

James Rolfe
Chief Operating Officer
T: +44 (0) 1223 698 572 (direct)
E: james.rolfe@aru.ac.uk



ARU Cambridge
East Road
CB1 1PT
www.aru.ac.uk

20 March 2026

Dear Chris and John,

Following our discussion with you and union colleagues at yesterday's extraordinary JCNG meeting, I would like to set out how I would like to take forward the issues raised.

I would like to say that colleagues (and I) welcomed the points you and union colleagues raised. Clearly, the team involved in the RISM review have worked hard and in good faith to move forward an important piece of work as diligently and carefully as possible. The changes it represents are a key part of how ARU needs to align its research and innovation support activity across the university to meet the future needs that we face, with many opportunities and risks, and undoubtedly during uncertain times. Similarly, colleagues across the university have highlighted issues and points we need to focus on to progress the review further – through consultation, reflection and into implementation – as carefully and accurately as possible, dealing with the more difficult messages compassionately throughout.

In the light of the JCNG discussion, I would like to extend the consultation period. At present, it is due to finish on 1 April, with a period of reflection to take on board the feedback, and then the outcomes to be announced in the week commencing 20 April. The proposed revised dates are that the consultation will end on Friday 17 April. The period of reflection will then commence, and the outcomes will be announced in the week commencing 4 May. This move – of just over 2 weeks – is designed to allow time for Easter, and for staff to return to work if they are taking a break. It will also allow time for colleagues to respond to the outstanding queries which colleagues have raised. I should say, on a point of good communication, that we are receiving comments from some staff that they would like the review to move quickly (ie stick to the existing deadlines). We will therefore communicate the message to staff carefully, as the delay may lead to concern amongst some staff, and I would very much welcome your support in landing that message carefully.

In addition to the change of dates highlighted above, Andrew, Dan and colleagues will be working through the queries that have been sent in, so that staff, wherever possible, have the answers they need. We will also press the Essex Pension Fund as much as we can to get pension figures where staff have requested those. Similarly, the FAQs will be updated, to reflect the current state of play, and the queries/points that colleagues have raised during the consultation (where, of course, they can be suitably generalised and confidentiality protected) incorporated. And, as part of our communication to staff, we will be encouraging colleagues, again, to feedback their points. The more feedback we have, the greater the assurance that all relevant issues have been considered.

Thank you again for your contributions yesterday. I hope this note will provide assurance that colleagues' concerns, expressed both via the unions and directly to Andrew and HR colleagues, have been taken on board.

Yours sincerely,



James Rolfe
Chief Operating Officer