



Ziegler School of  
Rabbinic Studies  
OF AMERICAN JEWISH UNIVERSITY

## Temporary Interview Policy of the RA/USCJ Joint Placement Commission

March 2021

The Joint Placement Commission ("JPC"), made up of representatives of the Rabbinical Assembly ("RA"), The United Synagogue of Conservative Judaism ("USCJ"), the Jewish Theological Seminary ("JTS") and the Ziegler School of Rabbinic Studies ("ZSRS"), is charged with developing procedures and policies governing rabbinic job search in congregations within the Conservative/Masorti movement. It is the duty of the JPC to establish policies and procedures that advance a fair, orderly and dignified career transition process for RA member rabbis in USCJ member congregations. All policies are created to support equity in the search process for every candidate across the entire membership of the RA.

In November 2020, the JPC voted unanimously to [institute a temporary policy](#) requiring that all candidate interviews, including call-back interviews, be conducted via video-conferencing. This decision was made to ensure an orderly and dignified job search that ensured equity and fairness for all congregations and rabbis, while also safeguarding the health and well-being of rabbis, their families and members of congregational communities. The conditions around the pandemic and the health-risks around travel continue, and therefore, the policy is extended through June 30, 2021. That is, there is to be **no travel related to search processes and no in-person interviews until June 30, 2021.**

However, the JPC understands that once a candidate has an offer, they may wish to see the place they are considering moving their careers and families. Therefore, **once a written offer of employment has been extended to a candidate, it is permissible for the candidate to visit the location.**

As always, the professionals of the RA, USCJ, JTS and ZSRS are ready to offer support and guidance as we navigate this new terrain with compassion and fairness together as a Movement.

If you have any questions or concerns, please contact [Emily Hendel](#), Director of Career Services.