



TRUSTEE RECRUITMENT PACK

ABSTRACT

The Carnegie Trust is seeking to appoint new Trustees whose background, skills and experience will reflect and support the diversity of the Trust's grant recipients and its commitment to providing opportunities for study and research in the Universities of Scotland.



THE CARNEGIE TRUST

FOR THE UNIVERSITIES OF SCOTLAND

1. Background

The Trust was founded by Scots American millionaire and philanthropist Andrew Carnegie in 1901 with the broad aim of supporting the Scottish universities, their academic staff and students. With its office located in Carnegie's birthplace of Dunfermline, the Trust expends £2.5 to £3.0 million a year through its various educational and research grant schemes.

Undergraduate students are supported through tuition fee grants and vacation project scholarships, postgraduate students through PhD scholarships, and early career academics through research funding, targeting innovative new lines of enquiry. The Trust operates across all academic disciplines and aims to encourage wider access to higher education and to further research in the Scottish universities.

The Board of Trustees comprises nine nominated members plus five of the principals of the Scottish universities. The Board is chaired by Mr Ronnie Bowie and is supported by the Secretary & Treasurer, Professor Andy Walker, who leads the staff team.

Welcome from Mr Ronnie Bowie, Chair of the Trust and of the Nomination Committee

Thank you for considering supporting the work of the Carnegie Trust for the Universities of Scotland as a Trustee. The Trust has a distinctive and important role in the landscape of higher education in Scotland supporting the study and work of students and staff at Scotland's universities at crucial times in their careers. It offers funding to students in circumstances in which standard institutional or government support is less readily available. And, it encourages the development of research, particularly for those at an early career stage, by awarding grants that often set up broader research projects at institutional or national level. The Trustees form a committed, collegial, and effective body, strongly in touch with the Carnegie community, and ensuring the work of the Trust is carried out to the best possible effect.

Introduction by Professor Andy Walker, Secretary & Treasurer

The Trust was created by Andrew Carnegie in 1901 with an endowment of ten million dollars. The grants we currently award, together with associated expenses, continue to be funded from the income generated by that endowment – currently running at around £2.5m - £3m per annum.

At the time of our foundation, we became a major funder of the Scottish universities, playing a key role in assisting their development and greatly expanding opportunities for students from a wide range of backgrounds to study for university degrees. Much has changed since then and funding for universities and their students has considerably improved. At the same time, the number of universities has increased four-fold and very many more students participate in higher education.

Whilst our Trust's contribution is, consequently, not as dominant as it once was, it still plays an important role, and we strive to remain faithful to the extraordinary vision of Andrew Carnegie. The Trust continues to ensure that able students, for whom having to pay tuition fees acts as a barrier to their attending university, are provided the financial support they need to complete their studies. At the same time, we support the universities through grants that enable research projects to be carried out by undergraduates, PhD students, and early career academics. As a result of these funding schemes, our Trust remains greatly respected by the Scottish universities community and the receipt of our grants is highly valued.

Our Charitable objectives

Established in 1901 under a Trust Deed signed by Andrew Carnegie, the income generated by his original endowment is to “*be applied towards the improvement and expansion of the Universities of Scotland*” and “*rendering attendance at these Universities and the enjoyment of their advantages more available to the deserving and qualified youth of that country to whom the payment of fees might act as a barrier*”.

For over a century the Trust has fulfilled these aims – by funding student fees, scholarships and bursaries, and through the award of research grants. Operating across all academic disciplines, the Trust encourages wider access to higher education and supports high quality scholarships and research in all the Scottish universities.

Our Strategic objectives

The original intentions of our founder remain at the heart of our work:

Remove barriers to higher education, by:

Working with HEIs to identify students in need of support – *Tuition Fee Grants*

Ensuring funded students have the technical or learning resources needed to engage fully with their courses – *Study Support Grants*

Develop young research careers, by:

Providing a pathway into a research career: undergraduate to academic – *Vacation, and PhD Scholarships*

Delivering the Carnegie Future Leaders programme to our PhD Scholars

Support research excellence, by:

Offering competitive research funding – *Research Incentive Grants*

Selecting research applications through a robust peer review process

Nurture our Carnegie Community, by:

Running gatherings and networking events for grant recipients

Pro-actively reaching out to the more vulnerable members of our Community

Operating an alumni network

How we make a difference

Our grant portfolio reflects Carnegie’s visionary belief that the benefits of higher education must be accessible to all and that knowledge and useful learning will advance by enabling ideas to be investigated and tested. In 2021-22, the Trust’s income of £2.8m translated into:

620

Applications

370

Awards

17

Institutions supported

We provide grants to undergraduates, postgraduates and academics at the following institutions of higher education and research:

- **Scottish Universities:** Aberdeen, Abertay, Dundee, Edinburgh, Edinburgh Napier, Glasgow, Glasgow Caledonian, Heriot-Watt, Highlands & Islands, Queen Margaret, Robert Gordon, St Andrews, Stirling, Strathclyde and West of Scotland;
- the **Glasgow School of Art**; and
- the **Royal Conservatoire of Scotland**.

Our grant schemes are open to all academic disciplines and our funding supports students and researchers at different stages of their academic or research career:

- **Undergraduate Tuition Fee Grants** fund undergraduate students wishing to re-engage with higher education, individuals with limited leave to remain in the UK and asylum seekers;
- **Study Support Grants** give our Undergraduate Tuition Fee students a helping hand with their study, travel or childcare costs;
- **Vacation Scholarships** foster the development of research skills in undergraduate students through short independent research projects ahead of their final year at university.
- The **Carnegie PhD Scholarships** fund graduates with First Class Honours Degrees from a Scottish university, who wish to pursue three years of postgraduate research leading to a PhD.
- **Research Incentive Grants** are available to Early Career Researchers looking to develop a new line of research.

Covid-19 and future operation

The most immediate impact of the Covid 19 pandemic on the Trust's operations was a drop in dividend income for financial year 2019-20 of ~£1m. A strong cash reserves position ensured continued operation when combined with measures to reduce expenditure. Existing commitments were fully covered, and we were able to proceed with the 2021 round of new PhD Scholarship awards.

Since March 2020, our focus has been on reassuring existing grant recipients and offering supplementary financial support for additional costs arising from the crisis. The Research Incentive Grant scheme was put on temporary hold and will resume in academic year 2022-23, with only a single round of funding available.

As of October 2022, the Trust has succeeded in rebuilding its reserves. However, ongoing financial challenges continue to put pressure on the Trust's income. A smaller number of awards will be available across all schemes in 2022-23 to the exception of the Undergraduate Tuition Fee grants where we aim to meet demand from all eligible students.

Our impact

Removing financial barriers to higher education

Despite the availability of government grants and loans, many students may be required to pay tuition fees themselves due to prior study or their residency status. The majority of Carnegie Tuition Fee Grant recipients already have experience of higher or further education but left their previous course as a result of ill health, financial problems, or challenging personal circumstances. We also help a small number of students who are seeking asylum in the UK. Over 250 students receive tuition fee grants each year. About 45% are aged between 25 and 34 years of age, with many living in low-income households for whom the payment of tuition fees is a financial barrier to achieving better prospects for themselves and for their families.

Developing research skills

The Carnegie Vacation Scholarships and the Carnegie PhD Scholarships aim to nurture research skills in undergraduate students and postgraduate research students respectively. Vacation Scholarships give students in the penultimate year of their degree the chance to undertake an independent research project under the guidance of an academic. Each year, the Trust awards 60-80 Vacation Scholarships and many students will go on to secure highly competitive funding for postgraduate research.



Tracey Wright, University of Strathclyde

"2020 was a bit of a whirlwind year, with online exams and essays then trying to keep up with my son's schoolwork during lockdown.

I graduated with a 2:1 and got a letter of commendation for achieving the highest grades in the class for the final semester. Not bad after being brought up in local authority care, having no parents and being a single mother!"

Since graduating with an LLB from the University of Strathclyde in 2020 Tracey has been a trainee with the Procurator Fiscal while working towards a Diploma in Professional Legal Practice at the University of Glasgow.

Hettige Thirimanne, University of Glasgow

"Studying Medicine has been a lifelong ambition for me. This ambition was triggered at a young age by my mother's health condition. Since then, my fascination with medicine has grown stronger. I have faced many hardships and had to overcome several barriers since I was young, however with the strength and support I got from those around me I was able to push through the hardships.

Without the funding my ambition would have only been a dream as my immigration status makes me ineligible for SAAS funding."

Hettige is from Sri Lanka and arrived in the UK in 2014, seeking asylum alongside her family. After attending secondary school in Glasgow, she started studying medicine at the University of Glasgow in 2018.



Supporting new research ideas

Introduced in 2014, Research Incentive Grants fund Early Career Researchers aiming to establish new lines of enquiry or test a new research idea. Approximately 75-80 new projects are funded each year following a robust peer review process. This competitive scheme, with a success rate of 25-30%, helps grant recipients gather preliminary data that in turn can lead to applications for major grants to other funders in the UK and internationally.



Dr Stephen Wallace, University of Edinburgh

Stephen is a synthetic organic chemist by-training who now specialises in the use of native and engineered microbial cells for “green” chemical synthesis.

“Our modern society has an insatiable appetite for fossil fuels. Many of the compounds we use on a daily basis (e.g. fuel, medicines, materials, etc.) are derived from oil – a non-renewable natural resource that is diminishing at an alarming rate. Developing more sustainable approaches to these molecules is, in my opinion, one of the greatest challenges facing modern-day science.”

Findings established thanks to a Carnegie Research Incentive Grant have enabled Stephen to receive further recognition for his work through a £1.5 million pound UKRI Future Leaders Fellowship and a promotion to Senior Lecturer.

Dr Mattie Pawlowic, University of Dundee

“Cryptosporidium is the second leading cause of moderate to severe diarrhoea in children and is a significant contributor to childhood mortality and morbidity. There is no vaccine for cryptosporidiosis and the only drug is not effective in young children and immunocompromised patients—those most in need of therapeutics. There is significant need to develop drugs for this devastating disease. With my team, we have been investigating novel drug like inhibitors against Cryptosporidium in order to validate how these compounds work and learn how to improve them.

The preliminary data generated from this RIG grant helped provide evidence and support for a successful application to the WellcomeTrust, totalling £4.9 million, of which £250,000 has been allocated to me to fund a postdoctoral researcher.”

Dr Mattie Pawlowic is a Principal Investigator and Lecturer in the School of Life Sciences at the University of Dundee.



Governance and management

The current Chair of the Trust is Mr Ronnie Bowie.

The Royal Charter, under which the Trust operates, has been updated on a number of occasions, most recently in April 2019 to bring it in line with modern practice.

The Charter specifies fourteen Trustees, made up as follows:

Ex Officio: Five Principals of the Scottish universities

Nominated: Nine Nominated trustees

The Trust currently employs five staff:

Secretary & Treasurer (0.6 fte)

Manager (1 fte)

Head of Finance (0.5 fte)

Grants Officer (0.7 fte)

Administrator (0.6 fte)

2. Appointment of Trustees

The Trust is now seeking to fill vacancies on its Board. To help maintain the Trust's objectives and develop new strategic areas, it wishes to appoint new Trustees from a broad range of backgrounds who can bring a diversity of experience, skills and expertise to support the Trust's charitable objectives.

Members of the Board of Trustees are responsible collectively for ensuring that the Trust successfully and effectively delivers its mission and values, and operates in a manner consistent with its objectives – as laid out in its Royal Charter. Trustees play an important role in the setting of the Trust's strategy, organisational policy and performance evaluation. In addition, Trustees act as ambassadors, representing the Trust with external bodies and at outside events or functions. The Trust's grant recipients reflect the diversity of Scottish society and its universities. We are therefore looking for people with broad experience, probity, and proven judgement who have **personal experience** and/or **professional understanding** of issues and topics such as:

- Widening participation in higher education and education attainment
- Equality, Diversity and Inclusion in Higher Education and Research
- Impact and evaluation of grantmaking activities
- Charitable finance and investment management
- Accounting, audit, and risk management
- Fundraising

3. Remuneration and time commitment

The role of Trustees is unremunerated but reasonable travel expenses can be claimed for attending Board or Committee meetings and for carrying out business on behalf of the Trust.

The Board of Trustees meets three times a year – in February, May and October, usually on Friday mornings. Most Board meetings are held in person at Andrew Carnegie House – the Trust's offices in Dunfermline with remote participation also available. The Audit & Risk Committee and the Nominations Committee meet twice a year and the Investment Committee three times a year – usually at locations in

central Edinburgh. Since 2016 Trustees have also met ahead of the October Board meeting for a Strategy Discussion Day.

Trustee appointments will be for a three year term in the first instance, renewable for a maximum of two further terms.

4. Duties

Trustees are expected to:

- Ensure that the Trust complies at all times with its Royal Charter, charity law, and any other relevant legislation or regulations;
- Maintain proper financial control and ensure that the Trust applies its resources appropriately in pursuance of its objectives;
- Contribute to the smooth operation of the Board and the effective and efficient administration of the Trust;
- Help set and maintain the Trust's vision, mission and values;
- Assist in the development of strategy, setting policy, defining goals and evaluating organisational performance;
- Promote the activities of the Trust wherever appropriate;
- Support accountability across the Trust's activities and be accountable to colleagues;
- Act in the best interests of the Trust and safeguard its name and values; and
- Attend the three meetings of the Trustees held each year and, as ambassadors for the Trust, other occasional events.

5. Trustee Specifications

The Trust is keen to diversify the membership of its Board and welcomes applications from individuals who have a strong affinity with our Charitable objectives and have a personal understanding of the issues and challenges faced by the Trust's beneficiaries. Previous Board experience is not an essential pre-requisite but a willingness to learn, develop new skills and contribute to the Board's work is required.

Essential

- Interest in Higher Education and/or research
- Understanding of the Trust's work and remit
- Appreciation of the Trust's mission and the responsibilities of Trustees.
- Willingness to contribute to delivery of the Trust's mission and its development
- Good interpersonal and communication skills

Desirable

- Familiarity with charity regulation
- Senior executive operational or financial management experience
- Expertise in accounting and/or investment management.
- Experience of monitoring and evaluating funding outcomes
- Experience in a governance role (e.g. as a Trustee or Director) or as senior executive (Board level)

6. Application Process

All informal enquiries about this role may be made to Prof Andy Walker, Secretary & Treasurer by email to: a.c.walker@carnegie-trust.org

To express an interest in becoming a trustee please send your CV, together with a brief covering letter (no more than one side of A4), indicating how you meet the specification for this role and how you might contribute as a Trustee. Please submit these by email, together with a completed Equal Opportunities form, to Mrs Sarah Huxtable, Administrator, sarah.huxtable@carnegie-trust.org. The Equal Opportunities form can found on the Trust's website: <https://www.carnegie-trust.org/news/trustee-recruitment.html> along with further details about the Trust.

The closing date for receipt of applications is 26th November 2022.

Applicants will be notified by 16 December 2022 whether they have been shortlisted for interview.