

# Yale

## Young African Scholars Program

### Employment Prospectus

2023-24

### Instructional Staff Residential and Online Programming



## Program Overview

Yale Young African Scholars (YYAS) is an intensive academic and enrichment program designed for African secondary school students who plan to pursue tertiary education and wish to make meaningful impact as young leaders on the continent.

YYAS is hiring instructional staff to teach, mentor, and supervise participants both in and out of the classroom during its 2024 program either online or in-residence. YYAS is looking for driven individuals who have a passion for teaching, mentoring, and inspiring talented African high school students and are willing to work collaboratively to create a successful and memorable program. Instructional staff are expected to take on a wide array of responsibilities to help facilitate the program, including both academic and residential life duties and willing to work collaboratively to create a successful and memorable program.

## 2024 Locations

YYAS 2024 will be held in two formats (dates subject to change):

**Online (YYAS College Prep Workshop):** July 18 – July 23

**Residential (YYAS Leadership Summit in Zimbabwe):** August 9 – August 18

In addition to being available during the program days, instructors should also note they should be available for travel days for the residential program. Instructors are also expected to be available throughout the Spring 2024 semester for training and orientation meetings.

## Eligibility

All current undergraduate and graduate students at Yale (including those graduating in May 2024) will be considered for the YYAS Instructional Staff position. We especially encourage individuals who have participated in or taught any previous sessions of YYGS and/or YYAS to apply for this position.



## For More Information

Visit: [africanscholars.yale.edu](https://africanscholars.yale.edu)

Contact: [african.scholars@yale.edu](mailto:african.scholars@yale.edu)

## Why Be a YYAS Instructor?

YYAS provides a unique opportunity for instructional staff to develop their own curriculum, gain valuable classroom experience with diverse students from around the African continent, and mentor students in a variety of different contexts. Major YYAS programming elements are listed below (*with exception to the talent show, the online and residential programs offer similar program elements for students*):



- **Lectures and Panel Discussions.** In previous years, lectures and panel discussions have taken place with Yale faculty members as well as local scholars and practitioners. Lectures are intended to expose students to a wide array of new ideas and perspectives and exciting new research, as well as to challenge them with first-year university level material. Past topics have included public health, financial markets in Africa, African languages in a globalizing world, and ethics and civic engagement. Instructional staff are required to attend the lectures that correspond with discussion sessions that they are leading. In recent years, panel discussions have been focused on career exploration and social impact. These panels have exposed students to deeper reflection on their potential careers and opportunities for making impact in their communities.
- **Discussion Sections.** Following the lectures, instructional staff lead smaller breakout sessions (typically ~15 students) to further explore topics related to the content of the lectures. Instructional staff facilitate the conversations, but students are expected to take the lead and voice their opinions, formulate thoughtful questions and responses, debate varied perspectives, and consider possible follow-up experiments.
- **Seminars.** Seminars are interdisciplinary 90-minute standalone classes (typically 12-14 students each) that are designed and taught by instructional staff to help students develop critical thinking skills by exploring a variety of relevant topics. Instructional staff propose seminars based on topics of their choice, and leadership staff select and schedule the seminars that will be taught in YYAS. Students give their preferences on a wide range of seminars available each day and will be assigned to seminars accordingly. To promote thoughtful discussion, seminars will have assigned readings that are made available to YYAS participants prior to their arrival to the program.
- **Workshops.** Over the course of the program, all instructional staff supervise and mentor approximately 12-14 students on various components of applying to university and having initial discussions on students' social impact project ideas. Workshop groups also provide a unique opportunity for students to meet and bond with a small group. Workshop groups engage in icebreakers, daily reflections, and otherwise serve as safe and supportive environments for students to share more about themselves and learn more about each other.
- **Talent Show.** At the end of the residential session, YYAS plans to host a talent show featuring student participants. This is an excellent way for students to showcase their talents and cultural heritage.

As a part of YYAS, instructional staff not only gain valuable experience in teaching, but they also develop strong transferrable skills in teamwork, organization, and management.



## Program Responsibilities

**YYAS is a busy one-week experience (5 days part time online, 10 days full time in person), and requires a full-time commitment.** Candidates who are interested in both teaching and mentoring students in the classroom, as well as taking on a role similar to a camp counselor, are strongly encouraged to apply. We strive to create an inclusive community based on collaboration and teamwork.

All staff members are the face of YYAS and as such are held to the highest standards of responsibility and integrity. YYAS instructional staff are expected to be an active presence in each location (online or in-person) and should react to any emergent situations to ensure student comfort and security. Given the nature of our program, other responsibilities may arise periodically and will be delegated as necessary. Instructional staff responsibilities include, but are not limited to:

### *Curriculum Development*

All instructional staff are responsible for developing unique seminars, which will be taught as part of the program online or in Harare, Zimbabwe. Beginning in the spring, instructors will submit a proposal of their intended seminars. Upon approval of their plans, they are responsible for developing assigned readings, discussion questions, and all other aspects of their seminars throughout the Spring semester.

### *Summer Teaching*

All instructors will teach three seminars and lead discussion sections during YYAS. In addition to these teaching responsibilities, instructors will run workshops, and will be asked to participate in special events.

### *Residential Life and Other Duties*

During the program, all YYAS staff will participate in residential life activities, as well as provide operational support to the leadership team. Given the nature of the program, it is possible that they may be asked for additional help should the need for it arise.

Instructional staff are also encouraged to:

- Facilitate conversations with students over lunch or dinner on topics of their choice (Residential),
- Participate in the YYAS (Residential) Talent Show or the (Online) Closing Remarks, and
- Lead optional student activities during free time (Residential).

## Employment Timeline

The YYAS Instructional Staff hiring and training process is outlined below.

### ***November to January: Application Deadlines, Interviews, and Hiring Decisions***

The YYAS Instructional Staff Employment Application is due no later than 11:59pm EST on January 8, 2024. Applicant interviews are scheduled in advance throughout December and January. Applicants who have taught in a previous YYAS or YYGS session do not need to interview.

Hiring decisions for YYAS 2024 instructional staff are expected to be released by mid-February. All instructional staff hired for YYAS 2024 will be required to attend a series of training meetings in the Spring semester and early summer.

### ***April to July: Training, and Curriculum Development***

Training will be held in late spring and early summer. These workshops will provide an overview of how the 2024 sessions will run and will focus on curriculum development. Instructional staff will also receive training on teaching high school students, leading university guidance workshops, and designing engaging, hands-on seminars that challenge their students. Spring training will also be an opportunity for all instructional staff to get to know other members of the team!

The key to successful seminars is substantial planning in the months preceding the session. Instructional staff will submit initial seminar proposals with four to six seminar ideas. The YYAS leadership team staff will give feedback on the proposals and select/approve seminars, considering the balance of all seminar proposals. Instructional staff will then submit final seminar proposals and upload seminar information and reading material for distribution to the participants.

### ***July/August: Travel and programming***

Detailed information regarding academic and residential life responsibilities for instructional staff will be made available closer to the start of the program.

## Compensation and Benefits

- \$600 summer stipend upon completion of YYAS 2024 online program
- \$1,800 summer stipend upon completion of YYAS 2024 residential program
  - For residential staff: a fully-funded 10-day trip to Zimbabwe, including visa fees, vaccinations, airfare, accommodations, and meals (*Incidental expenses that instructional staff elect to incur will be out of pocket.*)



*Yale Young African Scholars is an official program of Yale University.*



### Sample Schedule from a previous online program

Date / Time	DAY 1 Sunday - 7/30	DAY 2 Monday - 7/31	DAY 3 Tuesday - 8/01	DAY 4 Wednesday - 1/02	DAY 5 Thursday - 8/03	DAY 6 Friday - 8/04	DAY 7 Saturday - 8/05	
7:30								
7:45								
8:00								
8:15	Keynote Address and Student Orientation (8:00am - 9:00am)	Career Guidance (8:00 am - 9:00 am)	Career Exploration (8:00am - 9:00am)	Seminar 2 (8:00am - 9:30am)	University Admissions 1 (8:00am - 9:30am)	University Admissions 2 (8:00am - 9:30am)	Seminar 3 (8:00am - 9:15am)	
8:30							Break (9:15am - 9:30am)	
8:45							Break (9:15am - 9:30am)	
9:00	Break (9:00 am - (9:30 am))	Break (9:00 am - (9:30 am))	Break (9:00 am - (9:30 am))				Time/Workshop 3 (9:30am - 10:00am)	
9:15	Family Time/Workshop 1 (9:30 - 10:30am)	Seminar 1 (9:30am - 11:00am)	Social Impact Panel (9:30 - 10:30am)	Break (9:30 am - (10:00 am))	Break (9:30 am - (10:00 am))	Break (9:30 am - (10:00 am))	Intro to post-YYAS programs (10:00am - 10:30am)	
9:30								
9:45								
10:00				Family Time/Workshop 2 (10:00 - 11:00am)	Uni Real Talk (10:00 - 11:00am)	Financial Aid Presentation (10:00 - 11:00am)	Closing remarks (10:30am - 11:00am)	
10:15							Completion of Surveys	
10:30								
10:45								
11:00								

# Sample Schedule from a previous residential program

	ADMISSIONS DAYS							
Date / Time	Friday August 11	Saturday August 12	Sunday August 13	Monday August 14	Tuesday August 15	Wednesday August 16	Thursday August 17	Friday August 18
	Day 1	Day 2	Day 3	Day 4	Day 5	Day 6	Day 7	Day 8
7:30								
7:45		Breakfast (7:30-8:15am)	Breakfast (7:30-8:15am)	Breakfast (7:30-8:15am)	Breakfast (7:30-8:15am)	Breakfast (7:30-8:15am)	Breakfast (7:30-8:15am)	Breakfast (7:30-8:15am)
8:00								
8:15								
8:30								
8:45		Family Time Group Social 8:30 - 9:45 am	University Guidance Application Forms (8:30 to 10:00 am)	Lecture 2 (Yale Alum or World Fellow "Bridging University and Community" (8:30-10:00 am)	University Guidance Essay Peer Review and Revision (8:30-10 am)	University Guidance Applying for Financial Aid (8:30 - 10 am)	University Guidance Building Your College List 8:30 - 10:30 am	
9:00								
9:15								
9:30								
9:45		Break (15 min)						
10:00				Wiggle Time (15 min)	Break (15 min)	Break (15 min)		
10:15				Discussion Section (10:15-10:45am)	Group 1 unis present (10:15-11:15am)			
10:30		Lecture 1 (Career Guidance Workshop: Rachel Adams) 10 - 11:30 am	Visit National Gallery of Zimbabwe (10:00 to 12:00 pm)	Break (15 min)			Break (15 min)	
10:45								
11:00								
11:15					Wiggle Time (15 min)	Admissions Fair (10:30 - 12:30) Open to Locals	Social Impact Panel (10:45am-12pm)	
11:30				Independent Work (11:00 am - 12:15 pm)	Group 2 unis present (11:30-12:30pm)			
11:45								
12:00		Discussion Section (11:45-12:15pm)					Discussion Section (12-12:30pm)	
12:15								
12:30								
12:45	CHECK-IN (10 am - 3:30 pm)	Lunch (12:30-1:15pm)	Lunch (12:30-1:15pm)	Lunch (12:30-1:15pm)	Lunch (12:30-1:15pm)	Lunch (12:30-1:15pm)	Lunch (12:30-1:15pm)	
13:00								
13:15								
13:30		Wiggle Time (15 min)						
13:45								
14:00		Career Track Panels (1:30 -3 pm)	Seminar 1 (1:30-3:00pm)	Seminar 2 (1:30-3:00pm)	Q&A and Admissions Landscape in 2023 (1:30-2:15pm)		Seminar 3 (1:30-3:00pm)	
14:15								
14:30						Fin Aid and Mock Admissions Committee (1:30 - 4:00)		
14:45								
15:00		Break (15 min)	Break (15 min)	Break (15 min)	Networking Reception (2:30 - 3:45pm)		Wiggle Time (15 min)	
15:15							Intro to Post-YYAS Opportunities (3:15-4:00pm)	
15:30		Family Time (3:15-4:00pm)	Family Time (3:15-4:00pm)	Family Time (3:15-4:00pm)				
15:45								
16:00								
16:15	Orientation (4:00-5:00pm)	Snack (4:00-4:30pm)	Snack (4:00-4:30pm)	Snack (4:00-4:30pm)	Break (4:00-4:30pm)	Snack (4:00-4:30pm)	Snack (4:00-4:30pm)	
16:30								
16:45								
17:00	Keynote by St. George's Head of School (5:00-5:30pm)	Designing for Impact Preparation (4:30-6:00pm)	Designing for Impact Preparation (4:30-6:00pm)	Designing for Impact Preparation (4:30-6:00pm)	Uni "Real Talk" Panel (4:30-6:00pm)	Lecture 3 (Local professor "Research in Africa") (4:30-6:00pm)	Family Time (4:30-6:00pm) Surveys & Goodbyes	
17:15								
17:30								
17:45								
18:00								
18:15	Dinner (6:00-7:00pm)	Dinner (6:00-7:00pm)	Dinner (6:00-7:00pm)	Dinner (6:00-7:00pm)	Dinner (6:00-7:00pm)	Dinner (6:00-7:00pm)	Dinner (6:00-7:00pm)	
18:30								
18:45								
19:00	transition	transition	transition	transition	transition			
19:15						Family Time (7:00 - 8:00pm)	Surveys/Certificate Ceremony: (7:00-8:00pm)	
19:30	Ice Breaker (7:15-8:00pm)	Workshop (7:15-8:45pm) Intro to Process (start CommonApp for those interested)	Workshop (7:15-8:45pm) Essays	Workshop (7:15-8:45pm) Presenting self	Designing for Impact Presentations (7:15-8:45pm)	Workshop (8:00- 9:00pm) Goal Setting		
19:45								
20:00								
20:15	Family Time (8:00-9:00pm)							
20:30								
20:45								
21:00								
21:15								
21:30	Free time (9:00-10:15pm)	Free time (9:00-10:15pm)	Movie Night Sugar Rush (9:00-11:00pm)	Free time (9:00-10:15pm)	Free time (9:00-10:15pm)	Talent Show (9:00-11:00pm)	Cultural Event (8:00-11:00pm)	
21:45								
22:00								
22:15								
22:30	Bed Check	Bed Check		Bed Check	Bed Check			
22:45								
23:00			Bed Check			Bed Check	Room Check	
23:15								
23:30	Lights Out	Lights Out	Lights Out	Lights Out	Lights Out	Lights Out	Lights Out	