

Yale

Young African Scholars Program

Employment Prospectus 2017-2018

Instructional Staff



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 2018 program. 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.

2018 Locations

YYAS 2018 will be held in two locations*:

Rwanda: July 29 – August 7

Ghana: August 11 – August 20

*Instructional staff are required to be available from July 24 to August 25 for travel and programming in both locations, as well as throughout the Spring semester for application reading and biweekly training and orientation meetings.

Eligibility

All current undergraduate and graduate students (including those graduating in May 2018) will be considered for the YYAS Instructional Staff position. Matriculation at Yale is required.

In preparation for this position, applicants who have not taught in a previous YYAS or YYGS session are encouraged to apply to teach in at least one YYGS New Haven session in 2018 prior to traveling with YYAS. For more detailed information on YYGS and the YYGS Instructor position, please visit globalscholars.yale.edu/employment



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:

- **Lectures.** Lectures take 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.
- **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 8-12 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 6-8 students on various components of applying to university. 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 session, YYAS hosts 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 an incredibly busy one-month experience, 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 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:

Reading Applications

In 2017, YYAS received over 2000 applications for 300 available places. Instructional staff will play a crucial role in reading and assessing the applications from African high school students. This is a **mandatory** responsibility of all YYAS instructors.

Curriculum Development

Instructional staff are responsible for developing unique seminars, which will be taught in both locations of the program. Beginning in the early 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

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.

Outreach, Residential Life, and Other Duties

Instructional Staff will help market the program to networks reaching African high school students. 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.

Mentorship

Following the successful completion of the program, YYAS participants are assigned a mentor to guide them through the college application process. Mentoring is mandatory for YYAS instructional staff for one year following the summer, although many find it rewarding to continue their service to these students by participating in the YYAS Mentorship Program after the one-year period.

Instructional staff are also encouraged to:

- Facilitate conversations with students over lunch or dinner (called special meals) on topics of their choice,
- Participate in the YYGS Talent Show, and
- Lead optional student activities during free time.

Employment Timeline

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

1) *November to December: Application Deadlines, Interviews, and Hiring Decisions*

The YYAS Instructional Staff Employment Application is due no later than Monday, November 27, 2018. Applications are reviewed on a rolling basis, and applicant interviews are scheduled in advance on a first come, first serve basis through December 12, 2018. Therefore, it is advisable to apply early in order to ensure a favorable interview time. Applicants who have taught in a previous YYAS session do not need to interview.

Hiring decisions for YYAS 2018 instructional staff are expected to be released the week of December 18-22, 2018. All instructional staff hired for YYAS 2018 will be required to attend bi-weekly training meetings in the Spring semester.

2) *January to May: Application Reading, Training, and Curriculum Development*

Training will be held throughout the spring semester. This training will provide an overview of how the 2018 sessions will run and will focus on application reading and seminar curriculum development. Instructional staff will receive training in reading and evaluating applications from African high school students who have applied to attend YYAS, and will be responsible for providing detailed written feedback to the YYAS leadership team. Reading will take place over the course of two weeks in February (approximately February 9-25).

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. YYAS will provide modest financial support for seminar materials. 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. Instructional staff will give and receive peer feedback on the proposals, and the YYAS leadership team will select and 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.

Spring training will also be an opportunity for all instructional staff to get to know other members of the team!

3) *July to 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

- \$500 stipend during the application-reading and curriculum development period in the spring semester
- \$1500 summer stipend upon completion of YYAS
- Fully-funded 4-week trip to Africa, including visa fees, vaccinations, airfare, meals, and accommodations (Incidental expenses that instructional staff elect to incur will be out of pocket.)

Application and Interview Process

Applications can be submitted online at apply.globalscholars.yale.edu/apply
In the application portal, please select "2018 Employment Application"

For More Information

Visit: africanscholars.yale.edu

Contact: african.scholars@yale.edu



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



Sample 2017 Schedule

A typical day in YYAS is filled to the brim!

Date / Time	Day 1	Day 2	Day 3	Day 4	Day 5	Day 6	Day 7						
7:30	CHECK-IN (8am-3:45pm)	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)						
7:45								Diagnostic Test (8:30 - 12:30pm)	Lecture 2 Sandra Sanneh (8:30-10:00am)	Lecture 3 Kaveh Khoshnood (8:30-10:00am)	Test Prep (8:30am-10:30am)	Lecture 4 Frank Minja (8:30-10:00am)	CHECK-OUT (9am - 12pm)
8:00													
8:15		Test Prep (10:30am-12:30pm)	Test Prep (10:30am-12:30pm)	University Presentations (10:30am-12:30pm)	Test Prep (10:30am-12:30pm)								
8:30						Lunch (12:30-1:30pm)	Lunch (12:30-1:30pm)		Lunch (12:30-1:30pm)	Lunch (12:30-1:30pm)	Lunch (12:30-1:30pm)		
8:45		Lecture 1 Gerrard Ntiranyuhura (1:30-3:00pm)	Seminar 1 (1:30-3:00pm)	Seminar 2 (1:30-3:00pm)	University Presentations (1:30-2:30pm)							University Presentations (1:30-2:30pm)	
9:00						Discussion Section (3:00-3:30pm)	University Guidance (3:15-4:00pm)		University Guidance (3:15-4:00pm)	University Fair (2:30-3:30pm)	University Guidance (3:15-4:00pm)		
9:15		University Guidance (3:30-4:00pm)	University Guidance (3:15-4:00pm)	University Guidance (3:15-4:00pm)	Snack (3:30-4:00pm)			University Guidance (3:15-4:00pm)					
9:30						Orientation (4:00-5:00pm)	Snack (4:00-4:30pm)		Snack (4:00-4:30pm)	Snack (4:00-4:30pm)	Snack (4:00-4:30pm)		
9:45		Keynote Address (5:00-6:00pm)	Enrichment Activity (4:30-6:00pm)	Enrichment Activity (4:30-6:00pm)	Enrichment Activity (4:30-6:00pm)			Workshop (4:30-6:00pm)					
10:00						Dinner (6:00-7:00pm)	Dinner (6:00-7:00pm)		Dinner (6:00-7:00pm)	YYAS Reception (6:00-7:00pm)	Dinner (6:00-7:00pm)		
10:15		Ice Breakers (7:00-8:00pm)	Workshop (7:00-8:45pm)	Workshop (7:00-8:45pm)	Workshop (7:00-8:45pm)			Certificate Ceremony (7:00-8:00pm)					
10:30						Workshop (8:00-9:00pm)	Workshop (7:00-8:45pm)		Workshop (7:00-8:45pm)	Workshop (7:00-8:45pm)	Talent Show (8:00-11:00pm)		
10:45		Free time (9:00-11:00pm)	Free time (9:00-11:00pm)	Free time (9:00-11:00pm)	Free time (9:00-11:00pm)			Free time (9:00-11:00pm)					
11:00						Bed Check	Bed Check		Bed Check	Bed Check	Bed Check		
11:15		Lights Out	Lights Out	Lights Out	Lights Out			Lights Out					
11:30						Lights Out	Lights Out		Lights Out	Lights Out	Lights Out		
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12:00						Lights Out	Lights Out		Lights Out	Lights Out	Lights Out		
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