

# KING'S COLLEGE, CAMBRIDGE

At the Ordinary Congregation  
held on Monday 29 January 2023  
at 6:00pm in the SCR and via Zoom.

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

Dr Zoe Adams*	Professor Simon Goldhill	Professor Jean Michel Massing
Dr Tess Adkins	Dr David Good*	Professor Cam Middleton
Professor Anna Alexandrova*	Professor Ross Harrison	Dr Perveez Mody
Professor John Arnold	Mr Api Hasthanasombat	Professor Geoff Moggridge
Dr Nick Atkins	Dr Katie Haworth	Dr Kamiar Mohaddes*
Dr Giulia Boitani	Ms Lorraine Headen	Dr Ken Moody
Dr Shannon Bonke	Dr Felipe Hernandez	Dr Basim Musallam*
Professor Nick Bullock	Dr Myfanwy Hill	Professor Robin Osborne
Dr Keith Carne	Dr David Hillman	Professor Surabhi Ranganathan
Rev Dr Stephen Cherry	Professor Dame Carrie Humphrey DBE	Professor Thomas Roulet
Dr Ivan Collister	Professor Alice Hutchings	Dr Angus Russell
Professor Francesco Colucci	Professor Martin Hyland	Professor Jason Sharman
Dr Laura Davies*	Ms Polly Ingham	Dr Sharath Srinivasan
Professor Anne Davis	Professor Mark Johnson	Dr Gillian Tett
Professor Pete de Bolla	Mr Peter Jones	Mr Jim Trevithick
Dr James Dolan	Dr Phil Knox*	Dr Sophie Turenne
Professor John Dunn	Dr Joanna Kusiak	Professor Caroline Van Eck*
Professor George Efstathiou	Professor James Laidlaw	Professor Darin Weinberg*
Dr Sebastian Eves-Van den Akker	Professor Richard Lambert*	Professor Godela Weiss-Sussex
Professor Elisa Faraglia*	Dr Zhuangnan Li	Dr Tom White
Professor Iain Fenlon	Professor Sarah Lummis	Professor Nicky Zeeman
Professor Matthew Gandy	Professor Alan Macfarlane	
	Professor Nick Marston	

## **Apologies**

Dr Ronjoy Adhikari	Professor Ingo Gildenhard	Dr Fraz Mir
Dr Sebastian Ahnert	Professor Chris Gilligan CBE	Dr Gabriela Montejo-Kovacevich
Professor Gareth Austin	Professor Gillian Griffiths	Dr Rory O'Brien
Dr Seda Basihos	Professor Mark Gross	Professor Rosanna Omitowaju
Professor Mike Bate	Dr Tiffany Harte	Dr Tejas Parasher
Dr Francesco Bianchini	Professor John Henderson	Professor John Perry
Dr Marcus Böick	Dr Kate Herrity	Professor Chris Prendergast
Professor Richard Bourke	Dr Stephen Hugh-Jones	Professor Mike Proctor
Professor Angela Breitenbach	Professor Herbert Huppert	Dr Ben Ravenhill
Professor Jude Browne	Mr Reza Huseini	Professor Bob Rowthorn
Dr Katie Campbell	Mr Daniel Hyde	Professor Paul Ryan
Professor Matt Candea	Professor Ian James	Professor Hamid Sabourian
Dr Alexandra Clara Saracho	Dr Malar Jayanth	Dr Andjela Sarkovic
Dr Sarah Crisp	Dr Jerelle Joseph	Dr Mira Siegelberg
Professor Brad Epps	Dr Aileen Kelly	Dr Mike Sonenscher
Professor Aytek Erdil	Professor Barry Keverne	Professor Gareth Stedman Jones
Professor James Fawcett	Dr Patrycja Kozik	Dr James Taylor
Dr Tim Flack	Professor Charlie Loke	Professor Nick Tosca
Professor Rob Foley	Dr Cicely Marshall	Dr Marco Tripodi
Professor Chryssi Giannitsarou	Dame Judith Mayhew Jonas	Professor Bert Vaux
Professor Lord Tony Giddens	Professor Dan McKenzie	Professor Jamie Vicary
	Dr Jonah Miller	Dr Rob Wallach

## On Leave

Dr Mirjana Bozic  
Professor Richard Causton

Professor Caroline Goodson  
Professor Henning Grosse Ruse-  
Khan

Professor Chez Hall  
Dr Malar Jayanth

## Open Business Only

Mr Limoncelli  
Mr Lee Boya

Mx Graham

Ms Bulteel

## OPEN BUSINESS

### 2. **Declarations of Interest**

None.

### 3. **Minutes of Open Business of the Annual Congregation held on 30 November 2023**

Approved.

### 4. **Matters arising from the Minutes**

None.

### 5. **Oral Reports**

The First Bursar gave an oral report on development of a new College Papers drive. With a view to improving transparency, the Registrar is working on compiling complete records of Governing Body and Council minutes and papers. Once established, the drive will enable members of Governing Body to access papers from past Congregations and Council meetings. For confidentiality and data protection reasons, reserved Council papers will not be stored on the drive. Governing Body will be invited to access the ShareFile in due course.

### ***Principal Business***

### 6. **Report of the Audit and Scrutiny Committee**

Dr Atkins presented a report by the College's Audit and Scrutiny Committee.

An addendum covering the work of the E-Lab was provided (Dr Mohaddes, as an E-Lab Director, was not involved in producing this report).

The report noted a broad range of matters. Although administrative costs had increased, the Committee's view was that this had bought improvements. Bringing all staff onto the Living Wage was welcomed, and the challenges of the College's decarbonisation target noted. The Committee commented on Development costs and suggested introducing a discretionary overhead on donations. Their view of the College's financial forecast was, overall, positive.

They stressed the importance of continuity of Audit and Scrutiny Committee membership.

The First Bursar thanked the Committee for its report and recommendations. He noted that several of the Committee's recommendations were already under discussion or, like coordination support for the Research Managers, had been introduced. He committed to take the Committee's recommendations away as actions, proposals for which would be considered by Council in due course.

The Committee noted the "clustering" approach introduced in the College's management accounts for the financial year 2023-24. This involved connecting related groups of activity, so that the income and costs associated could be seen more

clearly. Additionally, the Committee noted the distribution of costs associated with cross-cutting activities to income-generating areas of the College. It being the first year this approach was used, they had not yet formed a view on whether this was beneficial.

The First Bursar responded to a query about the “clustering” approach. He explained that the intention was to improve the transparency of the College’s financial position and make it more easily comprehensible to Council and Governing Body. This involved three steps.

The first was to group related activities that related to different kinds of income for the College (notably income from educational and research activity, from accommodation and catering, and from visitors to the Chapel and Choir concerts). The purpose of this grouping was to identify which areas of activity created a surplus and which a deficit. The intention was to make clear the current position of the College’s finances and to show how those had evolved over time.

The second step was to identify activities not directly related to income generation. These provided ‘cross-cutting’ support across the College (such as support for the governance of College committees as well as for financial reporting and planning). This was to make clear the costs of these non-income related activities.. The First Bursar highlighted that scrutiny of such costs would be a key part of the forthcoming budgeting round.

The third step in the “clustering” approach was to allocate the cost of ‘cross-cutting’ activities to other areas. The purpose of this third step was to make clear the need for additional income to cover the full scope of the College’s costs. In the 2023-24 management accounts this had been done provisionally on a pro-rata basis, but more sophisticated methodologies could be developed. The First Bursar noted his ambition, expressed at Annual Congregation, to see more spending directed towards education and research. He added that Governing Body would have the opportunity to return to this discussion in Easter Term, when it would review plans for the 2024-25 financial year.

Returning to the review of the Annual Report and Financial Statements, the Committee asked that they continued to received data for the audit from the Finance team in the same manner as previous years. The First Bursar agreed that data should be provided in whichever format the Committee found most useful.

The Senior Tutor noted that CamCORS had recently been re-launched, and that Fellows may be asked to re-submit their payment information. Fellows are asked to change this from Easter term onwards so that their supervision payments can come through the College’s payroll.

Governing Body thanked the Audit & Scrutiny Committee and noted their report.

**7. Data for the Audit**

Governing Body noted data provided by the Finance team in support of the report of the Audit and Scrutiny Committee.

**8. Terms of Reference Revisions (Audit and Scrutiny, Fellows’ Remuneration)**

Building on the work of Council’s Governance Working Group, the Vice-Provost presented proposals (endorsed by Council) for changes to the Terms of Reference for the Fellows’ Remuneration Committee and the Audit & Scrutiny Committee.

The proposals included the introduction of external members to the Audit and Scrutiny Committee, and clarifying the remit of the Fellows' Remuneration Committee.

Governing Body discussed whether external membership on the Audit & Scrutiny committee was necessary, given Governing Body's separation from the College Council (the trustees). The benefits of an internal scrutiny group were highlighted, including an ability to speak freely and candidly.

The Vice Provost commented that external membership was considered good practice, and that external membership may add an additional dimension to the Committee's discussions.

Governing Body raised concerns about how an external member might be appointed, and the degree of influence the College Officers might have over this. Governing Body agreed to consider this issue again at a later date.

The scrutiny provided by the Finance Committee was noted. Governing Body (including the Provost) were of the view that the Provost should not chair the Audit & Scrutiny Committee, be a member, or have a right of attendance.

Governing Body agreed:

- 1) To approve revised Terms of Reference for the Fellows' Remuneration Committee (as appended to the paper), to take effect from 1 January 2024.
- 2) To approve revised Terms of Reference for the Audit & Scrutiny Committee (as appended to the paper), subject to the following amendments:
  - a. One external member only;
  - b. Provost shall not be a member or in attendance; and
  - c. Chair to be appointed from amongst internal members.

#### 9. **Amendment to Ordinance E5 (Second Reading)**

Governing Body were asked to vote, for a second time, to make an addition to Ordinance E5 to remove a statutory anomaly (this being that there is no provision for electing to a Life Fellowship a Fellow who has completed twenty-five years' service, and so satisfies Statute E27, but retires early on account of serious illness or disability, and so does not satisfy Ordinance E5).

A question was raised at the Annual Congregation as to whether E28 would apply where a Fellow retires on account of having caring responsibility for someone else who is seriously ill or disabled. The Vice Provost, therefore, asked Congregation whether it should add a formal note of interpretation, that the mention of 'serious illness or disability' applies not simply to the Fellow themselves but to also to serious illness or disability of one for whom a Fellow had caring responsibilities.

Governing Body agreed:

- a) to approve for the second time adding the words 'This requirement does not apply in the case of a Fellow retiring early on account of serious illness or disability' to the end of the current Ordinance E5; and
- b) to note, as a point of interpretation, for the avoidance of doubt, that mention of serious illness or disability in Statute E 28 and Ordinance E5, includes the serious illness or disability of someone (e.g. partner, parent, child) for whom the Fellow has, formally or in effect, caring responsibilities.

#### 10. **Examination Results**

The Senior Tutor presented a paper providing the results and analysis for the academic results 22/23, the release of which was delayed by the UCU Marking and Assessment Boycott.

Results were broadly in line with previous years, but some trends were apparent. For example, a gender-based performance gap in STEM finalist results. Strategies to overcome this would be taken back to Education Committee.

These results are the first to show finalist outcomes for a full Bridging Program cohort, which were positive. Whilst Bridging Program students had often underperformed in their first year their final results were in line with the rest of the College's finalists'.

The Senior Tutor noted limitations to the results data available to her, particularly with regard to comparing against other Colleges. She highlighted, however, how valuable she had found post-results discussions with College teaching groups in each of the subjects.

Governing Body noted the Senior Tutor's report.

#### 11. **Undergraduate Admissions Governance**

The Senior Tutor brought a paper to Governing Body to seek its opinion on undergraduate admissions governance reforms proposed by the University, in order that she may provide feedback on behalf of the College.

The University has proposed the creation of a new committee that will look at undergraduate admission policy and process. The Senior Tutor had concerns about this. Her view was that the proposals would not accommodate the colleges' common action process, and that they may undermine College autonomy over admissions policy.

The Admissions Tutor echoed the Senior Tutor's concerns, commenting in addition that the proposal may undermine the value of Admissions Forum.

Governing Body noted external regulatory pressure on the University with regard to the University's admission process and outcomes.

However, it was commented that Colleges must decide explicitly what decisions they are prepared to have decided collectively.

Governing Body also discussed the role of College Officers as representatives of the College on University committees. The College Officers offered to bring this back to Governing Body.

Professor Sharman suggested Governing Body agree that University committees should not be allowed to bind the College on matters of admissions. With the support of the Senior Tutor, he proposed an amendment to the vote.

Governing Body, therefore, agreed:

- a) to re-affirm that King's admissions policy is ultimately decided by Governing Body, not a university committee, and that engagement with the new University admissions committee depends on satisfactory answers to the Senior Tutor's questions reported to the Governing Body and Council; and
- a) subject to this, to authorise the Senior Tutor to provide feedback to the Office for Intercollegiate Services on the proposed nUAC based on the minute of the discussion of this paper.

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

#### 12. **Annual Report of the Keeper (2022-2023)**

The Keeper of the College Collections provided Governing Body with her report for the year 2022-2023.

Governing Body noted the report.

13. **Any Other Business**

None.