

DEAN OF ADVISING SEARCH

CULVER ACADEMIES

Culver, Indiana

culver.org

Start Date: July 2024



CULVER ACADEMIES



Carney
Sandoe
& ASSOCIATES

CARNEYSANDOE.COM

Mission Statement

Culver educates its students for leadership and responsible citizenship in society by developing and nurturing the whole individual – mind, spirit, and body – through integrated programs that emphasize the cultivation of character.

At a Glance



Established
1894



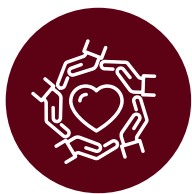
Enrollment
832



Total Faculty
134



Student-faculty ratio
6:1



Diversity represented
in student body
26% BIPOC and
20% international



Financial aid awarded
\$14M



Faculty with advanced degrees
87%



Campus size
1,800 acres

Students hail from 36 states and 22 countries
Students receiving aid: 35%
Endowment: \$523M
Annual operating budget: 79

College-Level Courses (includes AP): 35
Honors programs: 21
Athletic teams: 59
Arts courses: 53



Overview

Culver Academies is a private boarding school educating boys and girls for leadership and responsible citizenship in society. With a powerful legacy of leadership and character, holistic wellness, rigorous academics, and global citizenship, the Culver experience culminates in arguably the best whole person education in the country.

At Culver, students practice leadership, responsible citizenship, and academic excellence embedded within and across the Culver curriculum, which emphasizes critical thinking, depth, balance, and teamwork. Students, faculty, and staff foster a culture that emphasizes “we, not me,” and where the pursuit of excellence in community is a hallmark of everything the school does. Culver seeks to graduate students who are known for leadership, scholarship, cultural competence, executive skills, communication skills, and persistence.

The Dean of Advising reports to the Dean of Faculty and serves as a critical member of the academic leadership team. The Dean of Advising oversees a staff of thirteen, including nine full-time advisors, one of whom is an experienced and highly respected Director of College Advising— with responsibility for both academic and college advising, supporting students throughout their entire Culver experience, grades 9-12, as they come to understand themselves as learners, leaders, and citizens, taking advantage of all that Culver has to offer. Now in its second year, the model is up and running and is designed to provide best-in-class advising for Culver’s students through a four-year single advisor model, with the staff and programming time to live an ideal advising model for a residential community.

In its Dean of Advising, the school seeks an individual with significant and successful leadership, coaching, and program management experience, exceptional communication and staff development skills, and a long-standing and consistent alignment with its mission and ideals.



Opportunities and Challenges

The Dean of Advising will have the opportunity to lead Culver through exciting challenges that include:

- Providing clear leadership and management of the Advising Office's program and people, modeling a growth mindset for students and colleagues, and holding themselves and their team accountable for delivery of a program aligned with the school's mission and its goal to provide a transformative experience for its students;
- In partnership with the Dean of Faculty and the Advising Team, continuing to advance the work in progress, building out a four-year program based on the existing philosophy and framework;
- Creating a four-year communications calendar and developing strong communication protocols with all constituents, including colleges, colleagues, students, and their families;
- Strengthening the collaborative culture among a highly experienced team and building a professional development path specific to the needs of the advising role at the Academy;
- Prioritizing a greater sense of connection between the program team and the balance of the faculty and staff;
- Serving as a key member of the Culver Academic Leadership Team to guide the academic program and lead the academic faculty and staff;
- Developing and maintaining strong relationships with colleges and universities, fostering an understanding of Culver's promise beyond Culver's walls;
- Advising an appropriately reduced number of students, modeling the way for the team and school as an advisor for a student and family throughout their Culver experience; and
- Supporting students as they live the Culver mission, distinguishing themselves through their character, leadership, scholarship, sense of well-being, and communicative skills.



Qualifications and Personal Attributes

The ideal candidate will offer most of the following qualifications and qualities:

- Alignment with the school's mission and focus on developing students' leadership skills and character, alongside excellent academic, athletic, and artistic programs;
- Demonstrated success in managing people with a style characterized by integrity, collaboration, flexibility, and a commitment to nurturing a sense of belonging within the team;
- Experience leading program development and building curriculum as a teacher or program director;
- Significant secondary school advising and/or college counseling experience, preferably in a complex organization;
- A dynamic, approachable presence that welcomes conversation and connection; the confidence and humility to advocate for new ideas, invite disagreement, and welcome feedback, engaging in challenging conversations with grace;
- Knowledge of best practices in equity and inclusion work and the requisite skills to design inclusive processes that are responsive to the needs of a diverse student body;
- Excellent communication skills and comfort sharing the school's story in writing, through one-on-one conversation, and in public gatherings;
- Coachable and collaborative, with a willingness to build off others' strengths and partner to develop qualities not yet realized; and
- An understanding of the unique and compelling aspects of a residential community while recognizing that this role will not require significant residential or co-curricular responsibilities.

Learn More

Click on the links below to learn more about Culver Academies.

[School Website](#)

[Advising at Culver](#)

[Virtual Campus Tour](#)

[About Culver, Indiana](#)

[Diversity and Intercultural Life](#)



To Apply

Interested candidates should submit electronically in one email and as separate documents (preferably PDFs) the following materials. The priority deadline for submissions is January 17, 2024:

- A cover letter expressing their interest in this particular position;
- A current resumé.

Selected candidates may be asked to provide additional information, including a writing sample and a list of five professional references with name, phone number, and email address of each (references will not be contacted without the candidate's permission).

Candidates are invited to contact the consultants in confidence and to submit a resume and cover letter to:

Lisa Parsons
Consultant
lisa.parsons@carneysandoe.com

Chris Boyle
Consultant
chris.boyle@carneysandoe.com