

Yale

Young African Scholars Program

Employment Prospectus 2018-2019

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 2019 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.

2019 Sessions & Dates

YYAS 2019 will be held in three locations*:

Ghana: 25 July – 01 August
Kenya: 07 August – 14 August
Zimbabwe: 18 August – 25 August

*You must be able to commit to all three sessions. Instructional staff are required to be available from 21st July to 27th August 2019 for travel and programming in each location, as well as throughout the Spring 2019 semester for application reading and biweekly training and orientation meetings.

Eligibility

All current undergraduate and graduate students (including those graduating in May 2019) will be considered for the YYAS Instructional Staff position. Current matriculation at Yale is required. To apply visit africanscholars.yale.edu/employment.

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 2019 prior to traveling with YYAS. For more detailed information on the Yale Young Global Scholars and the Instructor positions, 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 performances by student participants. This is an excellent way for students to showcase their talents and cultural heritage.



Program Responsibilities

YYAS is an incredibly busy one-month experience and requires a full-time commitment from staff. 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 instructional 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. Responsibilities include, but are not limited to:

Reading Applications

In 2018, YYAS received nearly 2,000 student applications for 300 available placements. Instructional staff will therefore 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 all three 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 university 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 beyond 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
- Lead optional student activities during free time and participate in the Talent Show!

Employment Timeline

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

1) *October 2018 – January 2019: Application Submissions, Interviews, and Hiring Decisions*

The YYAS Instructional Staff Employment Application is due no later than **Sunday, 06 January 2019 at 11:59pm EST**. Applications are reviewed on a rolling basis, and invitations to interview will be sent immediately following review. It is advisable to apply early in order to ensure a favorable interview time. For applicants who have not taught in YYAS before, interviews will be held the weeks of January 07th–11th and January 14th–18th. *Applicants who have already taught in a previous YYAS program do not need to interview but must still complete an online application.* Final hiring decisions are expected to be released by no later than January 21st.

2) *February to May 2019: Application Reading, Training, and Curriculum Development*

All instructional staff who are hired for YYAS 2019 will be required to attend bi-weekly training meetings throughout the Spring semester. These trainings will provide an overview of how the 2019 sessions will run and will focus on application reading and seminar curriculum development. **The first mandatory training will be held on Friday, 25th January 2019 from 10:00am – 12:00pm.** Instructional staff will receive training in reading and evaluating applications from African high school students who apply to attend YYAS and will be responsible for providing detailed written feedback to the YYAS leadership team. Reading will then take place over the course of two weeks in February (approximately February 8th–24th, 2019).

Instructional staff will also receive training on teaching high school students, leading university guidance workshops, and designing hands-on seminars that are engaging for 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 from the YYAS leadership team who 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 each other and the YYAS leadership team!

3) *July to August 2019: 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
- \$2,500 summer stipend upon completion of YYAS
- Fully-funded 4-week trip to Africa, including visa fees, vaccinations, airfare, meals, and accommodations (Any incidental expenses that instructional staff elect to incur will be out of pocket.)

Application and Interview Process

Applications can be [submitted online](#).

For More Information

Visit: africanscholars.yale.edu | Email: african.scholars@yale.edu



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



Sample 2019 Schedule

A typical day at YYAS!

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							
8:00							
8:15							
8:30		Diagnostic Test (8:30 - 12:30pm)	Lecture 2 (8:30-10:00am)	Lecture 3 (8:30-10:00am)	Test Prep (8:30am-10:30am)	Lecture 4 (8:30-10:00am)	CHECK-OUT (9am - 12pm)
8:45							
9:00							
9:15			Discussion Section (10:00-10:30am)	Discussion Section (10:00-10:30am)		Discussion Section (10:00-10:30am)	
9:30							
9:45							
10:00							
10:15							
10:30							
10:45							
11:00			Test Prep (10:30am-12:30pm)	Test Prep (10:30am-12:30pm)	University Presentations (10:30am-12:30pm)	Test Prep (10:30am-12:30pm)	
11:15							
11:30							
11:45							
12:00							
12:15							
12:30							
12:45		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)	
13:00							
13:15							
13:30							
13:45							
14:00		Lecture 1 (1:30-3:00pm)	Seminar 1 (1:30-3:00pm)	Seminar 2 (1:30-3:00pm)	University Presentations (1:30-2:30pm)	Seminar 3 (1:30-3:00pm)	
14:15							
14:30							
14:45							
15:00		Discussion Section (3:00-3:30pm)			University Fair (2:30-3:30pm)		
15:15		University Guidance (3:30-4:00pm)	University Guidance (3:15-4:00pm)	University Guidance (3:15-4:00pm)		University Guidance (3:15-4:00pm)	
15:30							
15:45					Snack (3:30-4:00pm)		
16:00		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)	
16:15							
16:30							
16:45							
17:00							
17:15							
17:30	Keynote Address (5:00-6:00pm)	Enrichment Activity (4:30-6:00pm)	Enrichment Activity (4:30-6:00pm)	Enrichment Activity (4:30-6:00pm)	University Presentations (4:00-6:00pm)	Workshop (4:30-6:00pm)	
17:45							
18:00							
18:15							
18:30	Dinner (6:00-7:00pm)	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)	
18:45							
19:00							
19:15							
19:30	Ice Breakers (7:00-8:00pm)					Certificate Ceremony (7:00-8:00pm)	
19:45							
20:00		Workshop (7:00-8:45pm)	Workshop (7:00-8:45pm)	Workshop (7:00-8:45pm)	Workshop (7:00-8:45pm)		
20:15							
20:30	Workshop (8:00-9:00pm)						
20:45							
21:00							
21:15							
21:30							
21:45							
22:00							
22:15	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)		
22:30							
22:45							
23:00							
23:15							
23:30	Bed Check	Bed Check	Bed Check	Bed Check	Bed Check	Bed Check	