

Virginia Commonwealth University
Provost and Senior Vice President for Academic Affairs Search
Search Timeline
As of April 30, 2025

Search Phase	Date	Key Milestones
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 August 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 15 and/or 22	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.