



CULVER ACADEMIES
Culver, Indiana

DEAN OF ADVISING
Start Date: June 2022 or earlier
culver.org



**Carney
Sandoe**
& ASSOCIATES



CULVER ACADEMIES

MISSION

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.

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.

A new role, 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 team of eight additional advisors (including an experienced and respected Director of College Advising) with primary 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. The goal of this new structure is to design and offer 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.

FAST FACTS

Total students: 832

From 36 states and 22 countries

26% BIPOC and 20% international

Seniors in the class of 2022: 218

Total faculty: 109

Faculty with advanced degrees: 87%

Student/teacher ratio: 6:1

Endowment: \$547M

Financial aid awarded 20-21: \$13.87M

Students receiving aid: 45%



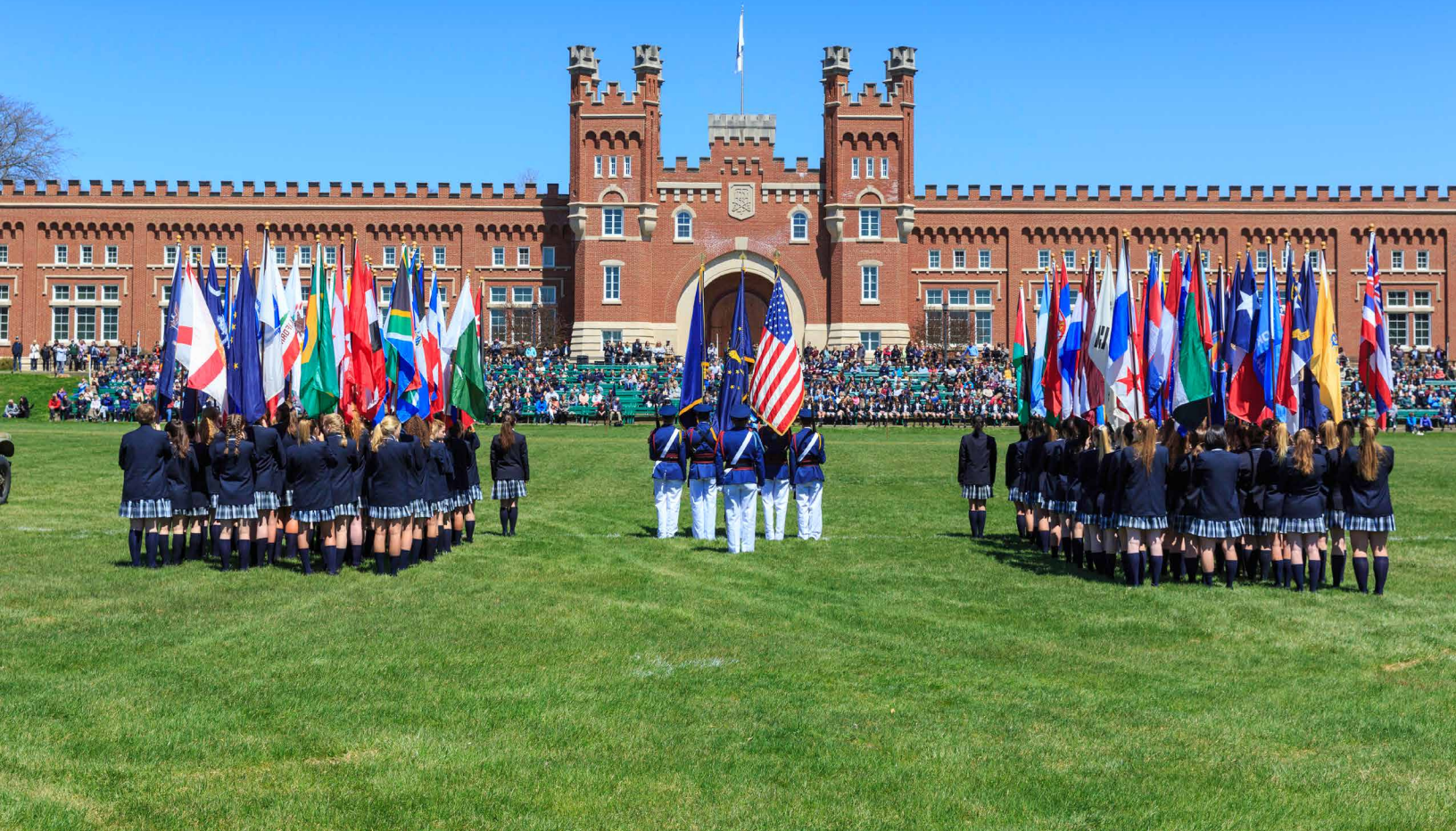
THE SCHOOL

Henry Harrison Culver, a St. Louis entrepreneur and philanthropist, opened Culver Academy in 1894 with a dream of creating a school that reflected his own values: developing leadership by overcoming adversity, placing others before oneself, and educating the whole person in mind, spirit, and body. Today at Culver, his vision is honored with every student who passes through the halls in a school rich in tradition and committed to excellence.

Culver's purpose is steadfast: to provide students with the best whole person education in the country. This promise is fulfilled by upholding the mission, principles, and values that have made the school, the community, and the students successful since its founding days. As such, the school is committed to **Leadership & Character, Learning to Learn, Global Citizenship, and Holistic Wellness.**

The most important endeavor at Culver is to ensure that every student has the opportunity to learn, and to live, leadership. Students gain independence and learn to care for themselves within a supportive family of peers, teachers, and mentors. In every aspect of the Culver experience, students learn what leadership looks like and how valuable it can be to themselves and to the people they lead by serving. Culver graduates not only know how to excel but, more importantly, how to apply their moral compass to effect change, to sustain success, and to positively impact the lives of others.

Since its founding in 1894, Culver Military Academy (CMA) has prepared young men for lives of purpose and impact. While the curriculum is rooted in leadership development, CMA students benefit from a holistic approach to education, one that emphasizes the cultivation of mind, spirit, and body. They embrace responsibility, service, and teamwork as essential to their formation as leaders of character, but they also enjoy a high degree of freedom and fun.



Culver Girls Academy (CGA) welcomed its first students in 1971. With its mind-spirit-body approach, a CGA education allows students to nurture their strengths, develop critical thinking, exercise accountability and authority through leadership roles, and learn practical life skills. Young women entering CGA begin their leadership training in the dorm under the prefect system and continue to grow in maturity as they learn to lead by example, ensuring students leave CGA with the skills, maturity, and confidence to succeed.

Culver enrolls students from across the United States and around the world, regardless of gender, race, nationality, or religion. In addition to the Culver Endowment which helps provide financial aid, the Distinguished Scholarship Program awards scholarships across four broad categories. Currently Culver has 54 Distinguished Scholars, each of whom receives more than \$200,000 in scholarship monies during his or her four years at the school.

Graduates of Culver join an active community of more than 18,500 alumni, many of whom are leaders in their communities and professions. No matter which college or city graduates find themselves in, there is sure to be a Culver connection. For alumni, a Culver education really never ends. From campus visits to athletic events and reunions, Culver alumni continue to stay engaged.



ACADEMICS

At Culver, education is a collaborative process that challenges students to be active participants in their own intellectual development. The academic program is designed so that students may focus intensively on three or four subjects in a given term, allowing for deep learning as well as broad exploration. In a high-challenge, high-support environment, students have access to a seven-point academic support system that includes academic advising, peer coaches, block scheduling, tutorials, college advising, the Writing Center, and a Mentor/Mentee Program.

The constructivist curriculum has a strong focus on student agency and leadership. Teachers frame essential questions and encourage students to guide inquiry and discussion. Students come to depend on one another, working together to uncover truths and conquer problems. In every subject, the emphasis is on developing resilient and critical thinkers capable of taking on the challenges and opportunities of the 21st century. Graduation requirements include courses in the humanities, science, mathematics, world languages and cultures, fine arts, wellness, leadership, and electives. Honors Seminar courses in 20 disciplines allow students the opportunity to exact their skills through an original body of work that shows their ability, commitment, and passion. Students may also enroll in an extensive catalogue of Advanced Placement courses for those seeking breadth or sophisticated upper-level courses that focus on depth.

COLLEGE MATRICULATION

Class of 2021 graduates matriculated to schools including, among others:

Amherst College
Babson College
Boston University
Brown University
Carnegie Mellon University
Case Western Reserve University
Colby College
College of William and Mary
Cornell University
Dartmouth University
Dickinson College
Duke University
George Washington University
Harvard University
Indiana University
Miami University (OH)
New York University
Northwestern University
Northeastern University
Princeton University
Purdue University
Rice University
Southern Methodist University
Stanford University
University of California, Berkeley
U.S. Air Force Academy
U.S. Coast Guard Academy
U.S. Military Academy
U.S. Naval Academy
University of Chicago
University of Michigan
University of Notre Dame
University of Pennsylvania
University of Southern California
Vanderbilt University
Wellesley College
Washington University in St. Louis



While leadership is a defining aspect of the curriculum, one of the signatures of a Culver education is an emphasis on integrated and innovative learning. The faculty are exceptional at bringing together various disciplines—through courses like Equine Sculpting and The Physics and Biology of Deep Sea and Deep Space—to heighten student understanding of a concept, and to provide an altogether different way of thinking about the world.

Culver graduates are not only admitted to some of the finest colleges and universities in the nation, but they also choose the schools that fit them—their professional goals, interests, and personalities—best. Advisors prioritize getting to know students personally, and it shows in the college selection process.



ARTS AND ATHLETICS

Culver values artistic expression as integral to the curriculum and central to the formation of young minds and hearts. Students can develop and showcase their artistic talent across four disciplines—dance, music, theatre, and visual arts. They may also choose to honor in each of these areas, further honing their craft through a rigorous curriculum and providing a foundational experience upon which to build future artistic endeavors with the support of expert faculty.

Student-athletes join a century-old tradition of physical competition and fellowship that is a defining element of the Culver experience. From experienced competitors on the national stage, to more casual athletes looking for a fun new challenge, there is something for everyone at Culver. Boys sports include baseball, basketball, cross country, fencing, football, golf, hockey, lacrosse, polo, rowing, rugby, sailing, soccer, swimming, tennis, track and field, and wrestling. Girls sports include basketball, cheerleading, cross country, fencing, golf, hockey, lacrosse, polo, rowing, sailing, soccer, softball, swimming, tennis, track and field, and volleyball. The majority of Culver teams compete in the Indiana High School Athletic Association (IHSAA). Boys and girls hockey, boys lacrosse, rowing, sailing, and fencing compete nationally.

Since 1897, Culver's Horsemanship Program has been an integral part of the school. Culver offers four teams and four elite honor units in its state-of-the-art equestrian center. The Department of Horsemanship boasts a storied history of participation in the presidential inaugural parade, beginning with the inauguration of Woodrow Wilson in 1913.

In addition to the option of joining more than 60 team sports, Culver students are required to engage in physical activity as part of the school's mind-spirit-body ethos. A range of activities and resources are available, including daily fitness classes, wellness education courses, a weight room, a state-of-the-art fitness center, and a trained fitness staff.



SCHOOL LIFE

Culver students live, work, and play in an atmosphere that is naturally diverse. That is why building a community in which each individual can bring their full potential is an essential element of the Culver experience. The Student Diversity Council serves the community by facilitating discussions, hosting celebrations, and striving to cultivate a belonging community where inclusion is imperative. Student affinity groups, school-wide programming, and ongoing cultural competency and equity work are key to fostering belonging for everyone who calls Culver home.

As the school seeks to develop servant-leaders for a global society, Culver is committed to providing opportunities for students to embrace their common humanity through shared experiences. The Global Pathways Spring Program is a service-learning and cultural exchange opportunity for students, faculty, and staff who have a desire to learn about other cultures and live responsibly as global citizens. Past participants have traveled and served in locations around the world. Additionally, the Global Studies Institute brings prominent scholars, policymakers, and thinkers to campus to discuss the great challenges facing the world community.

Just as it nurtures the mind through rigorous academics and fosters the development of a strong body through athletics and recreation, Culver also prioritizes a student's spiritual maturation. The Spiritual Life Department offers a variety of integrated programs, worship services, and contemplative practices that permit students to develop their spirit, define their values, and demonstrate character and self-understanding.



As a boarding school, the strongest bonds are often formed in residential facilities. The single-gender dorms (girls) and barracks (boys) are warm and inclusive communities, dedicated to the intellectual, moral, and spiritual development of each individual. In learning to care for themselves and others within a supportive network of classmates, faculty, counselors, and mentors, the young men and women of Culver forge lifelong connections. The student life experience is a leadership practicum, offering distinctive opportunities for students to practice leadership and responsible citizenship, and is supported by a separate staff of full-time residential faculty. Students all end their Culver experience completing an academic reflection of their growth and development as a leader.

A big part of the Culver experience is the chance to make friends, explore new interests, and have fun by joining dozens of clubs, organizations, and weekend activities. A sampling of student activities includes Black Student Union, Chinese Culture Club, Four-Gun Drill, Green Life, Model United Nations, Speech Team, and Women in STEM.

CAMPUS

Located on the north shore of Lake Maxinkuckee, Culver encompasses 1,800 acres of green hills, woodlands, and historic Collegiate-Gothic buildings. Less than two hours from Chicago, the location in Culver, Indiana, offers the best of both worlds—a pastoral setting on Indiana’s second-largest natural lake, with its endless opportunities to engage with the natural world, and access to a large metropolis with all that entails.

Culver boasts a number of world-class facilities catering to the academic, artistic, and athletic needs of the community. Opened in 2002, the Roberts Hall of Science and Dicke Hall of Mathematics share a \$20-million, 64,500-sq.-ft. facility that houses classrooms, a variety of laboratories, a computer classroom, a 65-seat auditorium, and a woodworking shop.



The Crisp Visual Arts Center is a dedicated teaching/learning facility with 15 pottery wheels and three kilns, a film darkroom with 14 enlargers, two art galleries, an auditorium, classrooms, a computer lab, and faculty offices. It complements newly renovated theatre and dance spaces in Eppley Auditorium.

After undergoing a \$2-million renovation in 2015, the Huffington Library is beautifully equipped to support Culver's robust academic environment, serving as both an intellectual resource and a learning library.

Every afternoon, the Steinbrenner Recreation Center is a hive of activity. With three basketball courts, two fencing rooms, a wrestling room, an indoor track and tennis court, four handball courts, and two racquetball courts, the Center also features a state-of-the-art fitness center.

Described as one of the finest nine-hole golf courses in North America, Culver's course is a popular spot for students, faculty, parents, and alumni. This exceptional course was designed almost a century ago by noted Golden Age golf architects William Langford and Theodore Moreau and was fully restored in 2015.

Built in 1917, the Vaughn Equestrian Center underwent a \$10-million renovation in 2009. This wonderful facility stables 94 horses and provides a full array of horsemanship opportunities, carrying on an important Culver tradition.

Other highlights of the Culver campus include a bird sanctuary, a challenge course, an ice arena, a tennis complex, a state-of-the-art rowing facility, Memorial Chapel, and the Culver Academies Museum. Culver will dedicate a new \$10-million leadership center this academic year along with a new stadium and two new residential buildings that are part of multi-year commitment to fully renovate the residential spaces across campus.



CULVER, INDIANA

Culver is a quaint and friendly town of 1,500 located on Indiana's second largest natural lake, Lake Maxinkuckee. The lake is the lifeblood of the community, drawing seasonal residents and vacationers from Chicago, Indianapolis, and the Midwest during the summer season. Downtown Culver is a short walk from the Culver campus and offers a relaxed atmosphere, boutique shops, regular community programming for all generations, a year-round farmers market, and excellent restaurants.

With Lake Maxinkuckee surrounded by rolling prairies and wooded countryside, Culver is a premier destination for outdoor enthusiasts. Every season is packed with recreational opportunities, from triathlons and concerts in the park, to ice fishing tournaments and cross-country skiing.

Nearby South Bend (home of The University of Notre Dame) is the fourth largest city in Indiana and a permanent fixture in American history and culture. The city has a large mall and big-box stores, excellent restaurants and brew pubs, and the state's first zoo. South Bend has several fine museums, including the South Bend Regional Museum of Art and the Northern Indiana Center for History, a complex of four museums. A firm participant in the arts, South Bend has performance halls and musical shows, as well as the powerhouse South Bend Philharmonic Orchestra. Residents show pride in their city and its historic past and put on numerous events to celebrate their culture. A number of parks dot the city providing space to enjoy the outdoors.

Of course, Culver's proximity to the state capitol of Indianapolis (two hours south) and the windy city of Chicago (two hours north) means even more amenities and attractions to enjoy and explore.



OPPORTUNITIES AND CHALLENGES

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

- Providing clear vision, leadership, and strategy for the integration of the academic and college advising offices, driven by shared goals created in conjunction with the Dean of Faculty;
- Developing strong communication protocols with all constituents, including colleges, colleagues, students, and their families, and building upon a customer service and family-centric focus and culture;
- Managing and supporting a dedicated team of advising professionals, who are eager to grow and develop as individuals and as a team in a collaborative culture;
- 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.

DESIRED QUALITIES AND QUALIFICATIONS

The ideal candidate will offer most or all 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;
- Significant college admissions and/or secondary school advising experience, preferably in a complex organization;
- 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;
- 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;
- The ability to clearly articulate and share mission-aligned vision and strategy and the tactical skills to deftly manage the systems and processes necessary to implement strategy;
- Knowledge of best practices in equity and inclusion work and the requisite skillfulness 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, 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.

TO APPLY

Interested candidates should submit electronically in one email and as separate documents (preferably PDFs) the following materials:

- 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

Search Consultant

lisa.parsons@carneysandoe.com

Marsha Little

Search Consultant

marsha.little@carneysandoe.com