

# **ASSOCIATE DIRECTOR, YALE YOUNG AFRICAN SCHOLARS PROGRAM (YYAS)**

**Yale University, Office of International Affairs**

## ***Position Profile***

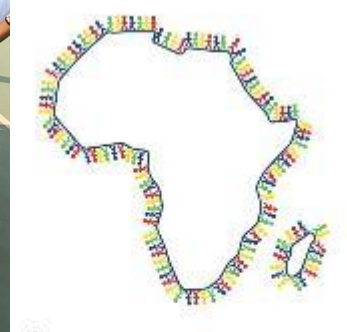
### **INTRODUCTION**

The Yale Young African Scholars Program (YYAS, <https://africanscholars.yale.edu/>) is the premier academic enrichment and leadership development program of its kind for African high school students planning to pursue university education and who wish to make a meaningful impact on the continent. YYAS is administered by the Yale Young Global Scholars Program (<https://globalscholars.yale.edu/>) in collaboration with the Yale Africa Initiative (<https://africa.yale.edu/>) and the HigherLife Foundation (<https://www.higherlifefoundation.com/>), its primary funder and knowledge partner.

For 2018-2019, YYAS will offer three sessions in Ghana, Kenya, and Zimbabwe, enrolling at least 300 high school students from across Africa through a highly competitive application process. Senior Yale faculty members lecture in the program while dedicated undergraduate, graduate, and professional school student instructors lead small-group discussions and supervise project work. YYAS participants receive post-program mentorship and guidance throughout the college application process, both virtually and in-person through local access organizations.

What follows is additional background on YYAS's history, structure, content, and options for future expansion in the coming years.

# Yale Young African Scholars Program



# Overview

- [YYAS](#): a unique collaboration within Yale University
- Transformational partnership with Higher Life Foundation (HLF)
- [YYAS 2016 - 2018](#): Rwanda, Ghana, Zimbabwe
- Building capacity across Africa
- Yale as a convening power
- Reflections from YYAS Student Team
- 2019 and beyond
- A bit about Yale Young Global Scholars (YYGS)



# YYAS: A Unique Collaboration within Yale

- African students at Yale proposed program in 2014
- Early support for program came from several Yale entities:
  - Yale Young Global Scholars program
  - Macmillan Center for International and Area Studies
  - Yale Undergraduate Admissions
- Guidance and support from Office of International Affairs and Yale Africa Initiative
- 2014 pilot program held in Ghana and Ethiopia, 2015 program held in Rwanda and Zimbabwe





# HIGHERLIFE FOUNDATION



- Zimbabwean philanthropists committed to empowering African youth through education
- Foundation has supported over 100,000 children in Zimbabwe, Southern Africa and abroad, from primary through tertiary education
- 3-yr Gift for YYAS 2016 – 2018



# Partnership with the Higher Life Foundation

- YYAS admitted 300 students each year, from over 30 countries and 250+ high schools, between 2016 - 2018
- YYAS and local partner organizations collaborate to provide online and in-person post-program mentorship to alumni
- Local partners build capacity for application support among educators and access organizations through annual conferences
- YYAS prioritizes admitting and supporting high-achieving, low-income (HALI) students
- YYAS convenes and fosters a network for achieving meaningful impactful across Africa among its young leaders



# Introduction to a Liberal Arts Curriculum





# Interactive Learning





# University Guidance Workshops



# A Typical Day at YYAS

7:30 – 8:30 am Breakfast

8:30 am – 10:00 am Lecture

10:00 am – 10:45 am Discussion Sections

10:45 am – 12 pm SAT prep

1:00 pm – 2:30 pm Seminars

2:30 pm – 3:30 pm Uni Guidance Lecture

3:30 pm – 5:00 pm Enrichment Activity

5:00 pm – 6:00 pm Free time

6:00 pm – 7:00 pm Dinner

7:00 pm – 9:00 pm Workshop/Family Time

9:00 pm – 11:00 pm Free time

11.30 pm Lights out





# Building capacity across Africa: Post-program Mentorship

Each student receives personal mentorship from current or recently graduated university students

- Host country students supported through local partner organizations
- Online mentorship for non-host country students, spanning 35 African countries





# Building capacity across Africa: Local Partner organizations

- Three partner orgs 2016 – 2018, more to be added in 2019 - 2020
- Organize Educators' Conferences in their home cities
- Design mentorship program for students based in host countries
- Provide valued “on the ground” perspective and feedback



# Building capacity across Africa: Educators' Conferences



30+ educators from each host country and region convene for two-day events on how best to support students applying abroad for admission and financial aid.

Sessions include expert advice from YYAS plus admissions officers and context specific discussions.



# Yale as a Convener: University Representatives 2016-18

SciencesPo



BROWN



USTU  
AFRICA

United States  
International  
University-Africa



MACALESTER



ST. OLAF  
COLLEGE



COLUMBIA UNIVERSITY  
IN THE CITY OF NEW YORK



Penn  
UNIVERSITY of PENNSYLVANIA



UNIVERSITY of  
ROCHESTER



ALU



MINERVA

SAPIENTIA CRITICA  
— ANNO MCMXII —



MICHIGAN STATE  
UNIVERSITY



Stanford





# HALI Indaba



YYAS is a member of the HALI Access Network, an association of organizations supporting HALI African students who apply to university abroad

In 2018-19 YYAS is Secretariat.



	2016 Participants	2017 Participants	2018 Participants
Total	292	300	303
% Girls	57%	53%	55%
Total HALI	~ 35%	53%	60%
No. of Countries	23	33	35
No. of Schools	161	216	236
Acceptance Rate	29.40%	15.50%	15.64%

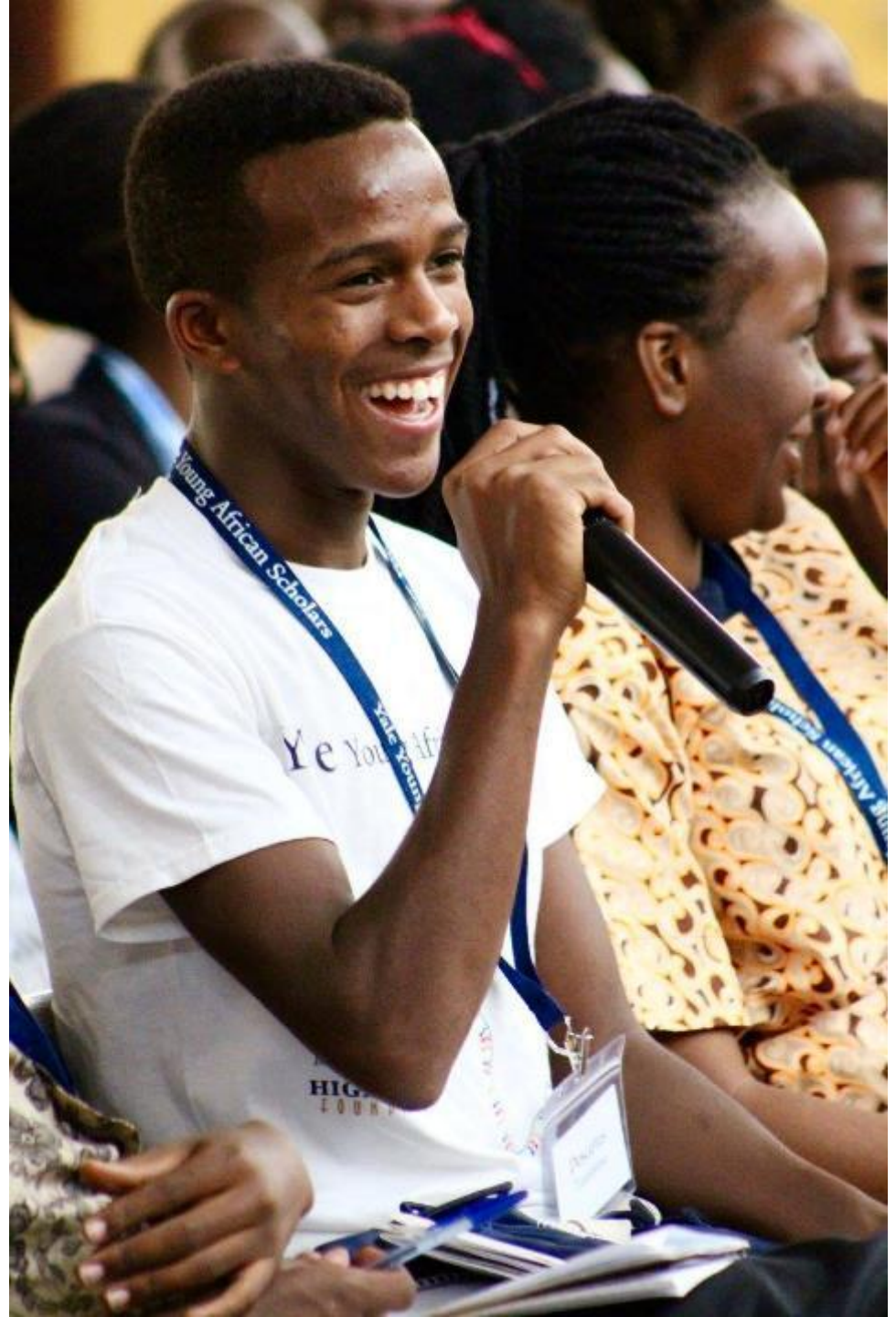


# YYAS 2016 - 2018

## By the numbers

# YYAS 2019 and onward

- Extended funding from HLF
- Kenya: new host country in 2019
- Additional mentorship partners
- Continued support of HALI  
Access Network, annual Indaba
- Expanded support for YYAS  
Alumni Network





# Extending the partnership with HLF

- March 2018 visit by Yale President Dr. Peter Salovey to Ghana and Kenya
- Strive Masiyiwa joined Pres. Salovey in Ghana to [co-announce renewed partnership](#) for five additional years of funding for YYAS
- Expansion to include more participants, more mentorship partners, and significantly more financial support for students (test fee registration, etc.)



# More about YYGS

Yale

Young Global Scholars Program



# YYGS Milestones:

## Exponential Growth in Participants, Content & Locations

### 2001-2011: Ivy Scholars run by International Security Studies

- ~60 participants per year focused on grand strategy & debate

### 2012: Rebranded as YYGS & administered by Office of International Affairs

- ~150 participants across sessions focused on grand strategy & US politics

### 2013: Grand Strategy (GS) / Politics, Law & Economics (PLE)

- ~300 participants across 2 sessions

### 2014: New Science, Policy & Innovation session (SPI); Yale Young African Scholars (YYAS) pilot

- ~600 YYGS + 100 YYAS participants

### 2016: 3 new STEM sessions; YYAS expansion; YYGS-Beijing & YYGS-Singapore pilots

- ~1400 YYGS + 300 YYAS + 100 Beijing + 200 Singapore participants





# YYAS Milestones:

## Exponential Growth in Participants, Content & Locations

### **2014 & 2015: Yale African students pilot YYAS with support from MacMillan Center for International and Area Studies**

- ~100 participants across two locations in 2014 (Ghana & Ethiopia) and in 2015 (Rwanda & Zimbabwe)

### **2016: Transformational Masiyiwa gift sponsors YYAS for 2016-2018**

- ~ 300 participants each year, for 3 years, at sessions in Ghana, Rwanda & Zimbabwe
- University guidance training for African secondary school teachers

### **2018: Merged programming & gift renewal discussions**

- ~300 participants in two sessions (Ghana & Rwanda)
- Expanded participation by university representatives
- Pursuing five-year gift renewal options with Higherlife Foundation



# Where We Are Today

YYGS in New Haven	YYGS in Beijing	YYAS
<b>6</b> sessions in New Haven	<b>1</b> session in China at Yale Center Beijing	<b>3</b> sessions in Ghana, Rwanda & Zimbabwe
<b>~1,400</b> participants	<b>~100</b> participants	<b>~300</b> participants

**15** Leadership staff

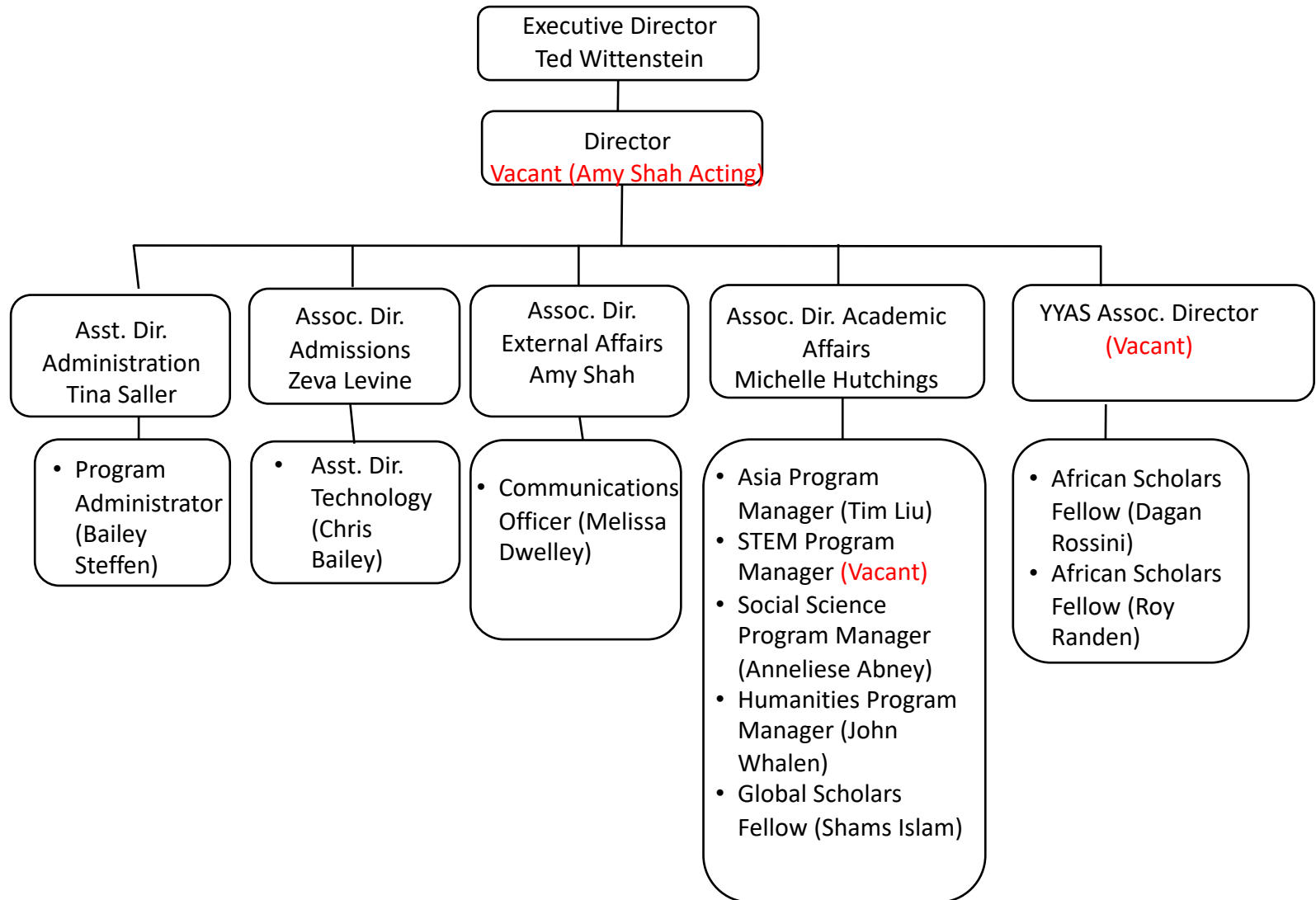
**~20** Summer residential life staff

**~55** Faculty lecturers

**~120** Undergraduate and graduate student instructional staff

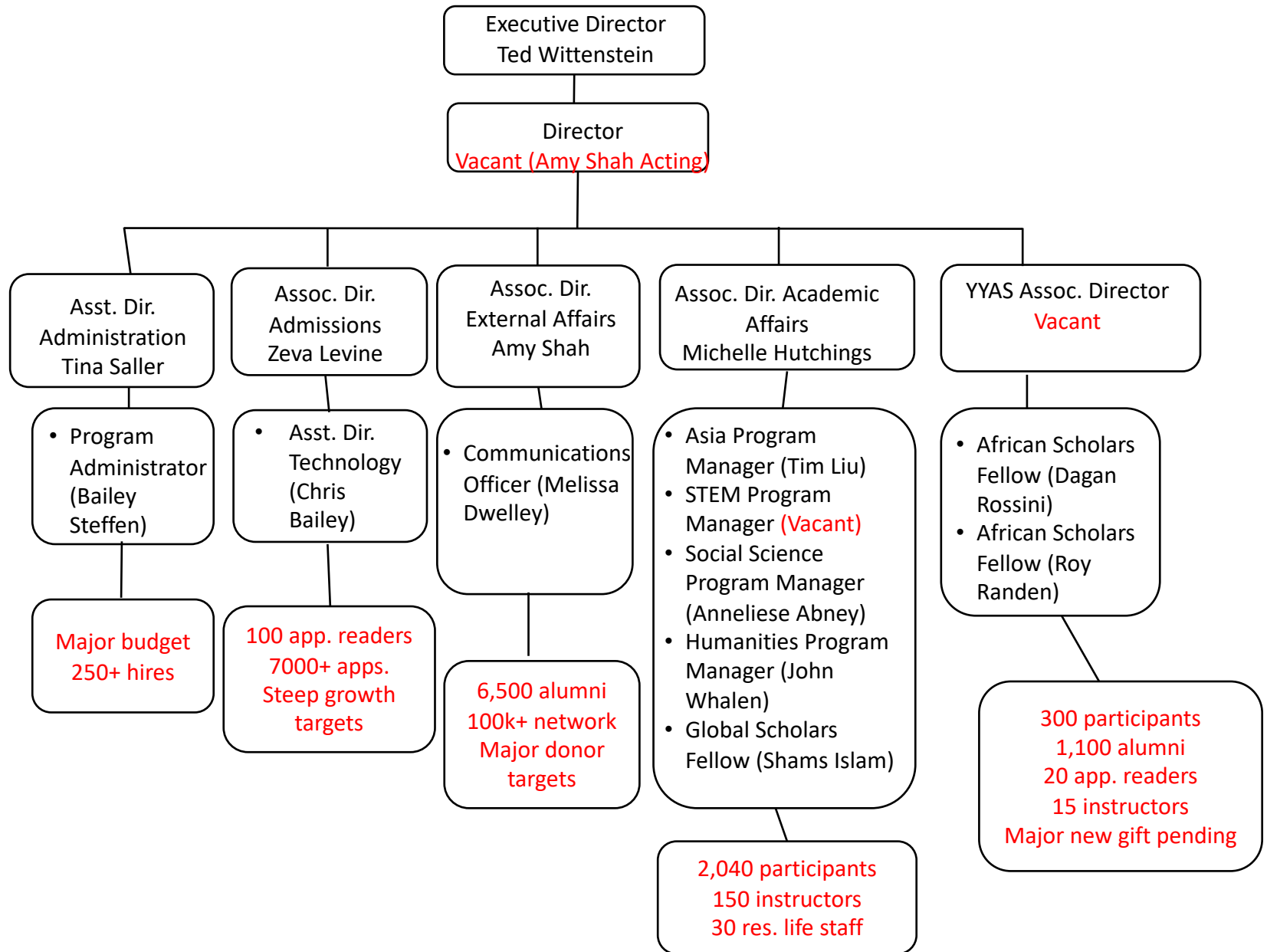


# Organization & Structure: 2018-2019





# YYGS Org Chart: Who We Serve



# A Look to the Future

## **Expand YYGS on campus from 1,450 participants in 2018 to ~3,000 participants in 2020**

- Retain social science & STEM sessions
- Expand to humanities (2019) & other sessions (2020)
- Develop & implement detailed budget & staffing plan

## **Increase number of high-quality, full-pay applicants to YYGS**

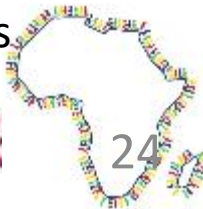
- Expand promotion & outreach
- Identify target schools based on market research, in consultation with Undergraduate Admissions

## **Further establish the model for YYGS Asia sessions**

- Evaluate Yale Center Beijing session from summer 2018
- Consider expansion opportunities based on participant demand & donor interest in China & elsewhere

## **Ensure the continuation & possible growth of YYAS**

- Renew Masiyiwa / Higherlife Foundation gift to YYAS and identify additional partners
- Exceed 1,000 YYAS alumni from ~35 African nations & ~250 secondary schools



# YYAS videos





## **DUTIES, RESPONSIBILITIES & SKILLS**

The Associate Director serves as the chief operating officer of YYAS, a fast-growing program that is a central component of the Yale Africa Initiative. The Associate Director will oversee all facets of the program, to include: managing a team of two full-time staff and fifteen summer instructors; marketing, admissions, and curriculum design; overseeing a budget of approximately \$1 million; partner and donor relations; and administering post-program online mentorship for African high school students from over 30 countries.

### **Required Experience and Education:**

- Bachelor's Degree in related field and five years of experience or an equivalent combination of education and related experience.

### **Required Skills and Abilities:**

- Demonstrated ability with developing and managing programs or education organizations geared towards high-achieving, low-income young adults, especially with respect to African or other international students.
- Strong interpersonal skills, with a demonstrated ability to interact with a range of individuals including high school and university-age students, faculty members, foundation partners, and staff on a wide variety of academic and administrative issues.
- Demonstrated flexibility to adapt to changing work demands, manage teams, and maintain effective partnerships in a high-pressure environment. Excellent organization, accuracy, attention to detail, oral and written communication skills, and financial acumen.
- Strong familiarity with the university admissions and financial aid process, especially with respect to African or other international students.
- Experience with international travel and willingness to spend at least one month in Africa to administer the YYAS program each year, from late July to late August.

### **Preferred Education, Experience, and Skills:**

- Advanced degree in a field relevant to the academic content of YYAS.
- Experience managing financial and administrative operations in a university setting.
- Fluency in French, Arabic, or another major language spoken on the African continent.
- Familiarity with Slate or other customer relationship management (CRM) software that is used to manage large online admissions processes.

TO APPLY, VISIT <http://www.yale.edu/jobs> [SEARCH I.D.# XXX]