

Virginia Commonwealth University
Provost and Senior Vice President for Academic Affairs Search
Search Timeline
As of August 13, 2025

| Activity | Date | Details |
|--------------------------------------|---------------------------------|--|
| Start-up | Late April to Early May | WittKieffer consultants meet with leadership, the Virginia Commonwealth University Search Committee, and other key constituents to get key information for creating the leadership profile. |
| Leadership Profile and Ad Approval | Mid May | WittKieffer submits a draft of the leadership profile and advertisement and seeks input/approval from VCU. |
| Recruitment and Candidate Evaluation | Late May to Late July | Proactive, strategic, and national recruiting; screening and interviewing of candidates by WittKieffer. <i>APPLICATION DEADLINE: July 31</i> |
| Check-in Meeting | Week of July 21 | WittKieffer meets with the search committee to provide updates on the search and next steps in the process. |
| Candidate Review Meeting | Week of August 11 (virtual) | WittKieffer meets with the Search Committee to review candidates and identify semi-finalists for interviews. |
| Semi-Finalist interviews | Week of Aust 25 (virtual) | WittKieffer prepares the Search Committee for first-round interviews and assists with selecting the finalist(s) for second-round interviews. |
| Finalist Interviews | Weeks of September 22 and/or 29 | Finalist interviews with a broad range of constituents on campus; educational verifications and references conducted by WittKieffer; candidate of choice identified from this round of interviews and negotiations commence. |
| Finalist Selection and Negotiations | Late September | Once the hiring authority decides to extend an offer, WittKieffer can advise and/or assist with negotiations. |
| Search Conclusion | Early October | The final candidate accepts the offer, and the appointment is announced; WittKieffer supports a smooth transition. |