Yeshiva University

Chief Human Resources Officer
Yeshiva University
New York, New York

THE SEARCH

Yeshiva University (Yeshiva or YU), the flagship Jewish university, seeks a relational, dedicated, and thoughtful human resources leader to serve as its Chief Human Resources Officer (CHRO). The CHRO will join Yeshiva at a moment of institutional strength, increasing influence, and ambitious growth. Working in close partnership with senior leadership, the CHRO will help shape, advance, and support the University's workforce and mission-driven growth.

Yeshiva University is distinguished by its commitment to Jewish values as the foundation of its educational mission. Its undergraduate colleges are deeply rooted in the Orthodox Jewish tradition, integrating rigorous secular academics with intensive Torah study, religious observance, and Jewish values. Many of its graduate and professional schools, including the Azrieli Graduate School of Jewish Education and Administration, the Benjamin N. Cardozo School of Law, the Ferkauf Graduate School of Psychology, the Bernard Revel Graduate School of Jewish Studies, Sy Syms School of Business, the Katz College of Science and Health, the College of Dental Medicine, and the Wurzweiler School of Social Work, offer an inclusive academic environment, bringing together students and faculty from countries and cultures around the world for advanced scholarship, research, and professional preparation. Other graduate programs, particularly those in Jewish studies and Jewish education, are explicitly grounded in YU's religious and intellectual traditions. Across all its schools, Yeshiva is united by its core Jewish values that affirm the dignity of every human being, the pursuit of truth, and the responsibility to use knowledge in service of the greater good.

Recently, YU has demonstrated sound financial management and sustained growth, expanded its academic portfolio, substantially increased graduate enrollment, broadened its donor base, and extended its reach and reputation. More than 40 graduate programs have been created, graduate enrollment has grown from approximately 1,900 to more than 5,000 students, and Yeshiva has made important investments in engineering, mathematics, computer science, business, health sciences, the formation of a new college of dentistry, and other areas of academic and professional importance. At the undergraduate level, increased interest in YU and a commitment to excellence have contributed to healthy enrollment. Together, these advances have strengthened YU as a multifaceted institution committed to teaching, learning, research, and service to the community across its campuses.

The next CHRO at Yeshiva University will have the opportunity to shape both institutional decisions and the everyday experience of working at YU. With a university-wide portfolio and close partnerships with academic, financial, and legal leadership, this leader will influence how YU recruits talent, supports its people, and aligns workforce priorities with its academic ambitions. Just as importantly, the CHRO will connect schools and campuses, strengthen employee trust, and help create an environment where people feel heard, valued, and connected to a shared purpose.

This opportunity comes at a consequential moment: new academic programs and an expanding dental school are increasing workforce needs while also requiring thoughtful choices about hiring, compensation, and benefits. The CHRO will bring employee perspectives and market evidence into those decisions, advocate for sustainable improvements, and communicate with clarity and care. For a leader motivated by both strategy and human connection, this is an opportunity to make a tangible difference, helping YU advance its ambitions while strengthening the employee community that makes them possible.

Yeshiva University has retained Isaacson, Miller, a national executive search firm, to assist in conducting this important search. All inquiries, applications, and nominations for this opportunity should be directed to the firm as indicated at the end of this document.

YESHIVA UNIVERSITY

Yeshiva University is a values-driven institution with a distinctive place in American higher education and in the life of the Jewish people since its founding in 1886. Rooted in its commitment to Torah and academic excellence, Yeshiva prepares students to lead lives of meaning, purpose, and contribution. Its educational mission reflects the conviction that the pursuit of knowledge should be joined with compassion, moral responsibility, and service to others.

Faith-based undergraduate schools bring together Jewish study with academic excellence and achievement in the liberal arts, sciences, and business. Its graduate programs in law, social work, business, Jewish studies, Jewish education, psychology, science, and technology prepare students to positively impact the community, the country, and the world. National and international students are eager to study at a top-ranked U.S. News & World Report university with rich traditions and values. YU currently enrolls over 7,000 students, including 2,000 undergraduates, across its campuses.

The three undergraduate schools, Yeshiva College, Stern College for Women, and Sy Syms School of Business, offer 65 rigorous programs in the arts, sciences, and business, as well as extensive offerings in Torah and Jewish studies. Yeshiva's schools and colleges are located across four campuses in New York City—Wilf Campus, Beren Campus, and Brookdale Center, all in Manhattan; the Resnick Campus in the Bronx; and a high school campus in Queens.

YU's graduate programs offer a unique educational experience that infuses Jewish values with the opportunity to pursue academic excellence. YU's graduate and professional programs are offered through the Azrieli Graduate School of Jewish Education and Administration, the Benjamin N. Cardozo School of Law, the Bernard Revel Graduate School of Jewish Studies, the Ferkauf Graduate School of Psychology, the Katz College of Science and Health, the Sy Syms School of Business, the Wurzweiler School of Social Work, and the recently launched College of Dental Medicine. YU also has two high schools and a rabbinical seminary.

Yeshiva employs nearly 800 faculty members, 360 full-time and the remainder part-time, and more than 840 total administrative staff (full- and part-time).

REPORTING STRUCTURE

Andrew J. Lauer, Senior Vice President of Operations and General Counsel

The CHRO reports to Andrew (Avi) Lauer, Esq., who serves as Senior Vice President of Operations and General Counsel at Yeshiva University and is a member of its senior leadership team. He oversees all operational and legal matters, significant business issues, and strategic initiatives for YU and its affiliates in the United States and abroad. Previously, Mr. Lauer was a partner at an international law firm, specializing in labor and employment law. He also served as Senior Employment Counsel at PricewaterhouseCoopers Consulting, Assistant General Counsel at Deloitte & Touche USA, and an Assistant District Attorney in Kings County, Brooklyn.

Mr. Lauer serves on the Audit and Finance Committees of the National Association of College and University Attorneys and the Board of Trustees of the Albert Einstein College of Medicine. An ordained rabbi, he serves as a Judge on the Beth Din of America, focusing on corporate, commercial, and employment law. He lectures at Yeshiva University's Rabbi Isaac Elchanan Theological Seminary and has served as an Adjunct Professor of Management and Entrepreneurship at its Sy Syms School of Business.

ROLE OF THE CHRO

The Chief Human Resources Officer provides strategic vision, leadership, and oversight for all human resources functions in support of Yeshiva University's mission, values, and institutional priorities. As Yeshiva's senior human resources executive, the CHRO develops and executes a comprehensive people strategy to attract, develop, engage, and retain exceptional faculty, staff, and leaders. The CHRO serves as a trusted advisor to senior leadership on workforce strategy, organizational effectiveness, talent management, employee engagement, labor relations, compensation, benefits, compliance, and institutional culture.

The CHRO leads an organization that delivers integrated and innovative human resources programs and services, including talent acquisition, workforce planning, organizational development, leadership

development, employee and labor relations, compensation, benefits, retirement programs, HR technology, compliance, workforce analytics, and employee experience initiatives.

YU's labor relations environment includes a staff bargaining unit represented by 1199, encompassing clerical, food service, maintenance, custodial, and laboratory roles; faculty are not unionized. The CHRO will sustain constructive union relationships in partnership with university legal leadership and outside labor counsel.

The CHRO oversees five direct reports, including the Director of University Benefits, Director of HRIS, Director of Payroll, Sr. Director, Talent Management & Equity Compliance and Deputy Title IX Officer, and HR Generalist. The CHRO oversees approximately $2.6 million in personnel expenses, $600,000 in professional and technical services, and approximately $52 million in employee benefits. The CHRO partners closely with university leadership, Academic Affairs, Finance, Budget, Information Technology, and other key stakeholders to build an agile, inclusive, and high-performing organization capable of supporting YU's long-term strategic objectives.

Together, these responsibilities position the CHRO as an influential partner in advancing consistent employment practices and aligning workforce decisions with institutional priorities.

KEY OPPORTUNITIES AND CHALLENGES FOR THE CHRO

The next CHRO will be energized and inspired by the following opportunities and challenges:

Shape a people strategy that advances YU's academic ambitions.

The next CHRO will have the opportunity to translate YU's academic ambitions into a forward-looking people strategy that supports its evolving schools and programs. The opening of the dental school and the expansion of graduate education underscore the importance of anticipating workforce needs and aligning recruitment, onboarding, and HR support with academic priorities. Working closely with professionals throughout Yeshiva, the CHRO will bring market knowledge, organizational insight, and employee perspectives to decisions about talent and staffing. Through these activities and relationships, this leader will help YU attract and support the faculty and staff who advance its mission, while ensuring that people considerations inform institutional planning.

Strengthen HR's capacity to serve and partner across the university.

The next CHRO will strengthen HR's role as a responsive service provider and trusted university partner, leading a centralized function spanning talent management, benefits, payroll, and HR systems. Combining strategic direction with hands-on involvement, this leader will work closely with colleagues to advise on employee matters, clarify responsibilities, and support consistent practices.

Champion competitive, equitable, and sustainable compensation and benefits.

The next CHRO will have the opportunity to champion employee interests and shape a thoughtful approach to compensation and benefits. Working closely with finance and benefits advisers, the CHRO will benchmark positions, develop salary ranges, and establish a sequenced approach that balances market competitiveness, internal equity, and financial sustainability.

Strengthen the employee experience and connection across the university.

The next CHRO will have the opportunity to strengthen the sense of community that draws employees to YU and deepens their connection to its mission. This vital employee engagement initiative will excite employees and enhance their feeling of being part of a mission and an institution that are special and enhancing the world at large. Building on previous engagement efforts, including employee breakfasts, campus events, and newsletters, this leader will partner with university leadership to develop practical, sustainable ways to foster connection and recognition across schools and campuses. As a visible and approachable presence, the CHRO will listen to employee perspectives, support clear communication, and help shape a welcoming workplace where employees feel valued and supported.

ESSENTIAL RESPONSIBILITIES

Strategic Leadership and Workforce Planning

- Develops and executes a comprehensive university-wide human resources strategy aligned with institutional goals and priorities.
- Serves as a strategic advisor on workforce planning, organizational effectiveness, talent management, labor relations, and compensation strategy.
- Leads long-term workforce planning efforts including organizational design, succession planning, leadership pipeline development, and talent forecasting.
- Drives initiatives that enhance organizational capability, operational effectiveness, employee engagement, and institutional performance.
- Partners with academic and administrative leadership to identify and address current and future workforce needs.

Talent Management and Organizational Effectiveness

- Leads all aspects of talent acquisition, onboarding, retention, employee development, performance management, and leadership development.
- Oversees organizational development initiatives designed to strengthen leadership capabilities and promote a culture of continuous learning and professional growth.
- Leads change management initiatives that support institutional transformation and strategic priorities.

- Establishes programs and practices that foster employee engagement, collaboration, accountability, and a positive employee experience.

Compensation, Benefits, and Total Rewards

- Develops and oversees a comprehensive total rewards philosophy and strategy designed to attract, motivate, and retain high-performing faculty and staff.
- Oversees all compensation, classification, benefits, retirement, wellness, and recognition programs.
- Evaluates market trends and competitive benchmarks to ensure compensation and benefit programs remain competitive and fiscally responsible.
- Chairs the University's Benefits Advisory Committee and Retirement Plan Committees and provides strategic leadership regarding plan design, governance, and fiduciary responsibilities.
- Serves as Plan Administrator for University-sponsored benefit plans and ensures compliance with applicable regulatory requirements.

Employee Relations

- Provides executive oversight of employee relations programs and initiatives, ensuring fair, consistent, and legally compliant employment practices.
- Oversees workplace investigations, conflict resolution, grievance processes, and employee concerns.
- Serves as Yeshiva's chief spokesperson and representative in labor relations matters.
- Provides strategic leadership for collective bargaining, labor negotiations, grievance administration, arbitration matters, and union relationships.
- Partners with leadership to foster productive employee and union relationships that support institutional objectives.

Compliance, Governance, and Risk Management

- Oversees university compliance with all federal, state, and local employment laws and regulations.
- Ensures compliance with applicable requirements related to employment, compensation, benefits, immigration, equal employment opportunity, Title IX, labor relations, and workplace safety.
- Serves as the accountable executive for human resources risk management and compliance programs.
- Develops and maintains policies, procedures, and controls that support effective governance and risk mitigation.

- Provides regular reports and recommendations concerning workforce trends, compliance matters, and emerging risks.

HR Technology, Analytics, and Innovation

- Leads the strategic use of human resources technology to enhance operational effectiveness and service delivery.
- Develops and implements workforce analytics and human capital dashboards that support informed decision-making.
- Establishes key performance metrics to monitor workforce effectiveness, employee engagement, recruitment success, retention, compensation competitiveness, and organizational health.
- Drives innovation through the effective use of automation, artificial intelligence, and emerging technologies.
- Ensures the effective administration, security, and continuous improvement of human resources information systems.

Financial Stewardship

- Develops and manages the annual Human Resources operating budget.
- Partners with Finance and university leadership to support strategic workforce investments and resource allocation decisions.
- Utilizes analytical and financial data to evaluate program effectiveness and optimize organizational resources.

Leadership

- Leads, mentors, and develops a high-performing human resources team committed to service excellence, innovation, and continuous improvement.
- Builds collaborative relationships across all levels of YU.
- Models integrity, professionalism, accountability, and a commitment to Yeshiva's mission and values.
- Performs other duties and special projects as assigned by university leadership.

QUALIFICATIONS AND CHARACTERISTICS

The next CHRO will be an accomplished human resources leader with the experience, judgment, and vision to advance Yeshiva's institutional ambitions. The university welcomes candidates from all backgrounds who understand, respect, and embrace Yeshiva's mission and core values, including its relationship with the Modern Orthodox community, distinctive undergraduate dual curriculum, and the centrality of Israel to its identity and future.

For consideration, candidates must have the following qualifications:

- Bachelor's degree.
- Professional certifications such as SHRM-SCP or SPHR preferred.
- Minimum of fifteen (15) years of progressively responsible human resources leadership experience.
- Significant experience leading multiple human resources functions within a complex organization.
- Experience serving as a senior executive and member of a leadership team.
- Experience in higher education, healthcare, nonprofit, or similarly complex mission-driven organizations strongly preferred.
- Demonstrated success in labor relations, collective bargaining, and labor-management partnerships.
- Proven experience developing and implementing workforce strategies that support organizational growth and transformation.
- Experience overseeing compensation, benefits, retirement plans, compliance, workforce planning, employee relations, and HR technology.
- Demonstrated experience leveraging technology, automation, artificial intelligence, and workforce analytics to improve organizational effectiveness and decision-making.
- Knowledge of New York labor and employment laws and regulations.

While no candidate will embody every quality, successful candidates will possess many of the following qualifications:

- Ability to align mission, strategy, talent, resources, and organizational processes to achieve institutional objectives.
- A proven ability to inspire and motivate a large, diverse workforce.
- Proven ability to lead transformational change and organizational development initiatives.
- Strong business acumen and understanding of organizational strategy, operations, and governance.
- Deep knowledge of all major human resources disciplines, including talent acquisition, compensation, benefits, organizational development, employee relations, labor relations, compliance, and HR technology.
- Strong understanding of higher education employment practices, faculty affairs, and shared governance environments.
- Demonstrated ability to use workforce analytics, benchmarking, and data-driven decision-making to improve organizational outcomes.
- Experience utilizing HR technology, automation, and artificial intelligence to enhance employee experience and service delivery.
- Strong analytical, quantitative, and financial management capabilities.
- Exceptional interpersonal, communication, negotiation, and influencing skills.

- Ability to build credibility and trust with executive leadership, faculty, administrators, staff, union representatives, and external stakeholders.
- Demonstrated executive presence and ability to navigate complex organizational environments with discretion and sound judgment.
- Demonstrated commitment to integrity, ethical leadership, accountability, transparency, and excellence.
- A collaborative leadership style that promotes inclusion, engagement, continuous improvement, and service excellence.
- Understanding of and alignment with Yeshiva University's distinctive mission.

COMPENSATION AND LOCATION

The compensation for this role is expected to be $200–250K. The demands of the role necessitate a commitment to being a consistent physical presence on campus (this is not a remote position, though some remote work will be permitted).

APPLICATIONS, INQUIRIES, AND NOMINATIONS

Screening of complete applications will begin immediately and continue until the completion of the search process. Inquiries, nominations, referrals, and CVs with cover letters should be sent via the Yeshiva University CHRO search listing on the Isaacson, Miller website.

Dan Rodas, Partner
Tiffany Weber, Managing Associate
Katanya Cathcart, Senior Search Coordinator
Isaacson, Miller

This document has been prepared based on the information provided by Yeshiva University. The material presented in this position profile should be relied on for informational purposes only. While every effort has been made to ensure the accuracy of this information, the original source documents and information provided by Yeshiva University would supersede any conflicting information in this document.