



Schmidt Science Fellows - Terms of Fellowship

Context

This document outlines your obligations following your acceptance of an offer of a Fellowship.

The Terms of Fellowship outline the relationship between: (a) The Rhodes Trust in its capacity as trustee of the Rhodes Trust Horizon Fund (a charity registered in the UK) on behalf of the Schmidt Science Fellows program; and (b) the individual accepting a Fellowship offer.

As the awarding body is a charity registered in the UK, these terms are governed by applicable UK law.

This document should be read in conjunction with the current Fellows' Handbook which provides further and more extensive information.

Definitions

Cohort – you are a member of the cohort of the year in which you are selected, i.e., Fellows selected in April 2022 for Placement commencement in July or October 2022 are members of the 2022 cohort.

Schmidt Science Fellow – your designation once you have accepted your Fellowship offer and provided that you meet the eligibility criteria. You will be a Schmidt Science Fellow for life and a member of a lifelong community on the condition you maintain a level of good academic, professional, and personal standing. On completion of the training programming during your Fellowship Year and the minimum duration requirements of the Fellowship Research Placement you will be invited to 'graduate' and become a Program alum, known as a Senior Fellow.

Fellowship Year – refers to the period from your onboarding sessions to the event to mark your progression to the Senior Fellows community, regardless of the start and end date of your Placement or the length of time of this period.

Academic Council – the Schmidt Science Fellows Academic Council is responsible for scientific and career mentoring of our Fellows. Each Fellow will have a nominated Academic Council mentor allocated following Selection through their time as an active Fellow on Placement.

Global Meetings – Global Meeting programming is a combination of in-person convenings in different international locations and some virtual sessions. This provides Fellows with

opportunities to meet interdisciplinary leaders, visit cutting edge facilities, build networks, and participate in bespoke training. Travel to, attendance at, and engagement with Global Meeting programming during your Fellowship Year is a Program requirement.

Fellowship Research Placement (the Placement) – you are required to undertake a postdoctoral placement of 12-24 months at a disciplinary pivot to your PhD. This Placement should be identified by you and discussed with your Academic Council mentor according to our Placement procedure and in line with our Program aims. Your Placement is subject to Program approval and cannot begin without approval and before other published requirements have been met. Your Placement should commence on 1 July 2022 or 1 October 2022.

Principal Investigator/PI – lead scientist acting as the local institutional host and scientific manager for a Fellow during Placement.

Program (a.k.a., the Fellowship) – the Schmidt Science Fellows program is an initiative of Schmidt Futures, delivered in partnership with the Rhodes Trust.

Rhodes Trust – the Rhodes Trust acting in its capacity as trustee of the Rhodes Trust Horizon Fund. The Fund administers the payments for the Program, on behalf of the Schmidt Science Fellows program.

Eligibility

All Fellows are required to produce evidence of having obtained, or already holding, a PhD in a subject area within the Schmidt Science Fellows' published remit, by 30 July 2022. All requirements must be met before a Fellow can commence their Placement.

Deferrals for non-completion of your PhD are not normally permitted. If you find you may not meet this requirement you should contact the Fellowship Affairs Office as early as possible by email: fellows@schmidtsciencefellows.org.

Fellows are not normally permitted to receive concurrent personal or living expense remuneration from other organizations during the Fellowship Year. Supplementary funding for research and other professional development is allowed and encouraged. Subject to Program approval, a Fellow may also retain the title of another Fellowship during the Fellowship Year if personal remuneration is not accepted.

Stipend and Use of Funds

Fellows will be provided with a stipend of \$100,000 a year for the period of their Fellowship Research Placement. The payment schedule and information about providing bank details is included in the Fellows' Handbook.

Payment of the stipend will be quarterly, in advance. Payments may be pro-rated where a Placement does not match a full quarter.

The stipend will be paid by the Rhodes Trust on behalf of the Program. Neither the Program nor the Rhodes Trust accepts any liability for exchange rate or cost of living variations based on a Fellow's Placement location.

Fellows may have the choice of receiving their stipend payment through their Placement institution or as a direct award from the Program. It is the Fellow's responsibility to seek professional advice on the implications for tax and benefits in making this decision. Fellows are responsible for meeting any tax obligations to the authorities in their Placement and permanent home territories, as required by law.

A Fellow's stipend can only be used for the purposes outlined in the Fellows' Handbook. The stipend must not be used to fund any direct project research costs, such as consumables or lab equipment. We expect these costs to be covered by each Fellow's host PI in recognition of the partnership that underpins each Fellow's Placement. Funds must only be used for legitimate and legal purposes in the territory where a Fellow is completing their Placement.

The Program reserves the right to withhold any or all stipend payments should a Fellow be in contravention of the provisions of these Terms of Fellowship.

Engagement with the Program

Fellows are required to attend the entire program of each of the Global Meetings in their Fellowship Year, in-person and virtual. Known locations for in-person meetings and dates are communicated as soon as possible and when available.

Fellows are expected to actively engage with the Program content and requirements by engaging with their cohort, mentor, and Program staff during the Fellowship Year. The Program will provide infrastructure and support for Fellows to communicate and collaborate and all Fellows are expected to utilize these and actively participate. Any concerns about barriers to such interaction should be raised with the Executive Director or a Fellow's Academic Council mentor.

Fellows are required to participate in the personalized mentoring program with their assigned Academic Council mentor. Fellows will establish mutual expectations for the mentoring relationship with their mentor and abide by these during the mentoring relationship.

COVID-19 Vaccination Status

Fellows are required to obtain all necessary COVID-19 vaccinations in good time to attend required Fellowship programming. Required vaccination status is defined as either the level and type of COVID-19 vaccination required for travel to and attendance at the location of the programming or the highest possible vaccination status available to a Fellow in their local jurisdiction, whichever is highest. If a Fellow is unable to meet these vaccination requirements, they should contact the Fellowship Affairs Office as soon as possible. If a Fellow has a recognized medical or religious exemption from vaccination, alternative arrangements may be possible which may include, but not be limited to, enhanced testing procedures.

All Fellows are required to comply with any COVID-19 testing protocols required by the Program before and during required Fellowship programming.

Withdrawal

In the event that a Fellow feels unable to complete their Fellowship Year and Placement and requests to withdraw, the Program will not pay any further stipend instalments and reserves the right to reclaim any previously paid funds on a pro-rated basis to the date of withdrawal.

Retention of the title of Schmidt Science Fellow would be subject to agreement by the Program.

The Program agrees and approves Fellowship Research Placements, maintains ongoing relationships with host PIs, and engages all Fellows in regular mentoring to mitigate issues that may lead to withdrawal.

Early and frequent communication with the Chair of Academic Council about any concerns that might lead to withdrawal is expected and encouraged so that appropriate mentoring and support can be provided.

Reporting Requirements

Fellows are required to alert the Program to any publications, patents, or other significant intellectual works that result from work completed during their Fellowship Research Placement. In addition, Fellows are required to report their progress, achievements, awards, funding, destinations, publications, and other achievements to the Program throughout their career so that the Program can monitor the impact of the Fellowship over time.

Communication, Branding, and Publicity

The Program encourages and supports the promotion of, or dissemination and publication of, activities and research undertaken by Fellows during their Placement (subject always to respecting the intellectual property of others). Fellows must acknowledge their status as Fellows and the Program as the source of their support in all promotional activity, dissemination, and publications. This should take the form:

- Individual Fellows during their Fellowship Year are referred to as a "Schmidt Science Fellow"
- Source of support for publications during the Fellowship Year and thereafter for research derived from the Fellowship Year - "Supported by the Schmidt Science Fellows, in partnership with the Rhodes Trust"

Public communications activities, including media releases, must be shared with the Program in advance of release or publication to allow the Program to promote through its own channels.

The Program reserves the right to provide a quote or comment for inclusion in any release or editorial copy that relates to a Fellow. The Fellow would be consulted on any such quote or comment.

In any public forum of any kind (formal, informal, physical or digital), Fellows must ensure they do not appear to be representing or speaking for the Program, Schmidt Futures, the Rhodes Trust, Eric Schmidt, Wendy Schmidt, or any associated person or organization.

Fellows have the fundamental right to express their personal views, provided they specify that they are not speaking on behalf of, or as a representative of, the Program but rather in their private capacity. Regardless, Fellows should consider that as a Schmidt Science Fellow they will always be associated with the Program, its sponsors and partners, and therefore must ensure they conduct themselves in a way that does not bring the Program and/or its associates into disrepute. Fellows should maintain at all times the highest levels of professionalism.

The Program may document Fellowship events and other programming in which Fellows participate with photography and/or videography. Ownership of such materials will vest in the Program, except for any intellectual property a Fellow or a Fellow's Placement institution may own in their own talks or materials that may be captured. Fellows agree that the Program may freely use their likeness in photographs, videos, or other digital media in any and all of its channels, including print, digital, and other media. The Program reserves the right to make reasonable edits or alterations and to copy, exhibit, publish, or distribute this material for any lawful purpose.

The Program will normally make every effort to confirm with a Fellow before publishing any use of such likeness in marketing materials or communications. However, this does not constitute a right to inspect or approve the final publication or image where this may not be practicable.

Any communications or media-related matters should be discussed with Matt Goode, Director of Strategy and Fellowship Affairs, email: mgoode@schmidtsciencefellows.org, Tel: +44 7766 423 372.

Data Handling and Personal Information

Fellows are required to provide the Program, on request, with personal information (such as full name, addresses, contact details, passport and visa numbers etc.) necessary for the administration, management, and development of the Program, during the Fellowship Year. This information will be handled in accordance with the Schmidt Science Fellows privacy policy (see below).

The Program will use this information for the administration and management of the Fellowship, the organization and administration of Global Meetings, and to provide Fellows with the information they need to effectively engage with the Program and their cohort. This will include the transfer of personal data outside of the UK and EEA in connection with these purposes for the reasons, and in accordance with the relevant safeguards, as set out in our privacy policy.

For further information about how your personal data will be handled, including your rights and who to contact with any concerns, please see the Schmidt Science Fellows Privacy Policy: <https://schmidtsciencefellows.org/legal/>.

The Program may pass certain information of Fellows to third parties (names, contact details, nationality and passport information etc.), such as to assist in the organization of events or making relevant connections between Scholars, alumni, Fellows and other persons of interest; or where necessary as part of an application or selection process, where those third parties

(including the Rhodes Trust, Schmidt Futures, and Program partners) may need to participate in such process. Such uses will always be lawful and proportionate, whether in accordance with Fellows' expressed permission, or for other lawful and compatible purposes where applicable.

The Program will retain personal information about a Fellow on the completion of the Fellowship Year for the purposes of delivering alumni (Senior Fellows) programming, facilitating a Fellowship network, and enabling evaluation of Program objectives. We ask Fellows to let the Program know when their contact details change by updating the Fellows Hub or contacting fellows@schmidtsciencefellows.org, so that we can update our records accordingly.

Confidentiality

Fellows are required to maintain the confidentiality of the Program, Program partners, and key principals at all times during their Fellowship Year and thereafter. This does not restrict a Fellow's academic freedom or contradict with communications expectations but is intended to include information shared at Program private events and intellectual property privately shared by others.

Intellectual Property

You are expected to work within the intellectual property guidelines and policies of your Placement institution. The Program and its partners have no claim on the intellectual property generated from our support

Academic Freedom

Schmidt Science Fellows have total academic freedom to pursue research within the scope agreed with the Program at the outset of the Placement, through completion and approval of the Fellowship Placement proposal. Significant deviations from this proposal should be communicated to a Fellow's Academic Council mentor. The Program and its partners will not restrict the academic freedom of any Fellow and will not dictate or restrict the publication of findings derived from the research it has supported.

Academic freedom includes the rights to: freedom in teaching and discussion of academic topics; freedom in carrying out research without commercial or political interference; freedom to disseminate and publish one's research findings; freedom from censorship, including the right to express one's opinion publicly about the institution or the education system in which one works; and freedom to participate in professional and representative academic bodies, including trade unions, in each case subject to any limitations which may be prescribed by law.

No provision of these Terms or the role of Program mentoring and Placement approval should be considered to be restricting a Fellow's academic freedom.

Research Integrity

Fellows are required to adhere to high standards of research integrity. The value and benefits of the research, the reputation of individual Fellows, their Placement institutions, and the

Program depend on it. All scientific experiments should be approved by the host institution's internal review board, as appropriate and required by the institution. Fellows are expected to follow the principles and responsibilities outlined by their host institution and in the internationally accepted ['2010 Singapore Statement on Research Integrity'](#).

Conduct

Fellows must conduct themselves in a manner consistent with the goals and values of the Program, including engaging in productive intellectual debate while remaining courteous and respectful towards others involved in the Program and its partners. Fellows must ensure that at all times their conduct is befitting of the Program, its sponsors, and partners. This is especially the case, but not exclusively, when participating in any activity or event organized or sponsored by the Program.

The Program is committed to ensuring all parties involved in the Program (including candidates, reviewers and selectors, staff, partner representatives and contractors) experience a safe, courteous, and professional environment. All parties engaged in any way with the Program must experience an environment free of unlawful discrimination and any form of harassment.

The Program is committed to providing equal opportunities to all persons under applicable law, including applicants and Fellows. The Program strictly prohibits unlawful discrimination based on race, color, creed, gender, gender identity or expression, gender reassignment, religion or belief, marital status or civil partnership/union status, age, national origin or ancestry, citizenship, physical or mental disability, medical condition, genetic characteristics, pregnancy or maternity, childbirth, sex, sexual orientation, veteran status, or any other consideration made unlawful by applicable laws. The Program's policies prohibit unlawful discrimination based on the perception that anyone has any of those characteristics or is associated with a person who has or is perceived as having any of those characteristics.

Harassment is any unwanted conduct that has the purpose or effect of violating the dignity of a person or of creating an intimidating, hostile, degrading, humiliating, or offensive environment. Harassment includes sexual harassment and may involve physical acts or verbal or non-verbal communications and gestures.

For purposes of this policy, "harassment" includes slurs, jokes or any other verbal, graphic or physical communication, or conduct that is offensive. The Program will not tolerate any form of harassment, including, but not limited to, harassment related to the characteristics referred to above or any other basis prohibited by applicable law. Harassment is unacceptable even if it does not relate to any of these characteristics. Individuals who violate this policy will be subject to appropriate action, up to and including removal from the Program. Individuals who violate this policy may also be held personally liable for his or her own harassing conduct.

Examples of unlawful harassment can include, but are not limited to:

- Cartoons or other visual displays of objects, pictures or posters that depict such protected groups in a derogatory way.
- Verbal conduct, including making or using derogatory comments, epithets, slurs, and jokes towards such groups.

Likewise, the Program will not tolerate any form of “sexual harassment”. Sexual harassment need not be motivated by sexual desire. Sexual harassment includes harassment based on another person’s gender or harassment based upon pregnancy, childbirth, or related medical conditions. It also includes harassment of another individual of the same gender as the harasser.

Any Fellow experiencing or witnessing discrimination or harassment from anyone associated with this Program should report it immediately to the Program’s Executive Director, who will be responsible for leading an appropriate investigation. If it is not possible or appropriate to report to the Executive Director (for example, because the allegation relates to the Executive Director) then a report should be made to the Warden and CEO of the Rhodes Trust.

Sanctions

In the event that a Fellow fails to comply with the provisions of these Terms of Fellowship, the Program will, except in the most egregious case, typically provide an initial warning. Failure to correct the violation may result in the withholding of one or more stipend payments. Repeated transgression, refusal to correct a violation, or gross misconduct may result in complete withdrawal of stipend, cancellation of an individual’s membership with Schmidt Science Fellows, and removal of the right to use the Schmidt Science Fellows’ name.

Lifelong Fellowship

Schmidt Science Fellows are Fellows for life and on completion of the Global Meeting programming and minimum period of Fellowship Research Placement each Fellow will be invited to a cohort progression event. At this point Fellows join the Senior Fellows community.

Senior Fellows are expected to follow the same principles of conduct as outlined for active Fellows in the sections above. In the event of repeated or significant transgression of these principles of conduct, and/or if the conduct of a Senior Fellow brings the Program (or any associated person or organisation) into disrepute, the Program reserves the right to consider withdrawal of a Senior Fellow’s access to Program resources, systems, and activities. The Program may, at its sole discretion, also remove the right of the individual use of the Schmidt Science Fellows (or similar, e.g., Senior Fellow) title.

Contact

Please address questions about the information contained in this document or compliance with it to:

Dr Megan Kenna
Executive Director, Schmidt Science Fellows in partnership with the Rhodes Trust
mkenna@schmidtsciencefellows.org
+1 617-771-7101.

Confirmation of acceptance of Fellowship Offer

I hereby confirm my acceptance of an offer of a Fellowship from Schmidt Science Fellows, in partnership with the Rhodes Trust, as a member of the 2022 cohort.

I confirm my acceptance of the Terms of Fellowship.