

# KING'S COLLEGE, CAMBRIDGE

At an Extraordinary Congregation

held on Thursday 8<sup>th</sup> June 2023

at 6:00pm in the Audit Room and via Zoom.

## **Present** (starred names attended on Zoom)

Dr Zoe Adams *	Professor Caroline Goodson	Professor Jean Michel Massing*
Dr Tess Adkins	Professor Mark Gross*	Dr Jonah Miller
Professor John Arnold	Professor Cesare Hall	Dr Fraz Mir *
Professor Mike Bate*	Mr Api Hasthanasombat	Dr Perveez Mody
Dr Francesco Bianchini	Ms Lorraine Headen	Dr Kamiar Mohaddes
Dr Giulia Boitani	Professor John Henderson*	Dr Basim Musallam
Dr Mirjana Bozic *	Dr Katherine Herrity	Professor Robin Osborne
Dr Keith Carne*	Dr Felipe Hernandez	Professor Michael Proctor
Rev Dr Stephen Cherry*	Dr Myfanwy Hill	Professor Jason Sharman
Dr Ivan Collister	Dr David Hillman*	
Dr Laura Davies*	Mr Reza Huseini	Dr James Taylor
Dr James Dolan	Dr Alice Hutchings	Mr James Trevithick*
Professor John Dunn	Professor Martin Hyland	Professor Bert Vaux *
Professor Aytek Erdil*	Dr Philip Knox	Professor Darin Weinberg *
Dr Elisa Faraglia*	Dr Zhuangnan Li	Dr Rob Wallach
Professor Iain Fenlon*	Professor Nicholas Marston*	Professor Godela Weiss-Sussex*
Professor Ingo Gildenhard*	Dr Scott Melville *	Dr Thomas White*

## **Apologies**

Dr Ronojoy Adhikari	Professor Rob Foley	Professor Richard Lambert
Dr Sebastian Ahnert	Professor Matthew Gandy	Professor Charlie Loke
Dr David Al-Attar	Professor Anthony Giddens	Professor Sarah Lummis
Professor Anna Alexandrova	Professor Christopher Gilligan	Professor John Perry
Dr Nicholas Atkins	Professor Simon Goldhill	Professor Chris Prendergast
Professor Gareth Austin	Dr David Good	Dr Benjamin Ravenhill
Dr Seda Basihos	Professor Gillian Griffiths	Professor Robert Rowthorn
Professor Peter de Bolla	Professor Ross Harrison	Professor Paul Ryan
Professor Richard Bourke	Dr Katie Haworth	Professor Alan Macfarlane
Professor Judith Browne	Professor Henning Grosse Ruse-Khan	Professor Dan McKenzie
Professor Nicholas Bullock	Dr Stephen Hugh-Jones	Professor Cam Middleton
Dr Katherine Campbell	Professor Caroline Humphrey	Dr Gabriela Montejo-Kovacevich

Professor Richard Causton	Professor Herbert Huppert	Dr Ken Moody
Dr Maurice Chiodo	Mr Daniel Hyde	Dr Rosanna Omitowaju
Dr Alexandra Clarà Saracho	Mr Philip Isaac	Dr Michael Sonenscher
Professor Francesco Colucci	Dr Malarvizhi Jayanth	Professor Gareth Stedman Jones
Professor Anne Davis	Mr Peter Jones	Professor Nicholas Tosca
Professor Bradley Epps	Ms Michaela Kadlecova	Professor Caroline Van Eck
Dr Sebastian Eves-van den Akker	Professor Barry Keverne	Dr James Vicary
Dr Freddy Foks	Dr Patrycja Kozik	Professor John Young
	Dr Joanna Kusiak	Professor Nicolette Zeeman

### **On Leave**

Professor Angela Breitenbach	Professor Mark Johnson	Professor Surabhi Ranganathan
Professor Matei Candea*	Professor James Laidlaw	Dr Mira Siegelberg
Dr Timothy Flack	Dr Cicely Marshall	Dr Sharath Srinivasan
Dr Sarah Crisp		

### **Open Business Only**

#### **OPEN BUSINESS**

#### **Declarations of Interest**

None.

#### ***Principal Business***

#### **46. Discussion of Possible Models for Interviews 2023-24**

The Admissions Tutor provided an update on the situation regarding plans for interviews across the colleges for the 2023-2024 admissions cycle, informing the Governing Body that the College was the last to declare its position and that most colleges planned to run interviews online. The Admissions Tutor emphasised that once a decision was made the College must communicate its position clearly to potential applicants. The Admissions Tutor also reminded Governing Body that it must be conscious of the risk that any model of interviewing could be considered discriminatory.

Governing Body considered a range of views regarding whether the College should adopt an online or in person model of interviewing for the 2023-2024 admissions cycle. Issues such as cost, interviewee experience, technology, Widening Participation candidate impact, and the positions declared by other

Colleges were discussed. Governing Body also considered University and College admissions data from recent admissions cycles, along with the findings of a survey of University applicants.

Governing Body noted that whilst online interviewing was broadly fit for purpose, and had advantages in terms of accessibility, an online model could inhibit communication between interviewer and interviewee.

However, experiences, and views about the effectiveness, of online interviewing varied by subject area.

Emphasis was placed upon the importance of assessing experiences and outcomes of the interview process in 2023 to enable College to make a more informed decision prior to the 2024-2025 admissions cycle. There was some preference for this to be undertaken at University level, but the Admissions Tutor reassured Governing Body that she would undertake similar work within College.

Governing Body agreed:

- i) To commit, in principle, to a model of in-person interviewing for the 2023-24 Admissions round.

*Twenty-five votes were cast in favour of committing in principle to a model of online interviewing for the 2023-2024 admissions round, and twenty-six votes were cast in favour of committing in principle to a model of in-person interviewing for the 2023-2024 admissions round.*

- ii) As Governing Body had voted to commit in principle to a model of in-person interviewing for the 2023-24 admissions round, to adopt Model 3, whereby all candidates resident or schooled in the UK will be interviewed in-person, but all candidates resident or schooled overseas will be interviewed online.

*Eighteen votes were cast in favour of adopting Model 2 presented by the Admissions Tutor (whereby all candidates will be interviewed in person, regardless of whether or not they are resident/schooled overseas), and thirty-two votes were cast in favour of adopting Model 3 (whereby all candidates resident or schooled in the UK will be interviewed in-person, but all candidates resident or schooled overseas will be interviewed online).*

- iii) To allow students resident/schools overseas to be interviewed in person on request.

*Governing Body voted in favour of allowing students resident or at school overseas to be interviewed in person in request by a large majority.*

***Routine Papers (for report only)***

None.

**47. Any Other Business**

None.

*The Congregation ended at 1850.*

**Prior to this Extraordinary Congregation, on 5<sup>th</sup> June 2023, an informal meeting of the Governing Body was held at which proposals for interviews during the 2023-2024 admissions cycle were discussed.**

**A note of this meeting is appended to these minutes.**

## **CONFIDENTIAL**

### **KING'S COLLEGE, CAMBRIDGE**

Notes of the informal meeting  
held on Monday 5<sup>th</sup> June 2023  
at 1:00pm in Keynes Hall and via Zoom.

#### **48. Discussion of Possible Models for Interviews 2023-24**

The Admissions Tutor presented a paper to Governing Body regarding interview format at Cambridge for the 2023-2024 admissions cycle.

The Admissions Tutor provided updated information to GB regarding her understanding of the approach being adopted by other colleges, noting the shortcomings of the consultation process led by the Senior Tutors' Committee (STC). The Admissions Tutor informed GB that the majority of colleges had declared they would run interviews online only, but that there was no consensus amongst colleges as others were adopting hybrid models and some had not yet declared a position. The Admissions Tutor noted the additional expenditure and potential legal risks to the College which may arise depending on what model GB decides to adapt. The Admissions Tutor emphasised that any model GB chooses must be deliverable by the Admissions team.

GB agreed to modify the vote originally put forward by the Admissions Tutor. GB agreed to a first vote on whether to adopt the principle of online interviews or in person interviews. If GB are to vote in favour of in-person interviews, a vote will then be held on whether in-person interviews are held for UK candidates only (with overseas candidates being interviewed online) or for all candidates.

GB considered whether College needed to adapt a single approach for all subjects, but noted that a mixed model would not be deliverable in practice.

GB noted that it was important that Colleges were not 'locked in' to the approach they adopt this year. The Admissions Tutor undertook to provide GB with a review of the 2023-24 Admissions round in order to inform future decisions.

Members of GB put forward differing views of their experiences of online interviews in comparison to in-person interviews. Some members of GB expressed the view that in-person interviews can give candidates a better opportunity to demonstrate their personality and their full potential, however other members felt there was little difference between online and in-person interviews in this regard. GB noted that different subject groups had different experiences and views of the effectiveness of online interviews. GB agreed that, in order to achieve the best possible outcomes during the upcoming Admissions round, subject areas would need to collaborate on how to adapt interviews for a digital format (if GB chose to select such a model).

Additionally, GB noted the importance of interviews being conducted as fairly as possible.

GB expressed dissatisfaction at how the issue of the Admissions round had been managed at University level and that a uniform approach across the colleges had not been established. The Senior Tutor emphasised that, regardless of the decision GB made by GB regarding the 2023-2024 Admissions cycle, those conducting interviews must not discriminate against candidates taken from the pool that have been interviewed by another mechanism.

A vote to decide whether the College will hold in-person or online interviews in the 2023-2024 Admissions round and, if GB votes in favour of in-person interviews, whether to hold in-person interviews for all candidates or UK candidates only, will be held at an Extraordinary Congregation to be held on Thursday 8<sup>th</sup> June 2023.