Founded in 1875, Hebrew Union College-Jewish Institute of Religion (HUC-JIR) educates individuals for service to the Reform Movement and the Jewish people worldwide as rabbis, cantors, educators, and nonprofit management professionals, and offers graduate programs to scholars and clergy of all faiths. HUC-JIR seeks a visionary and dynamic leader to become its 13th President, whose positive energy, character, integrity, intellect, and passion will inspire all those associated with the institution.

Due to the untimely death of HUC-JIR’s President, Rabbi Aaron Panken, Ph.D., z”l, HUC-JIR finds itself unexpectedly in need of new leadership. Building on a rich history of success, the next President will bring bold ideas and leadership to engage the community in developing shared directives that continue to propel HUC-JIR to the furthest reaches of excellence. The next President will embrace HUC-JIR’s culture of community by building meaningful and personal relationships with students, faculty, staff, alumni, and donors.
Hebrew Union College-Jewish Institute of Religion is North America’s premier institution of Jewish higher education and the center for professional leadership development of Reform Judaism. A multi-campus academic and spiritual learning community, HUC-JIR builds vibrant progressive Judaism in North America, Israel, and around the globe by:

- Studying the great issues of Jewish life, history, and thought with an open, egalitarian, inclusive, and pluralistic spirit;

- Educating innovative, visionary clergy and professionals who embody the sustaining values, responsibilities, practices, and texts of Jewish tradition to inspire future generations; and

- Advancing the critical study of Judaism and Jewish culture in accordance with the highest standards of modern academic scholarship.
In recent years, HUC-JIR has continued to build on its reputation in the Jewish world and beyond by maximizing the impact of its four campuses, bolstering its financial independence, and providing leadership for a changing religious world in North America and Israel. Some of those accomplishments have strengthened the College-Institute financially. For example, HUC-JIR has:

- Grown its endowment to over $200 million through disciplined fundraising and investment;
- Dedicated the Zelikow School of Jewish Nonprofit Management and the Pines School of Graduate Studies; and
- Received a $15 million gift for the naming of the Taube Family Campus in Jerusalem.

HUC-JIR has expanded its reach in North America with the following achievements:

- Continued success in placing 100% of graduates in jobs within one year of ordination or graduation;
- Increased student recruitment, resulting in a 2018 first year class that is 15% larger than 2017 and 24% larger than 2016;
- Created the AlumniLearn online educational program for alumni;
- Developed the College Commons (podcast and online learning) program for congregations and individuals to learn with HUC-JIR;
- Launched the Founders’ Fellowship to support college students excited about enhancing progressive Jewish life on their college campus;
- Funded the creation of American Values, Religious Voices, a national nonpartisan campaign that brought together scholars from a diverse range of religious traditions to articulate core American values to guide national politicians, starting with the 2017 Presidential Inauguration; and
- Reopened the Skirball Museum in Cincinnati.

The Taube Family Campus in Jerusalem is the center of religious pluralism in Israel. In recent years HUC-JIR has:

- Ordained the 100th Reform rabbi in Israel;
- Created the Teachers’ Room program with the Banki family to train Jewish, Christian, and Muslim teachers interested in pluralism and cross-cultural connection; and
- Enrolled the largest first year class of Israeli rabbinical students.
At HUC-JIR, students enjoy opportunities to develop as leaders of the global Reform Movement as well as diverse communities throughout North America, Israel, and around the world.

As students prepare to become rabbis, cantors, leaders in Jewish education, Jewish nonprofit professionals, pastoral counselors, or scholars, they are guided by world-class faculty and enjoy a welcoming student community driven by innovation, social consciousness, and intellectual meaning. Students study side-by-side with future colleagues across diverse fields and faiths and have access to the broadest range of professional development experiences leading to career placement.

HUC-JIR’s academic programs include:

- **Rabbinical School** / Rabbinical Ordination and M.A. in Hebrew Letters / Literature;
- **Debbie Friedman School of Sacred Music** / Cantorial Ordination and Master of Sacred Music;
- **Rhea Hirsch School of Education and New York School of Education** / M.A. in Jewish / Religious Education; Executive M.A. in Jewish Education; and DeLeT Fellowship – Day School Teachers for a New Generation;
- **Zelikow School of Jewish Nonprofit Management** / M.A. in Jewish Nonprofit Management; dual M.A. degrees with University of Southern California in Business Administration, Social Work, Public Administration, and Communication Management; M.S. in Organizational Leadership and Innovation; and Certificate in Jewish Organizational Leadership;
- **Joan and Phillip Pines School of Graduate Studies** / Ph.D., M.A. degrees for students of all faiths; Doctorate in Hebrew Letters for rabbinical alumni; and Interfaith Doctor of Ministry for clergy of all faiths;
- **Undergraduate Judaic Studies** / HUC-JIR provides undergraduate Judaic Studies programs for students at University of Southern California (Los Angeles) and Xavier University (Cincinnati);
- **Year-In-Israel Program** for all first-year rabbinical, cantorial, and full-time education students from North America;
- **Israel Programs**: Rabbinical Program; M.A. in Pluralistic Jewish Education; Mezorim/Chaplaincy Program; Tolerance Education for Jerusalem teachers; and
- **Students have joint degree opportunities** in rabbinical, cantorial, Jewish education, and Jewish nonprofit management programs and can go on to earn a Ph.D. at the Pines School of Graduate Studies.
STUDENTS
With an enrollment of about 400 full-time students and 800 part-time education students, graduate studies students, and undergraduate students at USC and Xavier University, HUC-JIR has the largest number of rabbinical, cantorial, Jewish education, Jewish nonprofit management, and graduate studies students of all Jewish seminaries in North America. Students benefit from HUC-JIR’s exceptional resources, including the Klau Library (the second largest Jewish library in the world) and the Jacob Rader Marcus Center of the American Jewish Archives with its 15 million documents recording American Jewish history and preserving Reform congregational and institutional records.

HUC-JIR awarded 130 degrees during the 2017-2018 academic year in Cincinnati, Jerusalem, Los Angeles, and New York.

FACULTY
HUC-JIR’s world-class faculty are transforming contemporary understanding of Jewish text, pedagogy, and community building. HUC-JIR students enjoy nurturing mentored relationships, an extraordinarily low faculty-to-student ratio, and daily guidance and support from some of Judaism’s best minds. Leading scholar-practitioners provide professional development training that prepares students for the real-life challenges awaiting them. HUC-JIR faculty are internationally recognized for their scholarship, teaching, and mentorship of the Reform Movement’s professional and lay leaders and for cutting-edge research in the areas of Jewish studies, Jewish educational leadership, spirituality, pastoral counseling, Judaism and sexual orientation, Judaism and health, and Jewish-Muslim engagement.

ALUMNI
HUC-JIR is proud of its 4,000 active alumni throughout North America, Israel, and around the world, leading:

- Nearly 900 North American Reform congregations and Progressive synagogues in Israel and worldwide;
- College Hillels, academics at universities, congregational schools, Jewish day schools, bureaus of Jewish education, Jewish camping, JCC’s, Jewish museums, and youth programs;
- National and regional Jewish communal organizations, Israel advocacy, philanthropic foundations, and Jewish startups; and
- Military and healthcare chaplaincies.

The College-Institute values the continuing participation of its alumni in recruitment, fundraising, curriculum development, and strategic engagement across the campuses.
HUC-JIR is an international institution with four campuses and a global outreach capacity through distance education programs. HUC-JIR is strategically situated to maximize student recruitment, expand student and faculty field service to congregations and communities, enrich educational outreach, and sustain support. All HUC-JIR North American rabbinical, cantorial, and full-time education students are required to spend their first year of study at the Taube Family Campus in Jerusalem, where they establish lifelong ties to Israel that they later transmit as leaders of congregations, organizations, and communities worldwide. Students in the nonprofit management and graduate studies programs participate in intensive Israel Seminars at our Taube Family Campus in Jerusalem.

Congregations benefit from the proximity of HUC-JIR’s students who provide necessary services; many of these congregations could not otherwise afford the services of a rabbinical, cantorial, education, or synagogue management intern. Among the Union for Reform Judaism’s nearly 900 congregations, there are over 400 small synagogues, many of which survive through the service of monthly and biweekly student interns who commute from the nearest regional campus. Large congregations, similarly, thrive through the services of HUC-JIR students as rabbinical, cantorial, educational, and youth group interns, and religious school student teachers.
CINCINNATI: Students from around the world pursue their studies on the Cincinnati campus in the Rabbinical School and Pines School of Graduate Studies, and have access to the internationally renowned resources of the Klau Library, Jacob Rader Marcus Center of the American Jewish Archives, and the Skirball Museum.

LOS ANGELES: The Jack H. Skirball Campus in Los Angeles includes the Rabbinical School, the Rhea Hirsch School of Education, the Zelikow School of Jewish Nonprofit Management, and students have access to the resources of the Frances-Henry Library and Kalsman Institute on Judaism and Health, and enrichment offered by exhibitions. The Louchheim School of Judaic Studies provides Judaic studies courses for undergraduate students at the University of Southern California.

NEW YORK CITY: Students come to the New York campus to study in the Rabbinical School, the Debbie Friedman School of Sacred Music, the School of Education, and the Interfaith Doctor of Ministry Program. Students have access to a wide variety of resources including the Klaus Library, the Dr. Bernard Heller Museum, and the Blaustein Center for Pastoral Counseling. Students also have the opportunity to participate in meaningful projects and initiatives, including the New York Campus Soup Kitchen, the Spirituality Initiative, and the Be Wise Fellowship in Jewish Entrepreneurship.

JERUSALEM: HUC-JIR is the only Progressive North American seminary with a full campus in Israel, located on historic King David Street in the center of Jerusalem. The Taube Family Campus in Jerusalem is the headquarters for the Reform Movement in Israel, including the World Union for Progressive Judaism, Israel Movement for Progressive Judaism, Union for Reform Judaism, and Israel Religious Action Center. HUC-JIR prepares Israeli rabbis, educators, and pastoral counselors who are pioneering religious pluralism in the Jewish State and serving the global Jewish people. Scholars and students from around the world are enriched by the excavations and publications of the Nelson Glueck School of Biblical Archaeology, and the resources of the Abramov Library and Skirball Museum. The Murstein Synagogue welcomes the community for services and holidays.

The growth of HUC-JIR’s four campuses has created a university distinguished for its depth and breadth of offerings. By utilizing these extensive resources and facilities, HUC-JIR is uniquely able to train transformational leaders and create innovative programs for the Reform Movement, the Jewish people, and the larger world.
HUC-JIR works closely with our partner institutions of the Reform Movement, including the Union for Reform Judaism (URJ), representing the nearly 900 congregations and 1.5 million Reform Jews in North America; the Central Conference of American Rabbis (CCAR), the Reform rabbinate’s international professional organization; the American Conference of Cantors (ACC), and the Association of Reform Jewish Educators (ARJE). In addition, HUC-JIR works together with the World Union for Progressive Judaism (WUPJ), linking Reform congregations around the globe; the Israel Movement for Reform and Progressive Judaism (IMPJ), the umbrella organization for Reform congregations and institutions in Israel; and Women of Reform Judaism (WRJ), among many others.
THE BOARD OF GOVERNORS:
The Board of Governors is legally invested with the governance of all four locations of the College-Institute. The Board bears ultimate responsibility for the operations and activities of HUC-JIR.

The Board of Governors is comprised of fifty-five members, including the President who serves ex-officio. The Board meets annually on each stateside campus and travels to Israel every three years, at a minimum. Board members come from across North America and Israel.

The committees of the Board of Governors are concerned with all aspects of life and activity at the College-Institute and are the primary bodies through which the Board operates.

SENIOR ADMINISTRATION:
The senior administration of the College-Institute sits across its four campuses and is composed of the Provost, three Vice Presidents, and four campus Deans. The Director of the Jacob Rader Marcus Center of the American Jewish Archives also reports directly to the President.
HUC-JIR, North America’s pre-eminent progressive seminary, is approaching its 140th anniversary. In light of this significant milestone, it, like other universities and seminaries, is working to balance innovation and improvement with efficiency and sustainability. HUC-JIR is continuously advancing and in recent years has celebrated many successes, while tackling challenges as well.

In 2014, HUC-JIR released a strategic plan that has guided its work since then around five strategic pillars:

**THOUGHT LEADERSHIP:** HUC-JIR will develop a thought leadership initiative that will expand its reach via creative use of technology, teaching to key audiences for recruitment and development, and offering resources and educational opportunities for alumni and lay leaders in partnership with appropriate organizations. This will strive to enhance HUC-JIR’s position as a vibrant intellectual center for scholarship, research, and learning within the Reform Jewish community and the Jewish world.

**RECRUITMENT AND ADMISSIONS:** HUC-JIR will evaluate, reshape, and implement new recruitment and admissions strategies that will raise the number of quality incoming students across all programs and create a new generation of first-rate Reform Jewish leaders to serve the Jewish people and the world.

**SUSTAINABILITY AND GROWTH:** HUC-JIR will continue to build and sustain its future and its funding, while supporting the Reform Movement and its congregations and organizations. It will develop new sources of revenue and fundraising, enhanced efficiency in its operations, and broader pluralistic outreach, making the institution more widely relevant, financially sustainable, and self-sufficient.

**CURRICULUM:** HUC-JIR will create a process for the review and redesign of its various curricula and programmatic offerings, starting with the Rabbinical School, in order to prepare students to meet the needs and challenges of the changing Jewish world. One specific focus of this process will be to examine the Hebrew skills of students and how HUC-JIR can enhance language learning through creative new means in Jerusalem and the stateside campuses. HUC-JIR will also evaluate its faculty, library, and archival resources for their appropriateness, relevance, and accessibility.

**ISRAEL:** HUC-JIR will continue the process of crafting HUC-JIR’s key role in building and sustaining the Israeli Reform Movement, advocating for Progressive and Reform values in the State of Israel, and strengthening the relationship between Israel and Jews all over the world.

With much of the 2014 plan now implemented, the Board of Governors and staff have taken steps to design a new plan that can guide the institution going forward. This planning was interrupted due to Rabbi Panken’s death but will be continued under the leadership of the next President.
HUC-JIR is committed to advancing academic excellence while supporting fiscal sustainability. HUC-JIR’s endowment of over $500,000 per student provides for significant support of ongoing operations and the ability to successfully surmount economic cycles. HUC-JIR’s endowment of over $200 million as of December 2017 experienced one-year and five-year annual returns of 14.1% and 8.8% respectively.

Over the previous five fiscal years, HUC-JIR’s revenue ranged between $46 million and $52 million with similar expectations for the fiscal year ending June 30, 2018. Revenue is comprised of 20% Union of Reform Judaism congregational dues, 15% student tuition and fees, 40% gifts and grants, 20% investment income, and 5% contracted instruction and other revenue. HUC-JIR’s students received over $4.9 million in scholarship, stipends, and student assistance with scholarships covering 57% of tuition requirements.

HUC-JIR maintains a focus on disciplined operations, cost control, and efficiency improvement to continue solidifying its sustainable financial future. Instruction, academic support, and student stipends comprise nearly two-thirds of its operating budget.

**FUNDRAISING:**

HUC-JIR continues to meet its fundraising goals. General goals of annual and targeted fundraising include, but are not limited to, the following:

- Sustain its campuses as vital centers for educational and cultural outreach not only to the Jewish Reform community, but to those of all faiths and backgrounds;
- Nurture the world-class faculty and encourage their teaching, research, and outreach to the community;
- Provide students with the financial and academic resources to become transformative leaders;
- Preserve and disseminate the treasures of the Klau Libraries, Frances-Henry Library, and S. Zalman and Ayala Abramov Library, and the Jacob Rader Marcus Center of the American Jewish Archives;
- Strengthen HUC-JIR’s role in Israel as it supports pioneering rabbis and educators who are advocates for religious freedom in the Jewish state;
- Prepare graduate students of all faiths for lives of scholarship and teaching; and
- Enhance distance learning programs to engage students wherever they live and work.

In fiscal year 2018, HUC-JIR raised significant operating and endowment funds:

<table>
<thead>
<tr>
<th>Fund Type</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>Unrestricted</td>
<td>$3.4 million</td>
</tr>
<tr>
<td>Restricted</td>
<td>$13.7 million</td>
</tr>
<tr>
<td>Endowment</td>
<td>$3.89 million</td>
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</tbody>
</table>

The plans to launch a new comprehensive fundraising campaign in the Fall of 2018 were put on hold after the death of Rabbi Panken. HUC-JIR has launched a campaign to name and endow a Rabbi Aaron Panken Professorship on each of its four campuses. The campaign is scheduled to end in Fall 2018. In partnership with the next President, future campaign planning will recommence.
Rabbi David Ellenson, Ph.D.,
Chancellor Emeritus of HUC-JIR,
serves as Interim President of HUC-JIR. Rabbi Ellenson served for 12 years as President (2001-13), and was appointed Interim President by the Board of Governors upon the passing of Rabbi Aaron Panken, Ph.D., z”l, in May of 2018. Rabbi Panken had previously succeeded Rabbi Ellenson as President in 2014.

Rabbi Ellenson has just concluded his tenure as Director of the Schusterman Center for Israel Studies at Brandeis University, a position he has held since 2015. He has written extensively on the origins and development of Orthodox Judaism in Germany during the nineteenth century; Orthodox legal writings on conversion in Israel, North America, and Europe during the modern era; the relationship between religion and state in Israel; the history of modern Jewish religious movements; and American Jewish life. Ellenson received his Ph.D. from Columbia University in 1981 and was ordained by HUC-JIR in 1977. Previously, he received his A.B. degree at the College of William and Mary and the University of Virginia granted him an M.A. in Religious Studies.

Rabbi Aaron Panken, Ph.D., z”l was elected President by the Board of Governors on July 31, 2013 and officially began his presidency on January 1, 2014. Ordained by HUC-JIR in New York in 1991, Rabbi Panken previously served as Vice President for Strategic Initiatives (2007-2010), Dean of the New York Campus (1998-2007), and Dean of Students (1996-1998). He joined the HUC-JIR faculty in 1995, and taught Rabbinic and Second Temple Literature, with research interests in the historical development of legal concepts and terms; narrative development; and development of holiday observances. His publications included The Rhetoric of Innovation (University Press of America, 2005), which explored legal change in rabbinic texts; the newly published, co-edited Engaging Torah: Modern Perspectives on the Hebrew Bible; and articles in leading academic journals and scholarly volumes.
THE NEXT PRESIDENT

CHALLENGES & OPPORTUNITIES
The President of HUC-JIR reports to the Board of Governors and is responsible for enhancing and sustaining HUC-JIR’s mission and all its operations. Embarking on the search for the 13th President, HUC-JIR seeks a visionary leader who will continue the tradition of building upon past successes and will set the tone of advancement for the entire HUC-JIR community by:

Leading and inspiring the community as a guiding force for a world-renowned institution of Jewish higher learning: The next President will have an opportunity to shape the future of the Reform Movement and the larger Jewish landscape. The next President will demonstrate an unwavering commitment to ensuring the vibrancy of both HUC-JIR and the future of Reform Jewish life in North America and Israel. The next President must exemplify the values of Reform Judaism including intellectual rigor and honesty, spiritual creativity and depth, and an appreciation of diverse populations and perspectives. The next President will do this by modeling and driving excellence in the service of HUC-JIR’s mission and inspiring internal and external stakeholders to actively participate in and contribute to HUC-JIR’s growth with a spirit of ambition and entrepreneurialism, as well as a commitment to institutional self-evaluation and renewal.

Providing leadership for the conceptualization and development of HUC-JIR’s next strategic plan: In collaboration with the Board, staff, and faculty, the next President will help design and implement a new actionable, data-driven strategic plan effectively, create the organizational and financial conditions required to ensure its implementation, and deliver change that enables HUC-JIR to move forward while remaining true to its mission.

Attracting, developing, and retaining HUC-JIR’s talented and dedicated faculty and staff and engaging with its students: Supporting and valuing the people of HUC-JIR is an ongoing priority for the President. He/she will be expected to serve as a role model for personal engagement while also ensuring provision of the tangible resources required to maintain a healthy, thriving multi-campus community.

Attracting additional resources to allow HUC-JIR to fulfill its mission: The next President will enhance the financial stability of HUC-JIR by continuing to engage alumni, friends, and other key supporters to strengthen HUC-JIR’s endowment and diversify its resource base.

Seeking the optimal balance between HUC-JIR’s strategic goals and financial realities: HUC-JIR seeks a leader who will support and further strengthen its core mission in a manner that ensures the long-term financial health of the institution.

Serving as the international public spokesperson of HUC-JIR: The President of HUC-JIR plays a critical role in shaping the future of the Jewish people. The next President will continue to raise the profile of HUC-JIR by reaching academic, religious, and lay audiences in North America, Israel, and around the world. The President will partner with other thought leaders in the Reform Movement and in the broader Jewish world to chart the course of Judaism in the 21st century.
THE NEXT PRESIDENT

QUALIFICATIONS & PERSONAL CHARACTERISTICS

The successful candidate will be an intellectual and a leader with a deep commitment to Reform Judaism. Ideally, the next President will have successfully led an academically excellent organization or unit of some scale, have earned a Ph.D. degree or terminal degree, and/or rabbinical/cantorial ordination. The ideal candidate will possess a clear ability to reinforce values of collaboration, inclusion, compassion, and fairness in all aspects of leadership and community engagement. Additionally, the 13th President of HUC-JIR should possess many of the following qualities and qualifications:

- An inspirational visionary with a passionate commitment to Reform Judaism and Jewish tradition who will help lead the College-Institute in its exploration of Jewish scholarship, tradition, innovation, culture, and identity, and who will help shape the future of the Jewish people in North America, Israel, and internationally;
- A desire to strengthen and develop academic programs that fulfill HUC-JIR’s mission, enhance its stature, and support its financial sustainability;
- Experience and success in raising funds, enhancing resources, and spearheading initiatives to develop and attract new and varied financial resources;
- An ability to attract and maintain a faculty of high reputation and foster academic excellence in both education and research, continuing the tradition of contributions to the Jewish and scholarly world;
- An excitement to serve as the leading spokesperson for HUC-JIR with both internal and external constituencies, including faculty, staff, students, the Board of Governors, Boards of Overseers, the campus communities, alumni, donors, the other arms of the Reform Movement, government, the media, and the general public – and as a thought leader and vital voice on issues of importance to the Reform Movement;
- An ability to help shape and work effectively with the Board of Governors, ensuring that the Board is kept well-informed on matters related to strategic initiatives;
- A disposition to direct HUC-JIR’s senior leadership team, ensuring that the team is efficient and effective in its operations, and build a cooperative culture across its four campuses in support of the HUC-JIR mission;
- A “people person” who thrives on interacting with others and has the capacity to listen, receive, and incorporate input from all campus constituencies;
- Unwavering dedication to sustaining a vital relationship with Israel by cultivating the growth of Progressive Reform Judaism in Israel and strengthening the ties between North American and Israeli Jewry;
- The acumen to oversee the human and financial resources of the institution to ensure fiscal soundness and accountability;
- An entrepreneurial spirit and a creative force in envisioning and reimagining Jewish professional leadership, and in exploring new modalities of community building within the synagogue and beyond;
- An ability and willingness to maintain a strong relationship with the Union for Reform Judaism, the Central Conference of American Rabbis, and other organized bodies of Reform Judaism;
- A respected spokesperson for Jewish values and goals who can communicate and inspire a vision of the world consistent with the Jewish faith;
- An aptitude for and willingness to embrace new technology to strengthen teaching, learning, building of community, and practice of Jewish tradition;
- A willingness to engage with other institutions of higher learning to create partnerships;
- An advocate for inclusivity, gender equality, and LGBTQ and human rights; and
- An understanding of the importance of increasing financial support for students.
The preferred start date for the President is January 1, 2019.
For best consideration, please send all nominations and applications, electronically and in confidence, to:

Shelly Weiss Storbeck, Managing Partner
Susan VanGilder, Partner
Matthew Marsallo, Associate
HUC-JIRPresident@storbecksearch.com

For more information, please visit HUC-JIR’s homepage at huc.edu.

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