

Ndili Scholars Program

PROGRAM INFORMATION DOSSIER

Governance Structure and Scholar Selection Framework

Official Institutional Document

Governance Structure

The governance architecture ensures moral legitimacy, strategic continuity, and operational excellence through clearly separated but mutually reinforcing roles.

The Board - Guardian of Mission and Continuity

- Protects founding vision, values, and standards
- Approves long term strategy, partnerships, and cohort scale
- Appoints and evaluates Executive Director
- Ensures succession planning
- Holds ultimate responsibility for integrity, risk, and ethics
- Acts as final court in disputes
- Does not manage operations or run interviews

Advisory Council - Custodians of Judgment

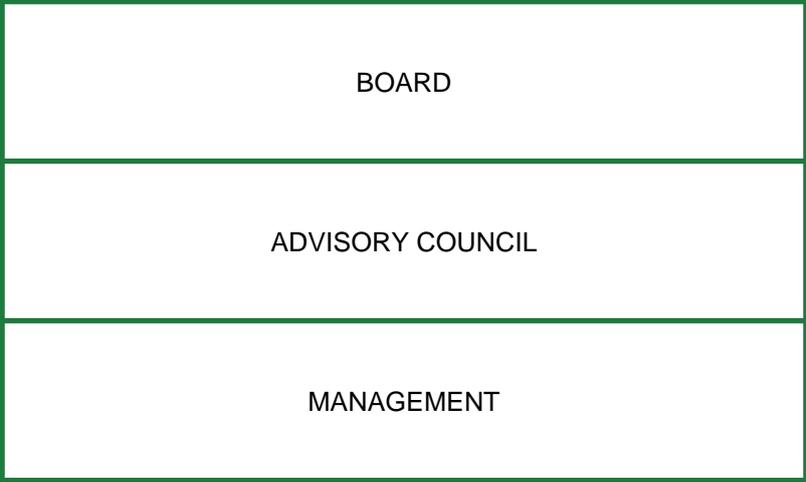
- Serve as senior interviewers for finalists
- Calibrate standards across years
- Advise on seminars, retreats, and intellectual direction
- Mentor scholars and convene salons
- Model formed excellence
- Provide counsel in ethical ambiguity
- Do not manage budgets or operations

Management - Executors of Vision

- Design and deliver program experience
- Run full selection cycle
- Coordinate scholar support and logistics
- Manage alumni network and engagement
- Provide reports and reviews to Board
- Maintain confidentiality and fairness

- May not alter mission or dilute standards

Governance Structure Diagram



Authority Flow: Board provides oversight and legitimacy. Advisory Council guides judgment and standards. Management executes delivery and operations.

Scholar Selection Framework

Scholars are chosen through a rigorous character centered process. Academic excellence is required as a baseline but is not a differentiator.

Core Evaluation Dimensions

- Intellectual Seriousness
- Moral Compass and Integrity
- Responsibility Beyond Self
- Capacity for Growth
- Leadership Disposition
- Africa Commitment

Assessment Methods

- Analytical essay review
- Ethical dilemma interviews
- Track record evaluation
- Reflection essays
- Group discussion observation
- Referee calibration

Scoring Matrix

Score	Meaning
1	Weak evidence
2	Limited demonstration
3	Meets standard
4	Strong demonstration
5	Exceptional evidence

Decision Rule

Each dimension is scored from 1 to 5. No candidate may score below 3 in Moral Compass and Integrity. Typical scholars earn multiple top scores with limited mid scores. Cohorts are intentionally balanced to preserve diversity of personality and avoid monoculture.

Selection Philosophy

Scholars are not selected because they are impressive. They are selected because they are trustworthy, unfinished, and consequential. The program does not optimize for prestige, performative eloquence, shallow activism, or ambition without restraint.