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Council and Main Committees

Congregation

14 June

Question and Reply: Report of Proceedings

At the meeting of Congregation on 14 June, the question and reply, first published in the [Supplement to the Gazette of 9 June](#), were taken as read. Seven supplementary questions were asked, as set out below.

QUESTION

‘The University must secure lawful freedom of speech in order to comply with the law and in order to maintain its reputation as a free-thinking institution. It also has, simultaneously, legal and indeed moral obligations to prevent the harassment of all staff and students.

We believe the University’s Harassment Policy and its policy on ‘Using social media: Guidance for managers and employees on social media use’ (the “policies”) prohibit speech that is lawful and thereby breach the University’s legal duty to take such steps as are reasonably practicable to secure freedom of speech within the law.

This is not a matter of mere legal technicality. These policies frustrate academic freedom - the lifeblood of this University - and harm academic careers. The signatories do not seek to undermine the University’s culture of robust tolerance and decency. They do believe, however, that restrictions on academic freedom and freedom of speech must be lawful, and therefore ask if Council will amend, or procure the amendment of the policies so that they comply with the University’s legal obligations to secure academic freedom and freedom of speech, by taking the following steps:

- (a) Amending Statute XI.1(1)(e), the Harassment Policy and any other University policy that adopts a legally incorrect definition of harassment, so as to make them compliant with the law and the Code of Practice on Meetings and Events, in particular by taking account of the fact that

the University may not rely on the Equality Act 2010 as a lawful ground to restrict the free speech of students.

(b) Amending the Code on Meetings and Events as follows:

- (i) clarifying that the University’s policy of ensuring that ‘all members of the University community, its visitors and contractors to treat each other with respect, courtesy and consideration’ is ‘subject at all times to the University’s duty to take reasonably practicable steps to secure freedom of speech within the law’;
- (ii) stating that ‘by law the University may not prohibit or sanction speech solely on the ground that it is offensive’;
- (iii) stating in summary the enhanced legal protections for academic freedom and political speech;
- (iv) stating in summary the legal protections for extramural speech by academic staff members; and
- (v) stating in summary the law’s protection of value judgements and the limitation of employees’ duty of loyalty in relation to academic freedom and freedom of speech.

(c) Amending the Harassment Policy to state explicitly that malicious or vexatious allegations are considered a serious offence, and to specify the level of sanction warranted by the making of such allegations.

(d) Amending the Harassment Procedure to include an initial stage, prior to the investigation stage, at which the relevant authority may, having consulted the accused person and the accuser, dismiss a complaint if he or she reasonably believes it to be malicious, frivolous or vexatious.

(e) Ensuring that all staff and decision-makers engaged in disciplinary processes are properly

trained in legal standards of academic freedom and freedom of speech.

(f) In the Using Social Media guidance (the “Guidance”), restating, or referring and linking to, the statements set out at paragraph (b) above and removing the wording regarding ‘respect, professionalism, courtesy and consideration’ and ‘highly controversial opinions’

(g) Amending the Guidance to provide that:

- (i) all social media content that is within the Article 10 protection for extramural speech shall fall outside the Guidance;
- (ii) the social media content of any student or academic who adopts the recommended disclaimer shall fall outside the Guidance, unless he or she rebuts the disclaimer by taking positive steps to portray his or her opinion as the official opinion or position of the University; and
- (iii) any student or (subject to subparagraph (i) above) any academic who chooses not to adopt the disclaimer shall otherwise be fully responsible under the Guidance and other University policies.

(h) Adopting best practice measures that acknowledge the limited scope on social media for conveying academic and political ideas in a formal way (for instance with citations), and the importance of platforms’ terms of service.

(i) Deleting the requirement that academic staff members seek the University’s prior approval for public campaigning, or amending the policy to state the limited circumstances in which the University believes it would be lawful to impose such requirement.

The note, which forms part of this question, sets out in detail the illegality of the policies; it has not been reproduced here but is available in the [Supplement to the Gazette of 9 June 2022](#)’

Signatories:

Dr Michael Biggs, St Cross College (proposing member)
 Dr Roger Teichmann, St Hilda’s College (supporting member)
 Professor Nigel Biggar, Christ Church
 Dr Alexander Morrison, New College
 Professor Faisal Devji, St Anthony’s College

Professor Ruth Harris, All Souls' College
 Professor Jeff McMahan, Corpus Christi College
 Professor Paul Elbourne, Magdalen College
 Dr Yasmin Khan, Kellogg College

REPLY

'Given the importance of ensuring academic freedom, legal advice has been sought from leading counsel as to the concerns raised by the signatories to the letter and, in particular, as to the lawfulness of the University's policies (including its Policy and Procedure on Harassment and its Social Media guidance).

It is correct that the University must take such steps as are reasonably practicable to ensure freedom of speech within the law, and that the University must take into account Article 10 of the European Convention on Human Rights (the "Convention"). The University's commitment to freedom of speech is clear. Its statement on Freedom of Speech, a link to which can be accessed from every page of the University's website, describes it as the lifeblood of a university, stating that "It allows students, teachers and researchers to become better acquainted with the variety of beliefs, theories and opinions in the world."

In formulating its statutes, policies and procedures, the University must also take into account other factors, such as its duties to staff and students, other obligations under the Convention, its public sector equality duties, and the risk of vicarious liability for the acts of its staff. Those factors are reflected, for example, in the University's Policy and Procedure on Harassment, which states that "The University does not tolerate any form of harassment or victimisation and expects all members of the University community, its visitors and contractors to treat each other with respect, courtesy and consideration".

The University's policies reflect its at times conflicting obligations by requiring standards of behaviour of its members, distinguishing between the freedom to explore and express ideas and the manner in which such ideas are expressed, reflecting the issues to be balanced in the University's approach to concerns that are raised, and making clear the University's commitment to freedom of speech.

In requiring standards of behaviour, the University protects freedom of speech, as reflected in the Code of Practice on Meetings and events: "The University believes that a culture of free, open and robust discussion can be achieved only if all concerned engage critically but courteously with each other."

In summary, the University is both allowed and obliged to take action in response to concerns about the treatment of a member of the University community by a fellow member of the same community and the University is confident that its Policy and Procedure on Harassment and its Social Media guidance reflect and comply with its legal obligations.'

SUPPLEMENTARY QUESTIONS

The following supplementary questions were submitted at the meeting:

Supplementary Question 1 - Dr Michael Biggs, St Cross College (proposing member)

The Reply distinguishes (begin quote) 'between the freedom to explore and express ideas and the manner in which such ideas are expressed' (end quote). In Council's opinion, what is the basis in law for this distinction specifically in relation to cases where the manner of expression does not, in law, constitute harassment?

Supplementary Question 2 - Dr Roger Teichmann, St Hilda's College (supporting member)

The Reply states (begin quote) 'In formulating its statutes, policies and procedures, the University must also take into account other factors, such as its duties to staff and students' (end quote). What specifically are the duties relied on in this 'formulation'?

Supplementary Question 3 - Dr Michael Biggs, St Cross College (proposing member)

The Reply states (begin quote) 'the University is confident that its Policy and Procedure on Harassment and its Social Media guidance reflect and comply with its legal obligations' (end quote). In Council's opinion, how is a prohibition on speech that, in the words of the Harassment Policy, 'has the effect of creating an offensive environment' consistent with the University's legal obligation to secure freedom of speech within the law?

Supplementary Question 4 - Dr Roger Teichmann, St Hilda's College (supporting member)

The Reply states that (begin quote) 'the University is confident that its Policy and Procedure on Harassment and its Social Media guidance reflect and comply with its legal obligations' (end quote). Council does not explain in its Reply how that can be the case in the light of the specific queries about lawfulness raised in the text which is published as having been 'appended to the Question'. Will it now do so in a further detailed reply?

Supplementary Question 5 - Dr Michael Biggs, St Cross College (proposing member)

The Reply states (begin quote) 'In formulating its statutes, policies and procedures, the University must also take into account other factors, such as ... its public sector equality duties' (end quote). In Council's view, exactly what obligations are imposed by the public sector equality duty in relation to academic freedom and free speech at the University?

Supplementary Question 6 - Dr Roger Teichmann, St Hilda's College (supporting member)

The Reply states (begin quote) 'In formulating its statutes, policies and procedures, the University must also take into account other factors, such as ... other obligations under the Convention' (end quote). In Council's view, what specifically are those 'other obligations' under the European Convention on Human Rights?

Supplementary Question 7 - Dr Roger Teichmann, St Hilda's College (supporting member)

The Reply does not mention the Statement of Freedoms in Statute XII (4), although this has been approved by Congregation. Where in the University's hierarchy of internal legislation do the Policy and Procedure on Harassment, the Social Media Guidance and the Statement on Freedom of Speech stand and on what authority are they relied on in the Reply?

These supplementary questions will be received by Council and Council's reply will be published in a future edition of the *Gazette*.

Notices

Congregation

20 June

Degree by Resolution

This content has been removed as it contains personal information protected under data protection legislation.

[Members of the University with a SSO account can log in to read the redacted content.](#)

Council of the University

Register of Congregation

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

Belshaw, N S, Department of Earth Sciences

Hayman, R C, Research Services
Livingstone-Banks, J E, Nuffield Department of Primary Care Health Sciences

Wood, R, School of Archaeology

Divisional and Faculty Boards

For changes to regulations for examinations see '[Changes to Examination Regulations](#)' below.

Consultative Notices

Call for nominations for Honorary Degrees and for Degrees by Diploma

Honorary degrees are conferred annually at Encaenia. Degrees by diploma are conferred on heads of state and royalty. Members of Congregation are encouraged to nominate individuals on whom such degrees might be conferred. Nominations are welcome all year round.

The Honorary Degrees Committee is charged with considering nominations received, consulting Council and making recommendations to Congregation. The Committee appreciates the time taken by members of Congregation to bring names to its attention. It will be re-considering names brought to it in the last three years and hopes to receive a wide and diverse selection of new names to add to those.

When considering possible honorands, the committee will focus on individuals in the following categories:

- 1** those of high academic distinction in the fields of research and scholarship of specific interest to the University of Oxford
- 2** those distinguished in the visual, literary, musical and performing arts
- 3** those distinguished in business and industry
- 4** those who have played a distinguished role in public life, for example in contributing to progress and change in society
- 5** those who have made a significant contribution to the activities of the University of Oxford - such individuals would normally also fall into one of the categories above.

Within the categories above the committee will aim to produce a balanced and diverse list, which takes account of the global dimension that characterises this University's activities.

It has adopted a target that at least half of the final list of names proposed to Congregation for the conferment of honorary degrees will be women and/or minorities. Members of Congregation are therefore encouraged to nominate individuals of conspicuous distinction with particular reference to diversity.

Honorary degrees will not be conferred on anyone who holds, or who has retired from, a resident teaching, research or administrative post within the University or in any college or other society, except in exceptional circumstances such as distinguished service outside the terms of his or her paid service. In these circumstances, a proposal for an honorary MA may be put forward.

Nominations for honorary degrees and for degrees by diploma should be submitted on the approved application form, which requires the name of the nominee and a short supporting paragraph. Further information, including the nomination form, is available at <https://governance.admin.ox.ac.uk/committee-on-honorary-degrees> or from the Secretary to the Honorary Degrees Committee (sarah.cowburn@admin.ox.ac.uk). The completed form should be returned to the Secretary by e-mail under 'Strictly Confidential' cover.

While informal soundings within the University will often be desirable, every effort should be made to ensure that publicity is not at any stage given to any specific proposal for the conferral of an honorary degree. All nominations will be considered in strict confidence by the committee.

The names of people on whom degrees by diploma and honorary degrees have recently been conferred are published in the University Calendar and can also be found on the Committee for Honorary Degrees webpage at <https://governance.admin.ox.ac.uk/committee-on-honorary-degrees>.

General Notices

Gazette publication arrangements

The remaining *Gazettes* of Trinity term will be published on 30 June and 7 and 21 July.

The first *Gazette* of Michaelmas term will be published on 22 September. Please note that this issue will be restricted to Council and Congregation business and changes to Examination Regulations only. The first full *Gazette* of next term will be published on 29 September; the Michaelmas term lecture supplement will be published with the issue of 6 October.

Appointments

Mathematical, Physical and Life Sciences

APPOINTMENTS

Louis-Pierre Arguin, PhD Princeton, has been appointed as Associate Professor of Complex Systems, with the title of Professor of Mathematics, from 1 September 2023 to 31 August 2028. Professor Arguin will be a fellow of Lincoln.

CONFERMENTS OF TITLE

The Mathematical, Physical and Life Sciences Divisional Board has conferred the title of Associate Professor on the following:

Robert Montgomery, Department of Zoology

Rebecca Nicholls, Department of Materials

Brian Sheil, Department of Engineering Science

Social Sciences

APPOINTMENTS

Alison Andrew, Associate Professor of Economics, Department of Economics, and fellow of Trinity College, from 1 September 2022.

Andrea Chiavari, Associate Professor of Economics, Department of Economics, and student of Christ Church, from 1 September 2022

Dennis Egger, Associate Professor of Economics, Department of Economics, and fellow of Queen's, from 1 September 2022

Seung Joo Lee, Associate Professor of Finance, Saïd Business School, and of Green Templeton, from 1 September 2022

Eben Kirksey, Associate Professor in Medical Anthropology, School of Anthropology and Museum Ethnography, and fellow of St Cross, from 15 September 2022

Alexandre Kohlhas, Associate Professor of Economics, Department of Economics, and fellow of St Edmund Hall, from 1 September 2022

Banu Demir Pakel, Associate Professor of Economics, Department of Economics, and fellow of Brasenose, from 1 September 2022

Leila Ullrich, Associate Professor in Criminology, Faculty of Law, and fellow of Worcester, from 1 September 2022

Electoral Boards

Composition of an Electoral Board

The composition of the electoral board to the post below, proceedings to fill which are currently in progress, is as follows (appointing person/body given in brackets):

NUFFIELD CHAIR OF PRIMARY CARE HEALTH SCIENCES

Professor Irene Tracey, PVC (chair) (Vice-Chancellor)

Professor Jane Shaw (*ex officio*)

Professor Bee Wee (Harris Manchester College)

Professor Jonathan Mant (Council)
Dame Helen Stokes - Lampard (Council)

Professor Gavin Sreaton (Medical Sciences Division)

Professor Chris Butler (Medical Sciences Division)

Professor Patricia Greenhalgh (Medical Sciences Division)

Dr Manjiri Bodhe (Medical Sciences Division)

Dr Nick Broughton (Oxford Integrated Care Partnership)

Examinations and Boards

Examinations for the Degree of Doctor of Philosophy

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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>.

Humanities Board

- MPHIL IN GREEK AND/OR LATIN LANGUAGES AND LITERATURE**
MST IN GREEK AND/OR LATIN LANGUAGES AND LITERATURE
 minor correction to cross-reference
- MPHIL IN GREEK AND/OR ROMAN HISTORY**
MST IN GREEK AND/OR ROMAN HISTORY
 (a) minor change to title of ‘Carthage and the Punic Mediterranean’ option
 (b) other minor changes and corrections
- MPHIL IN JUDAISM AND CHRISTIANITY IN THE GRAECO-ROMAN WORLD**
 addition of dissertation title proposals approval date
- MPHIL IN PHILOSOPHICAL THEOLOGY**
MST IN PHILOSOPHICAL THEOLOGY
 minor amendment to papers offered
- FHS OF CLASSICS AND ENGLISH**
 (a) Paper 415, The Achaemenid Empire, made available to students
 (b) other minor corrections
- FHS OF CLASSICS AND MODERN LANGUAGES**
 (a) Paper 415, The Achaemenid Empire, made available to students
 (b) rules on theses and dissertations reworded for clarity
 (c) other minor corrections
- FHS OF CLASSICS AND ORIENTAL STUDIES**
 (a) clarification of rules on theses and dissertations
 (b) other minor changes to regulations
- FHS OF LITERAE HUMANIORES**
 clarification of rules on offering single-language versions of comedy, historiography and lyric poetry

Social Sciences Board

- MPHIL IN RUSSIAN AND EAST EUROPEAN STUDIES**
MSC IN BIODIVERSITY, CONSERVATION, AND MANAGEMENT
MSC IN ENVIRONMENTAL CHANGE AND MANAGEMENT
MSC IN RUSSIAN AND EAST EUROPEAN STUDIES
MSC IN SOCIOLOGY
MSC IN SOCIOLOGY (PART-TIME)
MSC IN SUSTAINABILITY, ENTERPRISE AND THE ENVIRONMENT
FHS IN JURISPRUDENCE (COURSE 1)
FHS IN JURISPRUDENCE (COURSE 2)
 changes to reflect current assessment practice
- MSC IN INTELLECTUAL PROPERTY (PART-TIME)**
 new programme
- EMBA (PART-TIME)**
 (a) amendments to reflect current assessment practice
 (b) brief typographical changes
- MBA**
 typographical amendments
- FHS OF HUMAN SCIENCES**
 administrative and typographical changes
- PRELIMS IN HUMAN SCIENCES**
 (a) amendment to Paper 5 description
 (b) typographical changes
- PGDIP IN INTELLECTUAL PROPERTY LAW AND PRACTICE**
 amendment to Part II examination to reflect recent assessment practice changes

Advertisements

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

Publication

The *Gazette* is only published online, except for library and archive copies. Charges for all adverts have been reduced to reflect this.

Charges

Non-commercial advertisers: £10 per insertion of up to 70 words, or £20 per insertion of 71–150 words.

Commercial advertisers: £20 per insertion of up to 70 words, or £40 per insertion of 71–150 words.

Advertisers may also purchase advertising space for a whole academic year (a minimum of eight insertions per term) at a discount of over 50% on the individual advertisement rate: £9.50 per insertion of up to 70 words, or £19 per insertion of 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>.

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/terms-and-conditions-acceptance-advertisements>, and may also be obtained on application to gazette@admin.ox.ac.uk.

Miscellaneous

Advertisers are asked to note that the remaining *Gazettes* of Trinity term will be published on 30 June and 7 and 21 July. Publication for Michaelmas term will begin on 22 September, although that issue will not carry classified advertisements. The first issue to carry classified advertisements will be published on 29 September. The usual deadline will continue to apply (see above).

The Anchor Pub and Grill. Great ribs, steaks, burgers and wings all cooked over charcoal. Barefoot cakes. Awesome cocktails, a big wine list and a huge heated terrace. Open: Weds–Sat noon–9pm; Sun noon–7pm. Contact: 2 Hayfield Rd, Oxford OX2 6TT, 01865 510282 or info@theanchoroxford.com.

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.

Research participants sought

Oxford Vaccine Group seeks study participants for a new vaccine against invasive non-typhoidal salmonella (iNTS), an under-recognised cause of disease and death in sub-Saharan Africa. Eligibility requirements: aged 18–55, in good health and living in the Oxford area. Reimbursement offered of up to £585 for time, inconvenience and travel. Total study participation time: 12 months. More information: <https://trials.ovg.ox.ac.uk/trials/salvo>, info@ovg.ox.ac.uk, or 01865 611400.

Groups and societies

The Oxford University Newcomers' Club is run by volunteers and supported by the University. Our aim is to welcome all partners of graduate students, academics, visiting scholars and staff members, especially those who have recently arrived. As a globally diverse and inclusive group, we offer a warm and friendly environment in which to meet others in Oxford. We also provide information, both general and of special interest, and many opportunities to share experiences as well as to take part in organised events and activities. Please go to our website, www.newcomers.ox.ac.uk, for more information and up to date details of all our activities.

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

Secure storage and shredding. Experts on packing, posting/ mailing and shipping. Help to navigate customs regulations, free collection in Oxford and student discounts. HD-quality printing up to A0 - quick turnaround time, and many binding solutions. High Street postal address - never miss another delivery! Contact or visit: Mail Boxes Etc, 266 Banbury Rd, Oxford (tel: 01865 514655; email: info@mbesummertown.co.uk). Also at 94 London Rd, Oxford (tel: 01865 741729; email: info@mbeheadington.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.

Accommodation offered

Friendly family offer large double room to suit anyone linked to Oxford University. 18th-century farmhouse, log fires, horses, dogs, beautiful countryside. Near Woodstock; 10 mins to Oxford. Ideal for studying. Contact: shena.guild@btinternet.com.

Self-catering apartments

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.

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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

Linacre; Academic Support Officer; 8 July; www.linacre.ox.ac.uk/vacancies

Linacre; Alumni Relations and Events Officer; 17 July; www.linacre.ox.ac.uk/vacancies

Magdalen; Sub-Dean; noon, 1 July; www.magd.ox.ac.uk/job-vacancies

Nuffield; Research Officer, Centre for Social Investigation ; £29,776-£34,315; 7 July; www.nuffield.ox.ac.uk/the-college/jobs-and-vacancies/

Oriel; Senior Library Assistant (Reader Services); 6 July; www.oriel.ox.ac.uk/people/vacancies/senior-library-assistant-reader-services

Oriel; Sir John Elliott Junior Research Fellowship in History 1500-1800; 5pm, 15 August; www.oriel.ox.ac.uk/people/vacancies/sir-john-elliott-junior-research-fellowship-history-1500-1800

Pembroke; Alumni Relations Graduate Intern; 4 July; www.pmb.ox.ac.uk/vacancies

St Catherine's; Development Officer; noon, 5 July; www.stcatz.ox.ac.uk/category/vacancies

Gazette copy received will be published in the next available issue. Copy for supplements must be received by **noon on Wednesday** of the week before publication. 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, 30 June

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Gazette subscriptions: <https://gazette.web.ox.ac.uk/subscribing-gazette>

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