



# Yeshiva University

## Executive Vice President and Chief Operating Officer Leadership Profile

Yeshiva University  
New York, NY  
<https://www.yu.edu/>





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## The Opportunity

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In a newly created role, the Executive Vice President and Chief Operating Officer (EVP-COO) will run the business side of Yeshiva University, enabling Yeshiva University to fulfill its mission as the world's premier Jewish higher education institution.

The EVP-COO reports to the President, Rabbi Dr. Ari Berman, and is the University's chief administrative, business, and operating officer. The EVP-COO is charged with overseeing the financial and administrative operations of the University supporting infrastructure, services, and special initiatives that have a University-wide impact. The EVP-COO directs a range of central administrative functions including finance, budget and planning, human resources, information technology, and facilities. The EVP-COO is a key strategic partner who will find new sources of funds and revenues, consistent with the way universities function today. These activities advance the university's mission by serving and supporting the schools/departments and by defining sustainable ways to deploy resources and deliver services in the most efficient manner.

In partnership with the President, board members, academic leadership, students, and staff, and as a critical member of the executive leadership team, the EVP-COO will play a significant role in shaping the next chapter of the University's important history. Leadership shares a common goal of achieving organizational excellence through continuous improvement, supporting a strategic budget model that fosters entrepreneurial and collaborative actions, and implementing a long-term financial plan to provide strong and sustainable resources to finance academic superiority and address University priorities. Sustaining a dedicated and talented workforce, providing best-in-class technology, creating a safe learning and working environment, and fostering the unique culture to advance the moral betterment of the Jewish community and broader society are fundamental priorities supported by the operational units reporting to the EVP-COO.

The successful candidate will possess the ability to lead and project credibility, subject matter expertise, and relationship building skills. S/He will have an established record of effective leadership maintaining productive, collaborative relationships in a complex organization. Broad administrative and managerial experience at leadership levels across a range of functions, including finance, information technology, human resources, and facilities management is essential. A passion for Yeshiva University's higher



education mission, rooted in Jewish thought and tradition, and for building trust and confidence must be evident.

Candidates must bring a spirit of partnership, transparency, and fiscal responsibility. The EVP-COO will understand and respect shared governance and will be an advocate for an environment that promotes inclusive decision-making, best practices, student success, and a sense of community across the University. Significant leadership-level experience in a university environment is preferred; however, candidates with relevant, transferable experience from large, complex organizations will receive full consideration.

## Yeshiva University

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Yeshiva University is the world's premier Jewish institution for higher education. Rooted in Jewish thought and tradition, it sits at the educational, spiritual, and intellectual epicenter of a robust global movement that is dedicated to advancing the moral and material betterment of the Jewish community and the broader society.

Some of the world's leading minds make their home in Yeshiva University's classrooms. Beyond a commitment to research and writing, Yeshiva University faculty members and Roshei Yeshiva (professors of Talmud) engage and inspire their students to impact the world around them. They value close interactions with their students and the opportunity to engage with students outside the classroom setting, whether meeting informally to continue a discussion started in the classroom or collaborating in the laboratory on new research.

YU alumni have gone on to become distinguished rabbinic leaders, world political leaders, business Giants, and philanthropists. Alumni have achieved immense success and made significant contributions to society and the Jewish community both nationally and worldwide. They serve, lead, and inspire by example: a testament to the University's greatest resources — its students and faculty.

For undergraduate students who choose to begin their YU education in Israel, the S. Daniel Abraham Israel Program is the formal arrangement between Yeshiva University and yeshivot and seminaries in





Israel. This program provides structure, support, and guidance for the more than 600 young men and women who study in Israel each year.

### ***Vision:***

Yeshiva University is a unique ecosystem of educational institutions and resources that prepares the next generation of leaders for great success in their personal and professional lives, endowing them with both the will and wherewithal to transform the Jewish world and the broader society for the better.

### ***History:***

Yeshiva University has grown from a small yeshiva offering some secular education to Jews on the Lower East Side of Manhattan in 1886 to a prestigious, multifaceted institution that integrates the knowledge of Western civilization and the rich treasures of Jewish culture.

Yeshiva University today supports three undergraduate schools (including honors programs and Torah studies programs), seven graduate and professional schools, renowned affiliates such as the Albert Einstein College of Medicine and the Rabbi Isaac Elchanan Theological Seminary, a diverse multitude of scholarly centers and institutes, and several libraries, a museum, and a university press, located on campuses both in the United States and Israel.

One of the marvelous aspects of a Yeshiva University education is the way the University's multiple disciplines intersect. Students pursuing rabbinical ordination at the Seminary can also take advanced courses in counseling and therapy from the Ferkauf Graduate School of Psychology or Wurzweiler School of Social Work. Science researchers at Stern College for Women convene conferences that bring together leading lights of science, bioethics, and religion; computer science majors sit in on lectures by the chief information officers of huge institutions as they struggle together to master the ethical dilemmas posed by big data and algorithms; and experts in cybersecurity at the Katz School of Science and Health collaborate with professors at the Benjamin N. Cardozo School of Law to launch ambitious, interdisciplinary coursework in data law and privacy.



Add to this intellectual rigor such activities as humanitarian missions to flood-ravaged areas, scores of student publications, running national nonprofit organizations founded by YU students like College EDge and START Science, and a respected athletics program, and it is clear that Yeshiva University is a vibrant, forward-looking institution that offers its students multiple ways to design lives and careers of service and purpose.

The Yeshiva University interactive timeline captures major milestones from the University's inception to today. Please see: <https://www.yu.edu/about/history>.

### ***Four New York City Locations, One University:***

Living and studying in the cultural capital of the world is an invaluable enhancement to any education. New York and its five boroughs offer experiences unlike any other city in the world: From Carnegie Hall to Yankee Stadium, from the Metropolitan Museum of Art to the Empire State Building, from the Lower East Side to the Upper West Side, from Harlem to Wall Street, New York has been called a laboratory of humanity. The plethora of kosher restaurants, synagogues, and Jewish culture also make New York City an ideal setting for the country's premier Jewish university.

Yeshiva University students study at [four campuses](#) in New York City: Wilf Campus (500 West 185th Street), Israel Henry Beren Campus (245 Lexington Avenue), and Brookdale Center (55 Fifth Avenue) in Manhattan, and the Jack and Pearl Resnick Campus in the Bronx (Eastchester Road and Morris Park Avenue).

All of the schools within Yeshiva comprise a multifaceted University community, but each school retains the intimate character of a smaller institution. The undergraduate colleges offer a unique dual curriculum comprising Jewish studies, liberal arts, sciences, and business courses. The undergraduate student population is primarily drawn from the Modern Orthodox Jewish community, which is Yeshiva University's centrifugal demographic. The graduate and affiliate schools, except for the Rabbinical Seminary, are non-denominational, offering tremendous opportunities to a broad, diverse student population for graduate and professional studies.





### ***Undergraduate Studies:***

- [Katz School of Science and Health](#)
- [Stern College for Women](#)
- [Sy Syms School of Business](#)
- [Yeshiva College](#)
- [Yeshiva University Summer Classes](#)

### ***Graduate Studies:***

- [Azrieli Graduate School of Jewish Education and Administration](#)
- [Benjamin N. Cardozo School of Law](#)
- [Bernard Revel Graduate School of Jewish Studies](#)
- [Ferkauf Graduate School of Psychology](#)
- [Katz School of Science and Health](#)
- [Sy Syms School of Business Graduate Studies](#)
- [Wurzweiler School of Social Work](#)



### ***Affiliate Schools:***

- [Samuel H. Wang Yeshiva University High School for Girls](#)
- [The Marsha Stern Talmudical Academy – Yeshiva University High School for Boys](#)
- [Rabbi Isaac Elchanan Theological Seminary \(RIETS\)](#)
- [Albert Einstein College of Medicine](#)



## ***President Rabbi Dr. Ari Berman:***



[Rabbi Dr. Ari Berman](#) was elected Yeshiva University's fifth president on November 15, 2016, and began his tenure in June 2017.

A gifted leader, scholar, and orator, Dr. Berman has a deep understanding of Yeshiva University and its unique culture after graduating with distinction from four of its schools. He earned his B.A. from Yeshiva College, his M.A. in Medieval Jewish Philosophy from the Bernard Revel Graduate School of Jewish Studies, and his rabbinical ordination from the Rabbi Isaac Elchanan Theological Seminary (RIETS). Following ordination, he was selected as a Fellow in RIETS' post-ordination study program for its most promising students and future rabbinic leaders. His studies also included two years of learning at Yeshivat Har Etzion in Israel, under the tutelage of the seminal Jewish thinker and leader Rabbi Dr. Aharon Lichtenstein. After making aliyah to Israel in 2008, Dr. Berman completed his higher education with a Ph.D. in Jewish Thought at the Hebrew University of Jerusalem, supervised by renowned philosopher Professor Moshe Halbertal.

Dr. Berman has a broad range of distinguished experience in the worlds of higher education and Jewish communal life. In 2000, he became Rabbi of The Jewish Center in New York City. Under his leadership, the congregation experienced a rise in all of its key metrics, including congregational satisfaction, membership, programming, services, outreach, public activities, and financial strength. Simultaneous with his pulpit at the Jewish Center, Dr. Berman served as an Instructor of Talmud at Yeshiva College. In 2013 he became Instructor of Jewish Thought at Midreshet Moriah, lecturing on the interface between Jewish law and philosophy, and exploring the manner in which central theological issues were understood and addressed in different periods throughout Jewish history.

In 2015, Dr. Berman was appointed head (Rosh ha-Merkaz) of Hechal Shlomo – Center of Jewish Heritage in Jerusalem, where he initiated a transformation of the historic organization into an international center for Jewish life, learning, and leadership. He also served as a lecturer of rabbinic literature in Herzog College's Jewish Studies Department and was selected to sit on its Executive Leadership Council, the governing body that establishes policies and sets direction for all major issues regarding the college's operation.

Dr. Berman is an active and erudite spokesman for the Jewish community. He lectures widely throughout the U.S. and Israel and has written numerous articles on subjects including current trends in Jewish thought and the future of Orthodoxy. He is married to Anita Berman, and they have five children.



## Opportunities and Expectations for Leadership

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Among the many objectives on which the Executive Vice President and Chief Operating Officer will be measured during the first three years in office are the following. They are presented here in no particular order of importance.

### **Partner with the President to Chart the Vision for YU's Future:**

In this newly created role, the EVP-COO will work closely with President Berman to advance his stated priorities and effectuate change, enabling Yeshiva University to fulfill its distinctive mission. Working closely with other members of the President's leadership team, the EVP-COO will assist the President with vision, strategy development, partnerships, fundraising, and convening of the big ideas that shape Yeshiva's current community as well as its future.

Over the past decade, Yeshiva has encountered fiscal challenges that had created a structural deficit in its budget. Working tirelessly over several years, Yeshiva's President and the University's administrative and academic leadership teams, working closely with the Board of Trustees and with the support and engagement of the entire university community, have reduced expenditures, refinanced debt, created new programs to enhance revenue, and have generally made the sacrifices and taken the action steps necessary to create a new trajectory of growth. Upon becoming President, among Dr. Berman's top priority was working with lay and administrative partners to create a multi-year financial framework towards eliminating the deficit and growing the University.

One of the University's boldest moves during this period was to transfer the financial and day-to-day operational rights of the Albert Einstein College of Medicine from Yeshiva University to Montefiore Medical Center. The transfer restructured the balance sheet, helped produce sufficient cash to provide liquidity for University operations for several years, and allowed Yeshiva to make selected, focused investments in mission-centric, revenue-producing programs. As the University executes success on its long-range budget plan and the liquidity provided by the Einstein decision is reduced, it will be critical that the EVP-COO maintain vigilance and discipline regarding operating and capital expenditures, as well as find new sources of revenue in line with how universities are being funded today.



The relationship among the COO-EVP, President, and Board Leadership is critical to implement change to the business model to design and execute changes that will support financial stability and allow Yeshiva to remain viable in the years ahead. The incoming EVP-COO will lead a sophisticated, cost-conscious, and forward-thinking budget planning process that will address the goals of each school/department across the university, aligning those goals with a strong framework to support YU's mission and vision for the future.

**Strengthen, Integrate, and Lead Yeshiva's "Business Services" to Transform the University:**

The creation of the EVP-COO role represents a shift from the status quo, with finance and operations reporting under one senior leader. The incoming EVP-COO will hire a new CFO to manage the finance department, as well as ensure all operational/administrative units are focused on transforming the University as it maintains its current upward trajectory and recovers from past financial challenges.

Embracing a culture of innovation and forward momentum, the new EVP-COO will have the opportunity to review the structure and allocation of personnel and to create or revamp policies and procedures to ensure the optimal level of efficiency and service to the University community.

**Forge Partnerships Across the University:**

Critical to EVP-COO's success will be strong and symbiotic working relationships across the University, particularly with Yeshiva's provost, deans, and the leaders of its co-curricular enterprises. Yeshiva's entrepreneurial deans are working diligently to position the institution for growth related to academic programs and student headcounts. In recent years, new terminal Master's degree programs have been established, and others are in the design stage. There is elasticity for the undergraduate student body to grow, and a new chief enrollment officer is poised to enhance the University's marketing and recruitment efforts. The new EVP-COO will partner with colleagues across the University to ensure the viability of Yeshiva's investments in these and other programs and to optimize their impact on the institution.

**Embrace the Mission and Become Immersed in Yeshiva's culture:**

Yeshiva's culture, educational offerings, philosophy, and its very ethos are unique and the reason the current leadership team works tirelessly on behalf of the institution. Yeshiva's citizens are not members of a generic or interchangeable community; they have specifically chosen to become part of the fabric of this singular institution. Not surprisingly, leaders who have been most successful at Yeshiva have fully embraced the institution at a level far more profound than simply the professional. Yeshiva's leaders understand that they are part of a global movement much larger than the brick and mortar walls of the institution itself. The ideal candidate will view the EVP-COO role as an opportunity to blend his/her personal and professional passions dedicated to a vital cause he/she fully supports.

Like all other members of President Berman's leadership team, the EVP-COO should support Yeshiva University's vision to remain the preeminent university uniquely positioned to meet the challenges and to seize the opportunities of shifting demographics in the Jewish world, the rise and growth of the State of Israel, the advancing demands of a next generation workplace, and the new big questions encountered by all of society in light of the technological and social revolutions now taking place.

Yeshiva can serve as a bridge between different elements of the Jewish people, between the State of Israel and the rest of the world, between various faith communities, and between the Jewish people and the broader society, both nationally and globally. As the University is positioned increasingly to plan future investments, the new EVP-COO will play a critical role in partnership with the President in prioritizing the institution's new initiatives, including their anticipated scholarly, pedagogical, cultural, and/or financial dividends, as well as in creating new revenue streams that can capitalize on emerging opportunities in the market and the higher education sector.

## Qualities and Qualifications of the Ideal Candidate

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The EVP-COO first and foremost will be a leader of people and programs with an ability to cast a long-term vision and strategy to support an institution's administrative, financial, and operational systems to ensure future health through growth and expansion. The EVP-COO will create and sustain new internal systems and structure to match organizational growth and transformation to track goals and accomplishments in support of sound operations, financial health, and fundraising growth.

With a proven ability to lead organizational change, the ideal EVP-COO candidates will offer the following professional and personal characteristics:

- An understanding that strong operations and people development are the foundations of organizational success and the skills and experiences required to instill policies and practices that lead to continued growth and impact;
- Ability to build trust, credibility, and goodwill with University leadership, Board Members, Deans, Faculty, and staff;
- Proven experience successfully leading operations, administrative, and/or financial functions of a complex organization;
- A drive to make things happen with proven experience managing high-performing teams, rigorous standards for success, and an emphasis on progress and forward-thinking strategy;
- Exceptional critical thinking and problem-solving skills, with excellent judgement and a strong ability to communicate in writing and verbally;
- Unimpeachable integrity and moral compass, with emotional intelligence, to ensure internal organizational culture is consistent with highest ideals of equity;
- Demonstrated ability to determine the needs of high-level stakeholders and the capacity and ability to deliver on them;
- While there is no faith requirement for this position, a personal passion for and commitment to the vision and mission of Yeshiva University is required, along with a commitment to the safety and integrity of the Jewish State of Israel;
- A Bachelor's degree is required and an M.B.A. or other appropriate advanced degree or professional licensure is strongly preferred; and
- While leadership experience within an institution of higher education is strongly preferred, candidates who can demonstrate success in a complex environment characterized by multiple



subsidiary enterprises spread geographically over various sites will be at a particular advantage, as will candidates who demonstrate a track record of collaboration and teamwork.

*Yeshiva University has a long-standing commitment to equal opportunity and affirmative action. It is committed to achieving nondiscrimination and equality of opportunity in employment and in all spheres of academic life. All University-wide decisions are based on equitable and equally applied standards of excellence.*

## Procedure for Candidacy

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Nominations, applications, and inquiries are being accepted for the position. Consideration of candidates will continue until the position is filled. Candidates should submit, in confidence, a resume and cover letter.

Communications, nominations, applications, and inquiries concerning this search should be directed to:



Jill Lasman, Senior Executive Vice President

[jlasman@LindauerGlobal.com](mailto:jlasman@LindauerGlobal.com)

Prior to submitting your resume for this position, please read it over for accuracy. Lindauer does verify academic credentials for its candidates, and our clients frequently conduct background checks after an offer has been made.