2020 until 31 July 2024 in the first instance.

(For notes on the nominated external member of Council, see *Gazette* No 5282, 25 June 2020, p456.)

Approval of the nomination of an external member of Council

Under regulation 9.3 of Congregation Regulations 2 of 2002, the nomination above shall be deemed to be approved unless not later than **4pm on 23 July** the Registrar has received from not fewer than 20 members of Congregation a written request for a postal ballot to be taken in respect of that nomination.

Council of the University

Changes to Regulations

Council has made the following changes to regulations, to come into effect on **7 August**.

(a) Regulations for the Grievance Committee

Explanatory Note

The following changes, made on the recommendation of the Personnel Committee, update the regulations to: (1) correct a discrepancy between Statute XII on the definition of companions who may accompany those attending a hearing and bring the regulations in line with those in Council Regulations 1 of 2017 which apply to companions attending SERPs and UAPs; (2) give the committee the ability to manage its own proceedings; (3) provide for the Grievance Committee to receive HR advice; and (4) give more detail as to whom the Grievance Committee outcome will be sent.

Text of Regulations

In Council Regulations 40 of 2002, concerning the Grievance Committee, amend as follows (new text underlined, deleted text struck through):

1. When reference has been made to the Grievance Committee under section 45 of Statute XII the chair or secretary of the committee shall invite the aggrieved ~~person~~staff member, and any ~~person~~staff member(s) against whom the grievance lies, to submit a written statement to the Grievance Committee.
2. The grievance shall not be disposed of without an oral hearing at which the aggrieved ~~person~~staff member, and any ~~person~~staff member(s) against whom the grievance lies, shall be entitled to be heard and, ~~at his or her own expense in each case, to be accompanied by a friend or representative to be accompanied by a colleague employed by the University or a trade union representative. The intention is to avoid legal representation before the Grievance Committee and to achieve equity between the parties, and any requests for a staff member to be represented (at their own expense) by a legally qualified person should be submitted to the Chair of the Grievance Committee in advance.~~
 3. Subject to the provisions of Statute XII (including the aims of the grievance procedures under section 41) and these regulations, the Grievance Committee shall have general power to manage its own proceedings, including to:
 - (a) postpone or adjourn a hearing, if it considers that there are reasonable grounds to do so;
 - (b) set time limits on oral representations made, consistent with providing a fair opportunity for each party to present its case at the hearing;
 - (c) determine the order of proceedings at the hearing, consistent with each party being given a fair opportunity to be heard;
 - (d) request or permit that an individual attend to give evidence to the Grievance Committee or respond to questions from the Grievance Committee in writing;

(e) request or permit the introduction of new evidence at the hearing, or request that further investigation take place where there is good reason to do so, and, if so, adjourn the hearing if the Grievance Committee considers this is necessary to enable the other party to consider the proposed evidence or further evidence in response or for further investigation to take place; and

(f) ensure that each step in the proceedings is taken as promptly as is reasonably practicable.

4. The Grievance Committee shall be provided with advice and assistance, as required, by University HR.

3-5. After due consideration, the Grievance Committee shall inform Council of its decision under the provisions of section 48 of Statute XII. The Grievance Committee shall also send information on the outcome(s) of the grievance hearing to the aggrieved staff member, to any staff member(s) against whom the grievance lies (to the extent that the grievance concerns their conduct) and to University HR.'

(b) Regulations for the Budget Subcommittee of the Planning and Resource Allocation Committee and the Capital Steering Group

Explanatory Note

These changes, made on the recommendation of the Planning and Resource Allocation Committee (PRAC), amend the membership of the Budget Subcommittee of PRAC and of the Capital Steering Group.

Text of Regulations

1 In Council Regulations 15 of 2002, concerning Committees Reporting Directly to Council or one of its Main Committees, in Part 9 amend regulation 9.1 as follows (new text underlined, deleted text struck through):

‘9.1. The Budget Subcommittee of the Planning and Resource Allocation Committee shall consist of:

- (1) the Pro-Vice-Chancellor (Planning and Resources) who shall chair the committee;
- (2) the Registrar or their nominee amongst the Registrar’s senior leadership team~~the Chair of the IT Committee or his or her nominee;~~
- (3), (4) two external persons appointed by the Planning and Resource Allocation Committee;
- (5)–(8) four members of Congregation, one representing each of the academic divisions, appointed by the head of each division respectively;
- (9) one member of the Estates Bursars’ Committee of Conference.

2 Ibid, in Part 11 amend regulations 11.1 and 11.2 as follows (new text underlined, deleted text struck through; omitted text shown by ... is unchanged):

‘11.1. The Capital Steering Group shall consist of:

- (1) The Pro-Vice-Chancellor (Planning and Resources) who shall chair the Group;
- (2) The Director of Finance;
- (3) The Director of Estates;
- (4) The Head of Financial Planning and Analysis;
- (5) The Head of the Planning and Resource Allocation Section;
- (6) The Head of Capital Projects;
- (7) A Project Accountant from the Finance Division specialising in capital projects.

11.2. The group may co-opt up to two additional members, who may be external.

H-211.3 The Capital Steering Group shall: ...’

(c) Regulations for Procedures for Dealing with Questions of Fitness to Practise among Medical Students

Explanatory Note

In relation to the Medical School, the University has a duty to act in accordance with the advice and guidance of the General Medical Council and to ensure that no member of the public is harmed as a result

of taking part in the training of its medical students. By awarding a medical degree, the University confirms that a medical graduate is fit to practise as a Foundation doctor to the high standards that are set out in the GMC guidance to the medical profession. Individual medical students must ensure they meet the GMC’s rigorous standards of professional behaviour including relationship with patients, confidentiality and active participation.

The Code of Practice for Medical Students sets out in one place the University’s responsibilities and those of individual medical students, and references the relevant GMC guidance and requirements. The code was first introduced in 2001 along with procedures for dealing with questions of fitness to practise (which were not enshrined in legislation at that point). In 2006, separate fitness to practise regulations were introduced.

Since the regulations were put in place in 2006, there have been a number of changes in GMC guidance. In addition, the University has instituted significant changes to regulations, processes and procedures that have an impact on the operation of the Fitness to Practise Regulations, and in particular the introduction of those that relate to Fitness to Study. Revisions to the regulations governing Fitness to Practise are needed, both to reflect developments in GMC expectations and to ensure that they interact appropriately with the University’s own regulatory frameworks and University and college procedures. The revised regulations seek to provide a clear sequence for consideration of student cases. Ambiguity over the interaction of Fitness to Practise procedures with collegiate University procedures has created difficulties in a number of student cases.

Specific changes include:

- (i) In the introduction, reference has been made to college disciplinary procedures and how these interact with the procedures for dealing with questions of fitness to practise.
- (ii) A regulation has been added to state the procedure to be followed in the event that a student voluntarily withdraws

from the medical course after a fitness to practise allegation has been made.

- (iii) The relationship between the procedures for dealing with questions of fitness to practise and the regulations on fitness to study have been clarified.
- (iv) Timescales for the operation of the procedures have been included.
- (v) The possible outcomes at every stage of the procedures have been stated.
- (vi) The appeal process has been changed: the University’s Appeal Court is no longer involved. The procedure for the consideration of appeals is set out in detail.
- (vii) Information is given on the student’s right to pursue a complaint with the OIA.
- (viii) There is a statement on how information about students who have been through the Fitness to Practise procedure will be kept, and with which other bodies it may be shared (which is in accordance with the University’s student data privacy policy).

The opportunity has also been taken to make some more minor changes for the purpose of clarity and to update terminology.

Text of Regulations

1 Delete Council Regulations 7 of 2006, concerning procedures for dealing with questions of fitness to practise amongst medical students.

2 Insert new Council Regulations as follows:

‘Council Regulations * of 2020: Regulations for Procedures for Dealing with Questions of Fitness to Practise amongst Medical Students

INTRODUCTION

1. The consideration of whether or not a student is fit to practise medicine must take place strictly in accordance with the following procedure.

2. This procedure should be read in conjunction with the associated University Policy “Procedures for medical students causing concern” and “the Code of Conduct for Medical Students”, as may be updated from time to time and any substantial replacement thereof.

3. Any allegation that a medical student may not be fit to practise medicine must be sent to the Medical Sciences Divisional Registrar and Chief Operating Officer (“**the Registrar**”) and may be accompanied by evidence in support of the concerns being referred. Such evidence may include details of a single significant event or a pattern of behaviour, and/or may include details of procedures which have already been followed but which have failed to resolve the issues.

4. If there is an allegation of abuse or suspected abuse involving under-18s or adults at risk, the Registrar will report this to the University Safeguarding Officer for students within 1 day.

5. If any conflict of interest arises or if it is otherwise impracticable, the Head of Division of Medical Sciences (“**the Head of Division**”) may delegate their functions under these procedures to one of the Deputy Heads of Division of Medical Sciences (“**the Deputy Heads of Division**”).

6. If, following receipt of an allegation that a student may not be fit to practise medicine, the Registrar considers that the student may have violated the University’s Code of Discipline as contained in Statute XI, they shall inform the Proctors. If the Proctors choose to investigate the matter separately under Statute XI, the subsequent proctorial judgement may be considered as evidence within the procedures set out below. The Proctors will not themselves make judgements about fitness to practise.

7. If the allegations in question are to be dealt with under either the student’s college’s disciplinary procedures or the University’s disciplinary procedures (in particular Statute XI), and these Regulations, the college’s disciplinary procedure and/or the University’s disciplinary procedure must normally be completed before the Initial Procedure is initiated.

8. If, following receipt of an allegation that a student may not be fit to practise medicine, the Head of Division or their Deputy considers that the issue is primarily one of fitness to study in accordance with Part B of Statute XIII and all other normal

fitness to study procedures at college or departmental level have been exhausted or are inappropriate, then the Head of Division will consider making a referral to the Fitness to Study panel. If formal fitness to study procedures are initiated, those procedures must be completed before the Initial Procedure is initiated.

9. The timescales provided within these Regulations may be expedited at the discretion of the Head of Division or the Chair of the relevant panel, if a student presents an immediate or significant risk, or in other exceptional circumstances. The Head of Division will communicate any shortened timeframes to the student. The Head of Division may also extend timeframes where it is necessary to do so in order to ensure a fair outcome.

10. In the event a student voluntarily withdraws from the medical course after an allegation has been sent to the Registrar under regulation 3 above, is expelled from the University or their college as a result of a disciplinary procedure, or is otherwise required to leave the University as a result of a University or college procedure, the Fitness to Practise Procedure may continue, if deemed appropriate by the Head of Division at their sole discretion. All cases that reach the point of referral to a Fitness to Practise panel should, wherever practicable, come to a formal decision and conclusion even if the student in question withdraws voluntarily from the course before the hearing has concluded.

INITIAL PROCEDURE

11. The Registrar will inform the Head of the Division within 5 working days from the date of receipt of the allegation.

12. The Head of Division will consider the allegation and any accompanying evidence and will evaluate whether there is a potential fitness to practise issue which warrants further investigation and/or whether the matter can and should be resolved informally. In deciding whether there is a potential fitness to practise issue, the Head of Division will consider if the student’s behaviour suggests they may be a risk to patients or the public, or may bring the profession into disrepute. The Head of

Division will aim to reach a decision within 5 working days following referral of the allegation to him by the Registrar.

13. If the allegation and/or accompanying evidence suggests that there may be a potential fitness to practise issue (as defined in paragraph 12 above), the Head of Division will initiate the formal Fitness to Practise procedure under regulations 21 to 39 of these Regulations, subject to any University or college disciplinary procedure which will normally be conducted first.

14. If the formal Fitness to Practise Procedure is to be initiated, the Head of Division shall decide whether the student may, for the duration of the Procedure:

- (a) continue their studies without limitation but they will not be awarded the degrees of Bachelor of Medicine or Bachelor of Surgery while fitness to practise concerns are under consideration;
- (b) continue their studies but with specified limitations and conditions;
- (c) be suspended from the Register of Medical Students and therefore from the medical course; or
- (d) following consultation with the relevant Medical Directors, be prohibited from practising medicine as a student anywhere or at a specified site/sites.

15. If the Head of Division decides to suspend a student under paragraph 14 above, then they will inform the student in writing and state the reasons for that decision. The Head of Division will review any decision to suspend a student pending the outcome of the Procedure at least every 21 days and may change the student’s suspension status at any time during the Formal Fitness to Practise Procedure, including suspending a student at any stage if new evidence comes to light to suggest that there is a serious risk to patient and/or public health, safety and/or welfare.

16. The Registrar will, within 15 working days from the date of receipt of the allegation, notify the student in writing of the allegations made against them and the decision of the Head of Division as to whether to initiate the formal Fitness to Practise procedure. If the Formal Fitness

to Practise Procedure is to be initiated, information about the process and available support will be sent with the notification, along with confirmation of the student's status during the Procedure. Sources of support for the student will include senior welfare officers within the Medical School, University Student Welfare and Support Services, the welfare team at the student's college, and Oxford SU advice service.

17. A student may appeal to the Proctors against the decision of the Head of Division to suspend them within 7 working days of being informed of the decision. During the consideration of any such appeal to the Proctors, the student shall remain suspended. An appeal can only be brought on one or more of the following grounds:

- (a) there was an error in the decision-making process or a procedural irregularity;
- (b) there was any bias or perception of bias in the decision-making process;
- (c) the decision made was unreasonable; and/or
- (d) there is new, material information which had not been available prior to the decision being appealed.

18. If the Proctors uphold the appeal they will refer the matter back to the Division for reconsideration by one of the Deputy Heads of Division. The decision of the Deputy Head of Division will be final.

19. If the Head of Division considers that the allegation and/or accompanying evidence are not sufficiently strong to suggest that the student may be a risk to patients or the public, or may bring the profession into disrepute, they must:

- (a) take no further action; or
- (b) refer the student back to a particular stage of the Medical Sciences Division's Procedures for medical students causing concern, which may include the student receiving a warning or agreeing one or more undertakings.

20. Any action to be taken will be documented and sent to the student.

FORMAL FITNESS TO PRACTISE PROCEDURE

The Investigation

21. The Head of Division will refer the case to a suitably trained individual who will take on the role of an investigator ("**Investigator**"). The Investigator's role is to gather evidence to inform a decision on whether the student's fitness to practise is impaired and produce a written report of the results of the investigation, which will detail all of the evidence gathered.

22. The Investigator will not be the student's personal tutor or, as far as possible, anyone else who is involved in supporting the student or making decisions about their academic progress. The Investigator should keep a full record of all complaints, meetings, interviews, statements and other evidence collected for the purpose of their investigation.

23. The Investigator will present their findings in a written report which will be sent to the Registrar who will in turn present the Investigator's report to the Head of Division.

24. If, during the investigation, there is an allegation of abuse or suspected abuse involving under-18s or adults at risk, the Investigator will immediately inform the Registrar, who will report this to the University Safeguarding Officer for students within 1 day.

25. If, on the basis of the Investigator's report, the Head of Division considers that the student's behaviour is serious or persistent enough to call into question their fitness to continue on the medical course, or their fitness to practise as a doctor after graduation, they will refer the case to a fitness to practise panel (established in accordance with sections 28 to 32 of this Procedure) for a decision. This decision will be made no later than 10 working days after the receipt of the written report from the Investigator.

26. If the Head of Division does not consider there is sufficient evidence to call into question a student's fitness to practise, they must:

- (a) take no further action; or
- (b) refer the student back to a particular stage of the Medical Sciences Division's procedures for medical students causing concern, which may include the student receiving a warning or agreeing one or more undertakings.

27. The decision will be communicated in writing to the student within 5 working days.

Establishing the Fitness to Practise Panel

28. The Head of Division, acting on behalf of the Medical Sciences Board, shall appoint a panel of three members to make a decision on a student's fitness to practise, based on the evidence gathered and presented to them by the Investigator (the "**Panel**").

29. The Panel will be made up of:

- (a) a registered medical practitioner with a licence to practise who is a member of the Faculty of Clinical Medicine or the Faculty of Physiological Sciences;
- (b) a senior member from another faculty to act as Chair;
- (c) a medically qualified member of the Faculty of Clinical Medicine or the Faculty of Physiological Sciences, or, where there are health issues, a relevant health specialist who is not involved with the student's treatment, eg a psychiatrist or occupational health physician.

30. The Head of Division should aim to have appointed all members of the Panel no later than 20 working days after the decision was taken to refer the case to a Panel. No member of the Panel shall have had any involvement or interest in the case or the student or be a current teacher of the student. Any potential conflict of interest should be communicated at the first opportunity and dealt with appropriately. The University will aim to hold the meeting within 20 working days of the appointment of all members of the Panel.

31. Following the appointment of the Panel, the student will be invited to attend the meeting of the Panel in person. The student will be given at least 10 working days' notice of the date and time of the meeting. The Registrar will provide the student with copies of all documents circulated to the Panel and will provide guidance on the procedures to be followed, including confirmation of their entitlement to bring a supporter or legal representative to the meeting.

32. The Panel may invite any other persons to attend the meeting who may have information relevant to the case and whose evidence may, in the Panel's view, assist them in reaching a conclusion. That person will first be asked to provide a written statement in advance of the meeting, which will be provided to the student. Any person attending the meeting may be accompanied by another person.

The Meeting of the Fitness to Practise Panel

33. The following process must be followed:

- (a) Once all parties have convened, the Chair will introduce by name and explain the functions of the members of the Panel, the staff and others present. The Chair will explain the powers of the Panel and invite the Head of Division or their nominee to make an opening statement and then invite the Panel to ask questions.
- (b) The Chair will invite the student (or their representative) to make a statement although the Panel may wish to hear from the student in their own words. The Panel will be invited to ask questions of the student. The student will have the opportunity to present evidence.
- (c) If the student fails to attend the meeting without a prior reasonable explanation the meeting will continue in their absence. The Chair will have discretion as to what constitutes "a reasonable explanation". Where the student provides a reasonable explanation for their failure to attend, the meeting will be adjourned and reconvened in accordance with paragraph 33(j) below.

(d) The meeting will be held in private unless the student wishes it to be held in public in which case the Chair will usually agree to a public meeting, but will have a discretion to order that certain evidence may be given in private. Meetings involving health issues must always be conducted in private.

(e) All evidence or material submitted as part of the investigation will be regarded as strictly confidential, unless, following consideration of submissions, the Panel decides otherwise, for example where disclosure of information may be necessary to protect the safety or vital interests of others. The student will be notified (unless the University is prevented from doing so by law) if confidential information is to be disclosed to a third party not directly linked to the fitness to practise procedure.

(f) At each stage, the Chair will allow reciprocal questioning.

(g) The Chair may provide for protective measures to be put in place for any person who is speaking to the Panel who is considered to be vulnerable. Such measures could include allowing the individual to answer questions via video link, behind a screen or through written questions.

(h) Once the Chair is satisfied that the Panel has completed its questioning and the student and others have had a full opportunity to convey information to the Panel, all parties will withdraw, leaving the Panel to discuss the case. Clarification may be sought by the Panel at any stage by inviting either the student or other individual(s) who have given evidence, back to the meeting. They will then be asked to leave by the Chair once the Panel has raised its additional questions.

(i) The Panel must consider the case on its own merits, make decisions on the balance of probabilities about the facts of the case and use its own independent judgment to determine whether the student's fitness to practise is impaired.

(j) The proceedings can be adjourned at the sole discretion of the Chair, the reasons for which will be clearly articulated to the student together with information regarding the next stage. Timeframes for any reconvened meeting must be provided. Where practicable, the Head of Division will attempt to reconvene the meeting within 20 working days.

The Decision of the Fitness to Practise Panel

34. The Panel, following consideration of the case, must decide one of the following outcomes:

- (a) The student has sufficiently addressed any concerns relating to health or conduct and poses no risk to the safety of patients or the public, nor any risk of undermining the public's trust in the medical profession. The Panel therefore can conclude that the medical student's fitness to practise is not impaired; or
- (b) Where the medical student's fitness to practise is not impaired but their behaviour has significantly departed from expected standards, a warning detailing the behaviours will be given together with details of the consequences of any repeat behaviour; or
- (c) The student's fitness to practise is impaired and after considering any mitigating or aggravating factors, the Panel can at its discretion, having considered all available options:
 - (i) Agree an undertaking with the student;
 - (ii) Apply reasonable conditions;
 - (iii) Suspend the student from the medical course and from the Register of Medical Students for a specified period of time;
 - (iv) Expel the student from the medical course and remove him/her from the Register of Medical Students; or

(v) In the case of a pre-clinical student, remove the student from the Register of Medical Students but allow them to remain enrolled as a student following the course of study for the BA (Hons) in Medical Sciences.

35. Where students receive a sanction, short of expulsion, under 34 (b) or (c) above, the Head of Division will ask the appropriate Director of Studies to implement an action plan in order to provide the student with appropriate support and monitoring.

36. Information about students who have been through the Fitness to Practise procedure and have been found unfit to practise will be held securely and confidentially and may be shared between UK medical schools (through the Medical Schools' Council (MSC)) and the General Medical Council (GMC).

37. Where the outcome is expulsion, the Registrar will inform the University's Designated Safeguarding Lead as this may need to be reported to the government's Disclosure and Barring Service.

38. The determination of the Panel should be recorded in writing and sent to the student within 3 working days of the decision.

39. A further document containing details of the reason for imposing any sanction, including the purpose of the sanction and any mitigating or aggravating factors taken into account, together with the relevant commencement date and applicable time period, will be sent to the student within 20 working days of the decision. Details of how compliance will be measured and who is responsible for monitoring will also be documented.

Appeals to the Fitness to Practise Appeal Panel

40. A student shall have the right of appeal against any determination made by the panel. A request for an appeal must be sent in writing to the Head of Division and must be received within 20 working days of receipt of the second document containing the details of the determination issued under regulation 39 above. The appeal request must state that it is brought on one or more of the following grounds:

(a) there was an error in the decision-making process or a procedural irregularity;
 (b) there was any bias or perception of bias in the decision-making process;
 (c) the decision made was unreasonable; and/or
 (d) there is new, material information which had not been available prior to the decision being appealed.

41. The Head of Division will ask a member of the Faculty of Clinical Medicine or the Faculty of Physiological Sciences who is also a registered medical practitioner with a licence to practise who has not had any involvement or interest in the matter and is not a current teacher of the student to act as Reviewer. The Reviewer will consider the ground(s) of appeal and decide whether to reject or uphold, in full or in part, the request for an appeal. The Reviewer will not consider the matter afresh and will not carry out a further investigation.

42. The decision of the Reviewer should be recorded in writing with reasons and sent to the student within 15 working days of receipt by the Head of Division of the appeal request.

43. If the appeal request is refused the Reviewer's decision will be in the form of a Completion of Procedures letter. If a student remains dissatisfied with the outcome determined by the Appeal Panel they have the right to pursue a complaint with the Office of the Independent Adjudicator for Higher Education (OIA).

44. If the appeal request is upheld, in full or in part, the Head of Division shall appoint an Appeal Panel to reconsider the case in light of the Reviewer's decision.

45. The Appeal Panel will be constituted in the same way as the Panel (see regulations 28 to 32 above) and shall not involve any member of the original Panel.

46. If the determination by the Panel resulted in suspension or exclusion, the student shall remain suspended or excluded during the consideration of any appeal.

47. The process for arranging the hearing of the Appeal Panel will be the same as for the Panel (see regulations 28 to 32 above).

48. The process followed by the Appeal Panel at the hearing will be as followed by the Panel (see regulation 33 above). The Appeal Panel will reconsider the facts of the case in light of the Reviewer's decision and will have the same powers of investigation and enquiry as the Panel. If the Reviewer has determined that there was a failure to follow due process, this does not automatically overrule the decision about whether the student is fit to practise.

49. Following consideration of the appeal, the Appeal Panel must either:

- (a) Uphold the appeal (either in full or in part), following which the Appeal Panel must either uphold or make a new decision as to whether the student's fitness to practise is impaired and may overturn, amend or endorse the sanctions imposed by the Fitness to Practise Panel; or
- (b) Reject the appeal.

50. The determination of the Appeal Panel should be recorded in writing and sent to the student within 5 working days of the decision.

51. A further document containing details of the reason for imposing any sanction, including the purpose of the sanction and any mitigating or aggravating factors taken into account together with the relevant commencement date and applicable time period, will be sent to the student within 20 working days of the decision. Details of how compliance will be measured and who is responsible for monitoring will also be documented.

52. Where necessary, the written determination will be in the form of a Completion of Procedures letter. If a student remains dissatisfied with the outcome determined by the Appeal Panel they have the right to pursue a complaint with the Office of the Independent Adjudicator for Higher Education (OIA).

If a student's complaint to the OIA under regulation 52 of this procedure is found to be justified or partly justified, this does not overrule any decision about whether a student is fit to practise. In these circumstances, the case will need to be reconsidered by the University.'

Congregation

Congregation

13 July

Degree by Resolution

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

Council of the University

Register of Congregation

The Vice-Chancellor reports that the following names have been added to the Register of Congregation:

Altshuler, D, Jesus
 Owens, P, Somerville
 Rompianesi, G, Faculty of Clinical Medicine
 Zalli, D, Department of Oncology

Divisional and Faculty Boards

For changes in regulations for examinations see 'Examinations and Boards' below.

Congregation

13 October

(1) Voting on a Resolution authorising the allocation of space within the St Cross Building to the Faculty of Law

For full text of resolution see *Gazette* No 5282, 25 June 2020, p457.

(2) Voting on a Resolution authorising the allocation of space within the Alden Press Annexe to the Gardens, Libraries and Museums Division

Explanatory Note

An existing two-year allocation of space (initially allocated in 2015) within the Alden Press Annexe is due to expire on 30 September 2020. The space is used for the storage of heritage furniture, museums' collections and museum display equipment, including plinths and Perspex display cabinets. The collections were previously housed at the Old Power Station and the long-term aim is to move the collections to the basements of the Radcliffe Science Library (RSL) and at the Swindon Book Storage Facility; the annexe is being used to house these collections in order to facilitate the building projects at both sites.

Text of Resolution

That approximately 825 sqm net usable area (NUA) within the Alden Press Annexe (building number 848) be allocated to the Gardens, Libraries and Museums Division, for occupation by the Ashmolean Museum, the Museum of Natural History, the Pitt Rivers Museum and the History of Science Museum for a further period of approximately two years from 1 October 2020 to 30 September 2022, subject to an annual review.

(3) Voting on a Resolution authorising the allocation of space within the SERS Building to the Bodleian Libraries

Explanatory Note

An existing two-year allocation of space within the SERS to the Bodleian Libraries is due to expire on 30 September 2020. The space is used for storage and as a book packaging and delivery hub. The Gardens, Libraries and Museums Division has confirmed its ongoing support for this

allocation and Estates Services can confirm that currently there is no competing interest in this space. The SERS Building is located at Osney Mead Industrial Estate, which it is envisaged (as set out in the University's Strategic Plan 2018–23) will be redeveloped as an innovation district, and will include the redevelopment of the SERS building. This development work is not planned within the time period of this allocation.

Text of Resolution

That approximately 686 sqm net usable area (NUA) within the SERS (building number 341) be allocated to the Bodleian Libraries for a further period of approximately two years from 1 October 2020 until 30 September 2020, subject to an annual review.

(4) Questions under Part 5 of Congregation Regulations 2 of 2002

Council has received questions under Part 5 of Congregation Regulations 2 of 2002. These questions and their replies would ordinarily be read out at a meeting of Congregation. However, under current restrictions a physical meeting is not possible – but the position may have changed by October. The possibilities will be kept under review and details will be published in a future issue of the *Gazette*. The replies, which appear under each question at (4) below, have been approved by Council.

Two members of Congregation (Dr Sam Wolfe, St Catherine's; Dr Duncan Robertson, St Catherine's) have asked Council:

'Will Council please present the following to Congregation, following its next meeting, with a view to publication in the late-July issue of the *Gazette*:

(1) A full Report on the operation of Oxford's Crisis Management Framework since the beginning of 2020'

Reply: A detailed description of the operation of the Oxford's Crisis Management framework is provided on the University's website at: <https://staff.web.ox.ac.uk/article/oxfords-crisis-management-framework-explained> (single sign-on required).

Within this framework the University has operated a four-stage business continuity scenario plan:

Stage 1 (triggered locally)

Local business continuity arrangements (eg departments, faculties, colleges and services) are implemented in the event of a single or small number of confirmed coronavirus cases, or in event of localised disruption of staff availability. Otherwise, business continues as usual across rest of University.

Local business continuity arrangements, in line with Stage 1, were developed and implemented across the University through February.

Stage 2 (restrictions on public access and non-essential gatherings)

Restrict public access to the University where not related to teaching or research, and stop non-essential gatherings of staff and students where not directly related to teaching or research.

On 17 March, in line with government guidance, the University moved to Stage 2.

Stage 3 (stop all but essential small gatherings)

Restrict public access to the University where not related to teaching and research. Stop all but small gatherings of staff and students, and those only where directly related to teaching, research or other essential University business.

On 20 March, as a delay measure in line with current government guidance to reduce the number of individuals staff and students are likely to come into contact with, in line with social distancing guidelines, while allowing for a certain level of business as usual activity, the University moved to Stage 3.

Stage 4 (working from home and building closure)

This is the final step to restrict any contact between individuals as far as possible. The University remains open and operating as far as possible with the following restrictions:

- Only essential activities should continue onsite (eg research relating to COVID-19 or that of national importance, or the maintenance of research equipment and animal welfare). Departments are responsible for defining what is essential, in line with divisional guidance, and should provide appropriate operating procedures. PVC Research will be in touch with divisions to assist in drawing up guidance.
- Other research and teaching continues remotely where possible and students return home (if possible and where that has not already happened).
- Departments physically close except where essential activities have to be done on site. Staff work remotely where possible. Only core support functions and other essential activities continue onsite and only with critical staff on site - eg building access and maintenance, security, animal welfare, maintenance of research equipment.
- Parks will remain open until government instructs otherwise, but with local staff discretion to close temporarily if the situation requires.

On 24 March, the University moved to Stage 4, in line with the government restrictions announced the previous night and operated at Stage 4 until 11 June, when the Silver Group agreed to move back to Stage 3. The decision to move to Stage 3 was made in view of the successful conclusion of the building reopening/return to on site working pilots, the organisational readiness to increase on-site activity (availability of guidance, plans, service capacity etc) and the relaxation of the government lockdown rules.

Numerous decisions have been taken under the crisis management framework governance arrangements - these have been communicated to the University over the last few months as they have been taken.

Copies of all communications are available on the University's website at www.ox.ac.uk/coronavirus/advice?wssl=1. Decisions are also detailed in the minutes of the Bronze and Silver groups (see replies to questions (2)(iii) and (2)(iv)).

'(2) On or before the publication of the *Gazette* on 23 July, full details of the following:

(i) The University's preexisting *Crisis Management Framework*

- the text of the preexisting University Crisis Management Framework
- the date of its creation
- the authority under which it was created'

Reply: The Crisis Management Framework as it stood before the COVID-19 crisis has now been made available on the University's website at <https://staff.web.ox.ac.uk/article/oxfords-crisis-management-framework-explained> (single sign-on required). This version was approved by the Security Subcommittee of the General Purposes Committee on 22 October 2018.

'(ii) Oxford's crisis management framework explained, <https://staff.web.ox.ac.uk/article/oxfords-crisis-management-framework-explained#collapse1973531> stated that "the University has extended and expanded this contingency planning framework to deal with the developing situation". Will Council present to Congregation

- full details of this "extension" and "expansion"
- dates when there were changes to it
- the authority under which the changes were made'

Reply: The amendments to the crisis management arrangements are described in the article quoted in the question (<https://staff.web.ox.ac.uk/article/oxfords-crisis-management-framework-explained>) (single sign-on required).

The changes to the framework were agreed in March 2020, and were made under the general delegation by Council to the Vice-Chancellor, detailed in paragraph 50 of Council's Standing Orders (<https://governance.web.ox.ac.uk/council/2019-20councilstandingorderspdf.pdf>).

'(iii) This Explanation further states that the:

Silver Group operates under the "general delegation" by Council to the Vice-Chancellor, Silver Group's chair, and the delegations made by Council's main committees to their chairs.

Will Council present to Congregation:

- the agendas and dates of its meetings
- the minutes of its meetings
- decisions taken at its meetings'

Reply: Silver Group currently meets on Tuesday and Thursday every week. In response to this question, the minutes of Silver Group (which include details of the decisions taken at its meetings) will be published on the University's website at <https://staff.web.ox.ac.uk/article/oxfords-crisis-management-framework-explained#collapse1968686> (single sign-on required). In line with standard policy in relation to Council documents, these minutes may be redacted to remove information which is sensitive.

There will, however, be a delay of four months between each meeting and the publication of the minutes, which thereafter will take place on a monthly basis. The task Council faces (through its committees and crisis management groups) is to protect the welfare of the University's students and staff in the context of a rapidly changing situation, which has seen the introduction of stringent controls on everyday activities and severe disruption to University life. Given this, we are necessarily dealing with matters that are under active, on-going and urgent consideration - and in an environment in which the broader national context can change swiftly, meaning information and decisions can require revision within a matter of days. In such conditions, it is essential that those involved in the decision-making process can speak freely

and openly, without fear that their views might become the subject of immediate and broader scrutiny while proposals are still in development and under consultation, or have yet to be fully implemented. Publication of the minutes any earlier than four months after the relevant meeting would be likely to inhibit the frankness of advice provided by the crisis management groups, by making that advice more cautious and less candid than it would otherwise be. It is hoped that publishing the minutes of Bronze and Silver on a monthly basis, but with a four-month delay, strikes an appropriate balance between protecting the integrity of those conversations and providing Congregation with an appropriate accounting of decisions being taken through the crisis management framework.

'(iv) This Explanation further states that:

Likewise, each of Council's main committees (Education Committee, General Purposes Committee, Personnel Committee, Planning and Resource Allocation Committee and Research and Innovation Committee) have Standing Orders delegating their powers to their chairs, the Pro-Vice-Chancellors with responsibility for the relevant area and the Vice-Chancellor herself for GPC, in cases of urgency and subject to report to the committee's next meeting.

Will Council present to Congregation their reports to these committees on the exercise of such delegated powers.'

Reply: Between 1 March 2020 and 8 July 2020, the following decisions were taken by Chair's action on matters relating to the crisis, and these decisions were orally reported to Council:

- Chair of the Education Committee: arrangements relating to teaching and exams. The report provided to the committee at its meeting on 1 May is available on the University's website at: <https://staff.web.ox.ac.uk/article/oxfords-crisis-management-framework-explained#collapse1973531> (single sign-on required).

- Chair of the Personnel Committee: arrangements relating to staff. An oral update was provided to its meeting on 7 May 2020. A summary of the matters reported is available on the University's website at: <https://staff.web.ox.ac.uk/article/oxfords-crisis-management-framework-explained#collapse1973531> (single sign-on required).

'(v) This Explanation further states that:

Below Silver Group is a Bronze Group, chaired by the Registrar, which also meets twice a week to develop and implement the plans and policies decided by the Silver.

Will Council present to Congregation

- the agendas of its meetings
- the minutes of its meetings
- decisions taken at its meetings'

Reply: Bronze Group currently normally meets on Monday and Wednesday every week. In response to this question, the minutes of Bronze Group (which include details of the decisions taken at its meetings) will be published on the University's website at: <https://staff.web.ox.ac.uk/article/oxfords-crisis-management-framework-explained#collapse1968386> (single sign-on required). For the reasons already given in respect of the Silver Group minutes, the minutes may be redacted and there will be a delay of four months between each meeting and the publication of the minutes (again monthly).

In addition to the minutes of the Silver and Bronze Groups, the minutes of the main COVID-19 sub-groups which report into the Bronze and Silver Groups will also be published, again redacted as necessary and with a delay of four months between each meeting and the monthly publication of the minutes. This does not include the minutes of those sub-groups which report into an existing committee of Council, as the decisions of these groups will be reported in the published minutes of those committees in the usual way.

Notices

Meeting information

Members of Congregation are reminded that any two members may, not later than **noon on 5 October**, give notice in writing to the Registrar that they wish to oppose the resolutions above (see the note on the conduct of business in Congregation below). If no such notice has been given, and unless Council has declared otherwise or the meeting has been adjourned, the resolutions shall be declared carried, and the meeting may be cancelled.

Note on procedures in Congregation

¶ Business in Congregation is conducted in accordance with Congregation Regulations 2 of 2002 (<https://governance.admin.ox.ac.uk/legislation/congregation-regulations-2-of-2002>). A printout of these regulations, or of any statute or other regulations, is available from the Council Secretariat on request. A member of Congregation seeking advice on questions relating to its procedures, other than elections, should contact Mrs R Thomas at the University Offices, Wellington Square (telephone: (2)80317; email rebecca.thomas@admin.ox.ac.uk); questions relating to elections should be directed to the Elections Officer, Ms S L S Mulvihill (telephone: (2)80463; email: elections.office@admin.ox.ac.uk).

While COVID-19 working restrictions remain in place, any notice that needs to be given to the Registrar in writing should be sent by email to registrar@admin.ox.ac.uk. Notices sent to the University Offices will not be received.

General Notices

Gazette publication arrangements

This is the final *Gazette* of Trinity term. The first *Gazette* on Michaelmas term will be published on 24 September, but will be limited to Council and Congregation notices and changes to Examination Regulations. The first full issue of Michaelmas term will be published on 1 October. The Michaelmas term lecture supplement will be published on 8 October. The usual deadlines will apply.

Gazette subscription arrangements 2020–21

As a result of the ongoing uncertainties surrounding COVID-19 and working arrangements, we are not currently offering paid postal subscriptions to the *Gazette* for 2020–21. This is because we don't want to offer a service which we, our printers or our distributors are unable to fulfil in a timely fashion.

We are instead offering a digital subscription, to be delivered by email. The cost of this subscription is £40 for 36 issues. Digital subscribers to the *Gazette* will also receive PDFs of the *Oxford Magazine*, which is published 12 times per year.

We will keep the situation under review and, if we are able to offer print subscriptions later in the academic year, will place a message to that effect in each publication.

OXFORD MAGAZINE SUBSCRIPTIONS

Digital subscriptions to the *Oxford Magazine* are also available. The charge for digital copies of the 2020–21 issues will be £17.

HOW TO PAY

We can only accept payment by debit or credit card via our online shop as no-one is working in an office able to process cheques. Please see <https://gazette.web.ox.ac.uk/subscribing-gazette> for further details.

DEADLINE FOR SUBSCRIPTION PAYMENTS

To ensure that your subscription is active in time for you to receive all copies of the *Gazette* and/or the *Oxford Magazine* for 2020–21, you must subscribe online by **17 September**.

Oxford University Press

ANNUAL REPORT 2019–20

OUP's 2019–20 Annual Report is now available at annualreport.oup.com, highlighting important new publishing and partnerships from the year, as well as OUP's charitable work, diversity and inclusion initiatives, and response to the coronavirus pandemic.

USS pension consultations and communications

The University is awaiting confirmation of the dates for the next UUK consultation on matters relating to the 2020 valuation. Please continue to consult the weekly all-staff newsletter, Blueprint Bulletin, for details; this will inform you of any online events and how to submit comments on the consultation. Further information can be found on the University's dedicated USS webpage (<https://staff.admin.ox.ac.uk/working-at-oxford/you-and-finance/the-uss-pension-scheme-and-oxford>), including minutes from the University's Review Working Group meetings and recordings of previous webinars.

Oxford Essentials

AN INTRODUCTION TO TEACHING AND LEARNING AT OXFORD

The annual orientation event for newly appointed academics and/or those new to teaching will take place on 23 September. A formal welcome to the University by the Vice-Chancellor will be followed by presentations and workshops on key aspects of teaching and learning at Oxford. Further information and to register: www.ctl.ox.ac.uk/oxford-essentials.

Anti-facilitation of Tax Evasion Policy

Approved by Council on 13 July 2020

1. POLICY

The University is committed to compliance with financial and tax legislation and to minimising the risk of tax fraud. It is committed to ensuring that its activities are conducted honestly, in accordance with relevant legislation and to the highest standards of integrity.

The University will take appropriate action to prevent the facilitation of tax evasion in respect of its activities under UK law or the law of any other country. Facilitation of tax evasion by University employees or students acting on behalf of the University will be treated as a serious disciplinary offence. Where tax evasion or facilitation of tax evasion is shown to have occurred, the University will take action, which may include dismissal and legal action. The University may terminate its relationship with other individuals and organisations working on its behalf if they breach this policy.

The purpose of this policy is to set out the responsibilities of the University and those working for it in observing and upholding its position on preventing the criminal facilitation of tax evasion. The University will review its processes and procedures regularly in respect of tax legislation including the Criminal Finances Act 2017.

2. STANDARDS

Staff and associated persons who act on behalf of or provide services to the University are expected to act and conduct the activities of the University at all times to the highest standards of integrity and in line with the relevant legislation. This means:

- no member of staff or person acting on behalf of or providing services for the University should seek to evade tax or take steps to facilitate the evasion of tax;
- staff and persons acting on behalf of or providing services for the University must make every reasonable effort to abide by relevant University policies and processes;
- any suspicion of tax evasion or the facilitation of tax evasion should be reported immediately through the channels defined by this Policy, and the University will consider all such reported instances.

3. APPLICATION

3.1 Scope

This Policy applies to all staff and anyone working on behalf of the University, including staff, students, directors, officers, agency workers, seconded workers, volunteers, interns, agents, contractors, external consultants, third-party representatives and business partners, sponsors or any other person associated with the University wherever located.

The policy shall be published publicly via the University website.

This Policy has been adopted by Council and applies throughout the University, apart from Oxford University Press which has its own complementary Policy and procedures. This Policy also applies in full to majority and wholly owned University subsidiary companies unless separate policies have been formally approved and adopted by the Boards of those companies and endorsed by Council's General Purposes Committee.

3.2 Definitions

Tax evasion - a deliberate effort not to pay tax, and the deliberate and dishonest facilitation of the commission of tax evasion by another person. These are established criminal offences.

Corporate criminal offence - in September 2017, the Criminal Finances Act 2017 (CFA) came into force, creating two new criminal offences for companies and other bodies corporate (including the University) of failing to prevent the facilitation of tax evasion in the (1) the UK or (2) overseas by an associated person. Failure to prevent our employees, workers, agents or service providers facilitating tax evasion could lead to criminal sanctions including an unlimited fine as well as exclusion from tendering for public contracts and reputational damage.

Tax evasion in the UK - deliberately cheating HMRC out of tax due.

Foreign tax evasion offences - evading tax in a foreign country if that conduct is an offence in that country and would be a criminal offence if committed in the UK.

Facilitation of tax evasion - another person knowingly assists in the evasion of tax.

3.3 Examples

Examples of tax evasion include, but are not limited to:

- Deliberately mis-describing self-employment status (ie requesting to be treated as a consultant rather than an employee) to evade employment taxes.

- Defining another organisation as a collaborator rather than a supplier in order to evade VAT.
- Dishonestly stating that goods qualify for medical VAT relief when they will not be used on relevant activities.
- Evading tax on benefits by deliberately failing to make appropriate declarations on an expenses claim form.
- Falsifying an invoice amount to avoid VAT.
- Deliberately or dishonestly failing to establish appropriate arrangements for overseas workers to meet local tax and social security requirements.

3.4 Responsibilities

Every member of staff and associated person who acts on behalf of the University is responsible for ensuring that they read, understand and comply at all times with this Policy and all relevant policies and processes, and guard against tax evasion.

The Registrar is responsible for ensuring that this Policy is implemented and maintained, that appropriate explanatory guidance is provided and that any suspected instances of tax evasion and/or facilitation of tax evasion are investigated appropriately.

Heads of Division, Heads of Department (including Faculty Board Chairs), and Heads of University Services (UAS and GLAM) are responsible for ensuring that staff within their divisions, departments or sections (as appropriate), affected students, and other associated persons are made aware of this Policy and associated explanatory guidance.

The Boards of Directors of majority and wholly owned subsidiary companies of the University are responsible for ensuring that this Policy, or an alternate Policy that is approved by Council's General Purposes Committee, is implemented and maintained within those companies, and that staff and other associated persons are made aware of the Policy and associated explanatory guidance.

3.5 Third parties

The University can be prosecuted for failing to prevent the facilitation of tax evasion by an associated person. These include:

- an employee, acting in the course of their work; or
- an agent, acting in their capacity as an agent; or
- any person who performs services for or on behalf of a relevant body in their capacity of performing a service.

This definition includes contractors, consultants and Joint Venture partners.

The University expects any third party acting for or providing services to the University to demonstrate commitment to the Criminal Finances Act, and to take appropriate measures and action should it discover any tax evasion. Where appropriate, the University will include contractual obligations in respect of adherence to this Policy in its agreements with third parties.

4. RISK ASSESSMENT

Tax evasion risk should be regularly assessed as a specific part of the wider risk assessment and management performed by divisions, departments and committees. Significant transactions - those that are of high value, or high risk, or high profile - should be subject to a specific risk assessment. High-risk transactions are those where there is a significantly increased risk of tax evasion due to the nature of the transaction, the third party, territory, opportunity or sector. Proportionate preventative and detective controls should be identified and implemented, together with regular reviews to determine their efficacy.

5. INTERACTION WITH OTHER POLICIES, PROCEDURES AND REGULATIONS

This Policy interacts and overlaps with a number of other University policies and procedures:

- Financial Regulations and supporting financial processes
- HR procedures
- Anti-Fraud Policy and Anti-Bribery Policy
- Policy on Conflict of Interest
- Overseas Working Policy
- Gifts and Hospitality Policy
- Code of Practice and Procedure on Academic Integrity in Research
- Public Interest Disclosure (whistle-blowing) Code of Practice
- Risk management framework
- University of Oxford Tax Strategy

This Policy also takes account of the University's wider legislative obligations, specifically HMRC tax legislation and the Criminal Finances Act 2017.

6. PROCEDURES FOR DEALING WITH SUSPECTED INSTANCES OF TAX EVASION

Individuals who reasonably suspect the occurrence of tax evasion or the facilitation of tax evasion in the context of the University's activities should report their concerns as soon as possible to the Director of Finance, the Registrar or to compliance@admin.ox.ac.uk, providing a brief description of the alleged irregularity, and any evidence that supports the allegations or irregularity and identifies the individual or individuals responsible.

Any report will be treated as a disclosure under the University's Public Interest Disclosure (whistle-blowing) Code of Practice and it will, therefore, be brought to the attention of the Registrar who will decide on the procedure to be adopted and determine whether there is a case to answer. Subjecting people who have reported reasonably held concerns or suspicions to any detriment will be regarded as a disciplinary issue, as will abuse of process by making malicious allegations.

If you are unsure about whether a particular act constitutes tax evasion or foreign tax evasion, you can discuss it with your manager. You should note that the corporate offence is only committed where deliberate and dishonest action is taken to facilitate tax evasion. However, a deliberate failure to report suspected tax evasion or ignoring suspicious activity could amount to criminal facilitation of tax evasion.

Appointments

Pro-Vice-Chancellor (Development and External Affairs)

David Michael Gann, BSc R'dg, MSc DPhil Sus, Professor of Innovation and Technology Management, Imperial College Business School, has been appointed to the post of Pro-Vice-Chancellor (Development and External Affairs) within the Vice Chancellor's Office. Professor Gann will take up the post with effect from 2 November 2020.

Humanities/Social Sciences

JOHN G WINANT VISITING PROFESSORSHIP OF AMERICAN GOVERNMENT

2021-22

Nazita Lajevardi, BA UCLA, PhD California at San Diego, JD San Francisco, Assistant Professor of Political Science, Michigan State University, has been appointed to the John G Winant Visiting Professorship of American Government in the Rothermere American Institute for a fixed period from 1 October 2021 to 30 June 2022. Dr Lajevardi will be a supernumerary fellow of Balliol.

2022-23

Katharine Lawrence Balfour, AB MA PhD Princeton, MTS Harvard Divinity School, Professor of Politics, University of Virginia, has been appointed to the John G Winant Visiting Professorship of American Government in the Rothermere American Institute for a fixed period from 9 January 2023 to 17 June 2023. Professor Balfour will be a supernumerary fellow of Balliol.

2023-24

Jason Casellas, BA Loyola, MA PhD Princeton, Associate Professor of Political Science, University of Houston, has been appointed to the John G Winant Visiting Professorship of American Government in the Rothermere American Institute for a fixed period from 1 October 2023 to 30 June 2024. Professor Casellas will be a supernumerary fellow of Balliol.

Mathematical, Physical and Life Sciences

APPOINTMENTS

Alessandro Abate, PhD California at Berkley; Associate Professor of Computer Science (Automated Verification and Control), with the title of Professor of Verification and Control, and fellow of St Hugh's from 20 July 2020 to retirement

REAPPOINTMENTS

Mauro Pasta, PhD Milan; Associate Professor of Materials and fellow of St Edmund Hall from 3 August 2020 to retirement

Lectures

Medical Sciences

APPOINTMENTS

Stephanie Dakin, BVetMed, PhD Lond; Associate Professor of Musculoskeletal Sciences, Nuffield Department of Orthopaedics, Rheumatology and Musculoskeletal Sciences, and fellow of Green Templeton from 1 March 2020

Robert Hepach, BSc Konstanz, MRes Oxf Brookes, PhD Leipzig; Associate Professor of Social or Developmental Psychology, Department of Experimental Psychology, and fellow of New College from 1 July 2020

Neil Herring, BM BCh MA DPhil Oxf; Associate Professor of Cardiovascular Physiology, Department of Physiology, Anatomy and Genetics, and fellow of Exeter from 1 April 2020

Robin Klemm, PhD Max Planck, Dipl. Bioch Goethe; Associate Professor of Physiological Metabolism, Department of Physiology, Anatomy and Genetics, and fellow of Somerville from 1 June 2020

Sumana Sanyal, BSc, MSc Delhi, PhD Cornell; Associate Professor of Experimental Pathology, Sir William Dunn School of Pathology, and fellow of Oriel from 1 January 2020

Social Sciences

PROFESSORSHIP OF ECONOMICS

Martin Weidner, PhD Hamburg, PhD Southern California, Dip Wuerzburg, Associate Professor of Economic, UCL, has been appointed to the Professorship of Economics in the Department of Economics with effect from 1 January 2021. Professor Weidner will be a fellow of Nuffield.

Visiting Professorships

Mathematical, Physical and Life Sciences

The Mathematical, Physical and Life Sciences Board has conferred the title of Visiting Professor in Atomic and Laser Physics upon **Professor Gilbert (Rip) Collins**, PhD Ohio State, currently Tracy Hyde Harris Professor in the Department of Physics and Astronomy, Department of Mechanical Engineering, and Associate Director for Laboratory for Laser Energetics, University of Rochester, for 3 years from 8 July 2020.

The Mathematical, Physical and Life Sciences Board has conferred the title of Visiting Professor in Plants Sciences upon **Professor Liam Dolan**, PhD Pennsylvania, currently Senior Group Leader at the Gregor Mendel Institute, for 3 years from 1 October 2020.

Graduate Awards and Prizes

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

Institutes, Centres and Museums

Museum of Natural History

Professor Sarah Gabbott, Leicester, will lecture at 7pm on 29 July. Not suitable for young children. Free; to register: <https://event.webinarjam.com/register/75/qyy6xf88>.

Subject: 'Rotten fish & fossils - how experimental decay is transforming our understanding of ancient life'

Professor Shuhai Xiao, Virginia Tech, will lecture at 7pm on 12 August. Not suitable for young children. Free; to register: <https://event.webinarjam.com/register/76/1nnwmh3k>.

Subject: 'First animals: how did they move?'

Colleges, Halls and Societies

St Cross

ST CROSS COLLEGE CENTRE FOR THE HISTORY & PHILOSOPHY OF PHYSICS

Nobel Laureate discussion panel

A Nobel Laureate discussion panel will take place 5-7pm on 31 July via Zoom. Free; more information and to register: www.stx.ox.ac.uk/event/happ-nobel-laureate-discussion-panel.

Subject: 'The greatest physics discoveries of the 20th century'

Examinations and Boards

Examinations for the Degree of Doctor of Philosophy

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

Changes to Examination Regulations

For the complete text of each regulation listed below and a listing of all changes to regulations for this year to date, please see <https://gazette.web.ox.ac.uk/examination-regulations-0>.

Planning and Resource Allocation Committee

REGULATIONS ON FINANCIAL MATTERS
changes relating to Oxford bursaries and fee reductions

Continuing Education Board

MST IN INTERNATIONAL HUMAN RIGHTS LAW
reduction in overall quantity of summative assessment

ADVANCED DIPL IN BRITISH AND EUROPEAN STUDIES
closure of course

PGCERT IN ECOLOGICAL SURVEY TECHNIQUES
(a) renaming of modules to better reflect content
(b) other routine changes

CERT OF HIGHER EDUCATION
(a) replacement of study skills course with Academic Literacy: An Introduction
(b) removal of Reflective Learning Journal
(c) corresponding changes in CATS points required from these items
(d) changes to required timings

Continuing Education Board/Medical Sciences Board

MSC IN TRANSLATIONAL HEALTH SCIENCES (GENERAL REGULATIONS)

MSC IN TRANSLATIONAL HEALTH SCIENCES (FULL-TIME)

MSC IN TRANSLATIONAL HEALTH SCIENCES (PART-TIME)
new course

Colleges, Halls and Societies

Humanities Board

MST IN ANCIENT PHILOSOPHY

MST IN PHILOSOPHY OF PHYSICS

- (a) to move from hard copy to online submission for all course assessments
- (b) to specify that assessments must be word-processed (instead of typed)

MST IN PHILOSOPHY

BPphil IN PHILOSOPHY

- to move from hard copy to online submission for all course assessments

FHS OF PHILOSOPHY, POLITICS AND ECONOMICS

- amendment to prerequisites for students taking subject 304 (Money and Banking)

Medical Sciences Board

MSC IN MUSCULOSKELETAL SCIENCES

- (a) removal of formative assessment
- (b) to replace requirement to submit hard copies of written assessments to Examination Schools with online submissions to virtual learning environment (VLE)

SECOND BM

- (a) to combine Year 5 NEO and Psychiatry modules into 1 module titled Brain and Behaviour
- (b) resulting changes to number of modules required to pass Year 5 and merits available
- (c) to amend and clarify number of attempts allowed at each assessment
- (d) to amend assessment structure of Year 5

MSC BY COURSEWORK IN

PHARMACOLOGY

- (a) removal of requirement to submit printed copies of dissertation
- (b) provision of more flexible deadlines for final allocation of student projects
- (c) clarification of resit requirements

Social Sciences Board

EMBA

- to correct programme length to 24 months for students admitted in January (correction to notice published in *Gazette* No 5261, 12 December 2019)

MSC IN POLITICAL THEORY RESEARCH

MPHIL IN POLITICS (COMPARATIVE GOVERNMENT, POLITICAL THEORY, EUROPEAN POLITICS AND SOCIETY)

MSC IN POLITICS RESEARCH

- to require electronic submission of the Research Design Proposal

MSC IN MAJOR PROGRAMME

MANAGEMENT

- change of core course title

Obituaries

St Hilda's

Sheila Langton Wright (*née* Smith),
28 December 2016; Scholar 1938. Aged 97.

Elizabeth Michele Giles, 13 April 2020; 1997.
Aged 48.

Margaret Eleanor Skerrett (*née* Holgate),
12 June 2020; 1944. Aged 95.

Lyndall Jane O'Brien, 24 June 2020; 1989.
Aged 58.

Advertisements

No print publication of the *Gazette*

We are unable to publish the *Gazette* in print for the foreseeable future, as a result of COVID-19-related working restrictions. We will continue to publish online editions of the *Gazette* and send emails to our subscribers. While the *Gazette* is only being published online, we have reduced the price of advertising by £10 per 70-word insertion to reflect the fact that we are not incurring print-related costs.

Advertising enquiries

Email: gazette.ads@admin.ox.ac.uk

Telephone: 01865 (2)80548

Web: <https://gazette.web.ox.ac.uk/classified-advertising-gazette>

Deadline

Advertisements are to be received by **noon on Wednesday** of the week before publication (ie eight days before publication). Advertisements must be submitted online.

Charges

Commercial advertisers: £30 per insertion of up to 70 words, or £60 per insertion of 71–150 words. **Reduced price:** £20 for 70 words, or £40 for 71–150 words

Private advertisers: £20 per insertion of up to 70 words, or £40 per insertion of 71–150 words. **Reduced price:** £10 for 70 words, or £20 for 71–150 words

See our website for examples of whether an advertisement is considered commercial or private: <https://gazette.web.ox.ac.uk/classified-advertising-gazette>.

Online submission and payment

Advertisements must be submitted and paid for online, using a credit card or debit card, through a secure website. For details, see <https://gazette.web.ox.ac.uk/classified-advertising-gazette>.

Extracts from the terms and conditions of acceptance of advertisements

General

1. Advertisements are accepted for publication at the discretion of the editor of the *Gazette*.

Note. When an advertisement is received online, an acknowledgement will be emailed automatically to the email address provided by the advertiser. The sending of this acknowledgement does not constitute an acceptance of the advertisement or an undertaking to publish the advertisement in the *Gazette*.

2. The right of the *Gazette* to edit an advertisement, in particular to abridge when necessary, is reserved.

3. Advertisements must be accompanied by the correct payment, and must be received by the deadline stated above. *No refund can be made for cancellation after the acceptance of advertisements.*

4. Once an advertisement has been submitted for publication, no change to the text can be accepted.

5. Voucher copies or cuttings cannot be supplied.

Charges

6. Two separate charging arrangements will apply, for commercial and private advertisers. The rates applicable at any time will be published regularly in the *Gazette*, and may be obtained upon enquiry. The rates, and guidance on applicability of each rate, are also available online.

The editor's decision regarding applicability of these rates to an individual advertiser will be final.

Disclaimer

7. The University of Oxford and Oxford University Press accept no responsibility for the content of any advertisement published in the *Gazette*. Readers should note that the inclusion of any advertisement in no way implies approval or recommendation of either the terms of any offer contained in it or of the advertiser by the University of Oxford or Oxford University Press.

Advertisers' Warranty and Indemnity

13. The advertiser warrants:

(i) **Not to discriminate against any respondents to an advertisement published in the *Gazette* on the basis of their gender, sexual orientation, marital or civil partner status, gender reassignment, race, religion or belief, colour, nationality, ethnic or national origin, disability or age, or pregnancy.**

(ii) That the advertisement does not contravene any current legislation, rules, regulations or applicable codes of practice.

(iii) That it is not in any way illegal or defamatory or a breach of copyright or an infringement of any other person's intellectual property or other rights.

You are advised to view our full Terms and Conditions of acceptance of advertisements. Submission of an advertisement implies acceptance of our terms and conditions, which may be found at <https://gazette.web.ox.ac.uk/classified-advertising-gazette>, and may also be obtained on application to Gazette Advertisements, Public Affairs Directorate, University Offices, Wellington Square, Oxford OX1 2JD.

Miscellaneous

Gazette publication arrangements

Publication for Michaelmas term will begin on 24 September; please note, however, that the 24 September issue will be limited to University business only, so will not contain classified advertisements. The first issue to contain classified advertisements will be published on 1 October. The usual deadline will continue to apply (see above).

Oxford Centre for Spiritual Growth

event: a reflective Zoom session led by poet, theologian and mediator Pádraig Ó Tuama, exploring Mary as the Mother of Justice. The event will consist of two 55-minute sessions, commencing at 2pm on Sat 15 Aug. Donation required. Details of the event will be sent to those registering at www.ocsg.uk.net or by email: info@ocsg.uk.net.

The Anchor pub, dining rooms and terrace – close to Jericho. We serve simple, honest, fresh food with daily changing seasonal specials, an extensive wine list and great beer. Our 2 private dining rooms can seat 14 and 16 and are available for meetings or dinner parties. We are open 9am–11pm Mon–Fri and 8am–11pm Sat and Sun. 2 Hayfield Rd, Oxford OX2 6TT. Tel: 01865 510282. Web: www.theanchoroxford.com.

Stone Pine Design: card publisher specialising in printmaking and Oxfordshire. Beautifully produced, carefully selected designs by internationally renowned artists and illustrators. Free delivery. More information: www.stonepinedesign.co.uk or Etsy store StonePineDesignCards.

St Giles' Parish Rooms for hire. Ideally located close to the city centre at 10 Woodstock Rd OX2 6HT. There is a main hall and a meeting room that can be hired together or separately, and full kitchen facilities. For enquiries regarding availability and to arrange a site visit, contact Meg Peacock, Benefice Manager: 07776 588712 or sgsm.benefice.manager@gmail.com.

Groups and Societies

The Oxford University Newcomers' Club at the University Club, 11 Mansfield Rd, OX1 3SZ, welcomes the wives, husbands or partners of visiting scholars, of graduate students and of newly appointed academic and administrative members of the University. We offer help, advice, information and the opportunity to meet others socially. Informal coffee mornings are held in the club every Wednesday 10.30am–noon (excluding the Christmas vacation). Newcomers with children (aged 0–4) meet every Fri in term 10.15am–11.45am. We have a large programme of events including tours of colleges, museums and other places of interest. Other term-time activities include a book group, informal conversation group, garden group, antiques group, an opportunity to explore Oxfordshire and an Opportunities in Oxford group. Visit our website: www.newcomers.ox.ac.uk.

Oxford Research Staff Society (OxRSS)

is run by and for Oxford research staff. It provides researchers with social and professional networking opportunities, and a voice in University decisions that affect them. Membership is free and automatic for all research staff employed by the University of Oxford. For more information and to keep up to date, see: web: www.oxrss.ox.ac.uk; Facebook: <http://fb.me/oxrss>; Twitter: @ResStaffOxford; mailing list: researchstaff-subscribe@maillist.ox.ac.uk.

Restoration and Conservation of Antique Furniture

John Hulme undertakes all aspects of restoration. 30 years' experience. Collection and delivery. For free advice, telephone or write to the Workshop, 11A High St, Chipping Norton, Oxon, OX7 5AD. Tel: 01608 641692.

Sell your Unwanted Books

Sell your unwanted books at competitive prices. If you need extra space or are clearing college rooms, a home or an office, we would be keen to quote for books and CDs. Rare items and collections of 75 or more wanted if in VG condition; academic and non-academic subjects. We can view and collect. Contact Graham Nelson at History Bookshop Ltd on 01451 821660 or sales@historybookshop.com.

Antiques Bought and Sold

Antiques wanted and for sale – quality antiques such as furniture, fire guards, grates and related items, silver, pictures, china and objets d'art. Please contact Greenway Antiques of Witney, 90 Corn Street, Witney OX28 6BU on 01993 705026 or 07831 585014 or email jean_greenway@hotmail.com.

Services Offered

Big or small, we ship it all. Plus free pick up anywhere in Oxford. Also full printing services available (both online and serviced), 24 hour photocopying, private mailing addresses, fax bureau, mailing services and much more. Contact or visit Mail Boxes Etc, 266 Banbury Rd, Oxford. Tel: 01865 514655. Fax: 01865 514656. Email: staff@mbesummertown.co.uk. Also at 94 London Rd, Oxford. Tel: 01865 741729. Fax: 01865 742431. Email: staff@mbeheadington.co.uk.

Independent Pensions and Financial

Advice. Austin Chapel Independent Financial Advisers LLP provide bespoke pensions and financial advice to staff working for the University of Oxford. We provide Annual Allowance and Lifetime Allowance pension tax mitigation advice and calculations. In addition, we can provide projections of future pension benefits to ensure your retirement plans are on course to meet your retirement income requirements. We also offer an independent investment review service to help ensure that your investment portfolio still meets your current attitude to risk and is tax efficient. The initial meeting can be held at your workplace, home or our central Oxford offices. There is no cost for the initial meeting. For more information contact Gary O'Neill on 01865 304094 or email gary.oneill@austinchapel.co.uk.

Oxford's low-cost packing and shipping experts. Specialised in packing and shipping books, clothing, computers, musical instruments, fragile laboratory equipment, rowing oars, valuable paintings or other household items, we specialise in custom packing and worldwide delivery by road, sea and air. Pack & Send, 3 Botley Rd, Oxford, OX2 0AA. Tel: 01865 260610. Email: oxford@packsend.co.uk.

Airbnb and short-let management services that work for property owners! We are local and handle everything for you: listings, guest communications, 24-hr check-in, cleaning, linen, restocking etc. Find out more on www.oxservices.co.uk or contact us on oxfordhosting@gmail.com or phone 07715 624409.

Hope Services is a family-run typesetting company established more than 35 years ago. Based in the heart of Oxfordshire, we specialise in the styling and production of published material. We regularly work on all types of publications including early learning teaching titles; single-author, first-time novels and novellas; academic law books and journals; and social, financial and technical reports. We would be happy to discuss and develop your ideas, and provide you with an individual quote. Please feel free to contact us at Hope Services (Abingdon) Ltd. Tel: 01235 530439. Web: www.hopeservices.co.uk. Email: mark.harvey@hopeservices.co.uk.

Experienced freelance proofreader and editor

available to work on papers and reports, journals, websites and corporate and communications material. To discuss your project, please email me via: <https://greenquillproductions.co.uk/contact>, quoting Proof-editing_Gaz2020.

Specialist tutors in Oxford. We are tutors and exam experts. We also offer proofreading and editing services. Subjects include: English Language, English Literature, Law, Paralegalism, Religious Studies and Film. Study Film online or in person (here in Oxford) with film professionals, such as a film director. Study English as a Foreign Language, IELTS and Teaching (eg TEFL, TESOL, PGCE). We teach British and American education programmes. Contact us today at: www.specialist-tutors.com.

Situations Vacant

The Oxford University Catholic Chaplaincy is looking for a Chaplaincy Manager. The job description and further information can be found on the Chaplaincy website: www.catholic-chaplaincy.org.uk. Please submit your application by 4 Aug.

House/flat Swap**Algarve-Oxford house/flat swap sought:**

have 3-bed/2-bath villa in eastern Algarve seaside town (1 km from beautiful beach). Sunny roof terrace. Totally tranquil street. Off beaten track. Suit academic working on book/thesis. Seeking exchange with 1- or 2-bed accommodation in Oxford. Duration EITHER this summer vacation OR Michaelmas term or both. Email: rhys1@hotmail.com. Please write fully.

Houses to Let**3-bedroom semi-detached house,**

Headington Quarry, 2 reception rooms, garden, parking. Furnished. Kitchen. Bathroom. Gas central heating. Quiet area. Near schools, shops, hospitals, universities. Windows recently renewed. New garden shed. Frequent buses to city centre or 10 mins' cycle. Good motorway links. £900pm plus bills. Tel: 07812 909943.

Accommodation Offered

Hospital consultant and writer offer accommodation in 18th-century farmhouse surrounded by beautiful Oxfordshire countryside just outside village. 15 mins' drive outside of Oxford with regular bus and trains to Oxford. Large bedroom and study. Breakfast and dinner can be included. Very social household. Use of large country kitchen, family atmosphere with dogs and horses. Available immediately; moderate terms. Contact Shena: shena.guild@btinternet.com.

Self-catering Apartments

scottfraser - market leaders for quality Oxfordshire property. Selling, letting, buying, renting, investing - we are here to help. Visit www.scottfraser.co.uk for more information or call: Headington sales: 01865 759500; Summertown sales: 01865 553900; East Oxford sales: 01865 244666; Witney sales: 01993 705507; Headington lettings: 01865 761111; Summertown lettings: 01865 554577; East Oxford and student lettings: 01865 244666; Witney lettings: 01993 777909.

Visiting Oxford? Studio, 1-, 2- and 3-bed properties conveniently located for various colleges and University departments. Available from 1 week to several months. Apartments are serviced, with linen provided and all bills included. Details, location maps and photos can be found on our website at www.shortletspace.co.uk. Contact us by email on stay@shortletspace.co.uk or call us on 01993 811711.

Shortlet studios for singles or couples needing clean, quiet self-catering accommodation for weeks or months. Handy for High St (town, colleges), Cowley Rd (shops, restaurants), University sportsground (gym, pool), Oxford Brookes campuses, buses (London, airports, hospitals). Modern, self-contained, fully furnished including cooking and laundry facilities, en-suite bathroom, Wi-Fi broadband, TV/DVD/CD, central heating, cleaning and fresh linen weekly. Off-road parking for cars and bikes. Taxes and all bills included. Enquiries: stay@oxfordbythemonth.com.

Looking for 5-star serviced accommodation

right in the heart of the city? Swailes Suites offer city centre, award-winning maisonettes and apartments providing that 'home from home' feel that will help you get the most out of your stay. The Swailes Suites 'easy in, easy out' flexible booking arrangements, from 3 days to 6 months, together with good transport links make arrival and departure hassle-free. Check out our website at www.swailessuites.co.uk, contact Debbie on 01865 318547 or email debbie@nops.co.uk. Office established more than 25 years in 47 Walton Street, Jericho, OX2 6AD.

The only Visit England 5-star accredited self-catering accommodation in the heart of the city.

An award-winning 1-bedroom apartment in the historic Castle Quarter: a quiet, central location ideal for academic, professional lets from 4 days to 5 months. All utilities, including W-Fi, included; weekly linen change. We manage all duties ourselves to ensure that superior quality is maintained. Web: www.pmcdomus.co.uk; email: pat@pmcdomus.co.uk; tel: 01869 277557.

Holiday Lets**Cornwall cottage and restored chapel**

in quiet hamlet on South West Coast Path within 100m of the sea and minutes from Caerhays and Heligan. Each property sleeps 6. Comfortably furnished, c/h, wood burner and broadband. Ideal for reading, writing, painting, walking, bathing, bird watching. Beautiful beach perfect for bucket and spade family holidays. Short winter breaks available from £250. Tel: 01865 558503 or 07917 864113. Email: gabriel.amherst@btconnect.com. See: www.cornwallcornwall.com.

Notifications of Vacancies

Please refer to the website, or contact the email address shown, for further details of the vacancy. For a full list of vacancies in the University and colleges, see www.jobs.ox.ac.uk/home.

The University is committed to equality and valuing diversity.

Colleges, Halls and Societies

Jesus; stipendiary Lectureship in Computer Science; £9,170–£10,314; 7 August; www.jesus.ox.ac.uk/vacancies/academic-vacancies/stipendiary-lectureship-computer-science-0

Lady Margaret Hall; 6-hour stipendiary Lectureship in Organic Chemistry; £13,756–£15,471; noon, 7 August; www.lmh.ox.ac.uk/about-lmh/jobs/stipendiary-lectureship-organic-chemistry

Linacre; Academic Registrar; 13 August; www.linacre.ox.ac.uk/vacancies

Merton; stipendiary Lectureship in English; £5,157 (1 October–31 December 2020); noon, 5 August; www.merton.ox.ac.uk/vacancies

St Anne's; fixed-term stipendiary Lectureship in English Literature; £14,166; noon, 3 August; www.st-annes.ox.ac.uk/this-is-st-annes/job-opportunities

St Anne's; non-stipendiary Lectureship in Biochemistry (with specialism in Physical Biochemistry); £698 retainer; noon, 6 August; www.st-annes.ox.ac.uk/this-is-st-annes/job-opportunities

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Deputy Editor:

MR Gaudern, DPhil Oxf

St Anne's; stipendiary Lectureship in Biochemistry; £7,083; noon, 6 August; www.st-annes.ox.ac.uk/this-is-st-annes/job-opportunities

St Hugh's; stipendiary Lectureship in Applied Mathematics; 31 July; www.st-hughs.ox.ac.uk/discover/work-for-us

External Vacancies

Rhodes House; Schmidt Science Fellows: Admissions Manager; £35,000–£45,000; 21 August; www.rhodeshouse.ox.ac.uk/contact-staff/staff-vacancies

Christ's College, Cambridge; 3 4-year stipendiary Junior Research Fellowships in specified areas of Arts, Humanities and Social Sciences; noon, 22 October 2020; www.christs.cam.ac.uk/jrf

Christ's College, Cambridge; non-stipendiary 2–4-year Junior Research Fellowship in Biological and Medical Sciences, Arts and Humanities, or Social Sciences; noon, 12 January; www.christs.cam.ac.uk/vacancies

Gonville and Caius College, Cambridge; Alumni Assistant; £23,475; noon, 31 July; www.cai.cam.ac.uk/vacancies

Homerton College, Cambridge; College Research Associates; 31 August; www.homerton.cam.ac.uk/vacancies#26154

This is the final *Gazette* of 2019–20. The first *Gazette* of 2020–21 will be published on 24 September, but will be limited to Council and Congregation business and changes to Examination Regulations. The first full issue of 2020–21 will be published on 1 October.

Gazette copy must be received in the week before publication. Deadline: noon on Wednesday. Inclusion is subject to availability of space.

Certain sections in the *Gazette* include official announcements by the University but the University accepts no responsibility for the content of any other material in the *Gazette*.

Next Gazette: Thursday, 24 September

Jesus College, Cambridge; 2 3-year Research Fellowships in Arts, Humanities and Social Sciences (from 1 October 2021); from £22,417 plus subsidised housing and meals; 25 August; www.jesus.cam.ac.uk/fellow-staff/vacancies (live on 27 July)

King's College, Cambridge; stipendiary Research Fellowship in the History and Culture of the Countries of the Silk Roads; £21,716–£27,949; 4 September; www.kings.cam.ac.uk/research/research-fellowships

King's College, Cambridge; stipendiary Research Fellowship in Slavery and its Impact; £21,716–£27,949; 4 September; www.kings.cam.ac.uk/research/research-fellowships

King's College, Cambridge; stipendiary Research Fellowship in Mathematical Sciences and Engineering; £21,716–£27,949; 4 September; www.kings.cam.ac.uk/research/research-fellowships

Wolfson College, Cambridge; 10 1-year non-stipendiary Junior Research Fellowships in any subject under Title BI (from 1 April or 1 October 2021, dependent upon funding); dining privileges and annual research allowance; noon, 5 October; www.wolfson.cam.ac.uk/applying/jrf

Various colleges, Cambridge; Research Fellowships 2021–22; 1 October; www.jobs.cam.ac.uk/college (live by 31 August)

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