

**VCU Market-Based Salary Ranges - March, 2024**  
**Job Family: Academic & Faculty Affairs**

Job Code	Job Title	Minimum \$	25th \$	Midpoint \$	75th \$	Maximum \$
10713Y	Provost AA 3	369,100	461,400	553,700	645,900	OPEN
10712Y	Provost AA 2	351,500	439,400	527,300	615,100	703,000
10711Y	Provost AA 1	333,900	417,400	500,900	584,300	667,900
10613Y	Sr/Vice Provost AA 3	184,600	230,800	276,900	323,100	OPEN
10612Y	Sr/Vice Provost AA 2	175,800	219,800	263,700	307,700	351,600
10611Y	Sr/Vice Provost AA 1	167,000	208,800	250,500	292,300	334,000
10516Y	Assoc Vice Provost AA 3	141,000	176,300	211,500	246,800	OPEN
10515Y	Assoc Vice Provost AA 2	134,300	167,900	201,400	235,000	268,600
10514Y	Assoc Vice Provost AA 1	127,600	159,500	191,300	223,300	255,200
10513Y	Asst Vice Provost AA 3	118,800	148,500	178,100	207,800	OPEN
10512Y	Asst Vice Provost AA 2	113,100	141,400	169,600	197,900	226,200
10511Y	Asst Vice Provost AA 1	107,400	134,300	161,100	188,000	214,900
10416Y	Sr Director AA 3	96,200	120,200	144,300	168,300	192,400
10415Y	Sr Director AA 2	91,600	114,500	137,400	160,300	183,200
10414Y	Sr Director AA 1	87,000	108,800	130,500	152,300	174,000
10413Y	Director AA 3	83,700	104,600	125,500	146,500	167,400
10412Y	Director AA 2	79,700	99,600	119,500	139,500	159,400
10411Y	Director AA 1	75,700	94,600	113,500	132,500	151,400
10326Y	Sr Manager AA 3	74,400	93,000	111,700	130,300	148,900
10325Y	Sr Manager AA 2	70,900	88,600	106,400	124,100	141,800
10324Y	Sr Manager AA 1	67,400	84,200	101,100	117,900	134,700
10323Y	Manager AA 3	63,200	79,100	94,800	110,700	126,400
10322Y	Manager AA 2	60,200	75,300	90,300	105,400	120,400
10321Y	Manager AA 1	57,200	71,500	85,800	100,100	114,400
10916Y	Sr Administrator AA 3	96,200	120,200	144,300	168,300	192,400
10915Y	Sr Administrator AA 2	85,900	107,400	128,900	150,300	171,800
10914Y	Sr Administrator AA 1	75,700	94,600	113,500	132,500	151,400
10913Y	Administrator AA 3	74,400	93,000	111,700	130,300	148,900
10912Y	Administrator AA 2	65,800	82,300	98,700	115,200	131,600
10911Y	Administrator AA 1	57,200	71,500	85,800	100,100	114,400

Last Updated: 07/03/2024

Job Code	Job Title	Minimum \$	25th \$	Midpoint \$	75th \$	Maximum \$
10236Y	Sr Curriculum Design Professional 3	60,400	75,500	90,600	105,600	120,800
10235Y	Sr Curriculum Design Professional 2	57,500	71,900	86,300	100,600	115,000
10234Y	Sr Curriculum Design Professional 1	54,600	68,300	82,000	95,600	109,300
10233Y	Curriculum Design Professional 3	50,200	62,800	75,300	87,900	100,400
10232Y	Curriculum Design Professional 2	47,800	59,800	71,700	83,700	95,600
10231Y	Curriculum Design Professional 1	45,400	56,800	68,100	79,500	90,800
10226Y	Sr Instructional Design Specialist 3	59,000	73,800	88,500	103,300	118,000
10225Y	Sr Instructional Design Specialist 2	56,200	70,300	84,300	98,400	112,400
10224Y	Sr Instructional Design Specialist 1	53,400	66,800	80,100	93,500	106,800
10223Y	Instructional Design Specialist 3	49,100	61,400	73,700	86,000	98,300
10222Y	Instructional Design Specialist 2	46,800	58,500	70,200	81,900	93,600
10221Y	Instructional Design Specialist 1	44,500	55,600	66,700	77,800	88,900
10216Y	Sr Academic Advisor AA 3	50,000	62,500	75,000	87,500	100,000
10215Y	Sr Academic Advisor AA 2	47,600	59,500	71,400	83,300	95,200
10214Y	Sr Academic Advisor AA 1	45,200	56,500	67,800	79,100	90,400
10213Y	Academic Advisor AA 3	44,000	55,000	65,900	77,000	88,000
10212Y	Academic Advisor AA 2	41,900	52,400	62,800	73,300	83,800
10211Y	Academic Advisor AA 1	39,800	49,800	59,700	69,600	79,600
10126N	Sr Student Recruiter AA 3	43,800	54,700	65,700	76,700	87,600
10125N	Sr Student Recruiter AA 2	41,700	52,100	62,600	73,000	83,400
10124N	Sr Student Recruiter AA 1	39,600	49,500	59,500	69,400	79,200
10123N	Student Recruiter AA 3	38,100	47,700	57,100	66,700	76,200
10122N	Student Recruiter AA 2	36,300	45,400	54,400	63,500	72,600
10121N	Student Recruiter AA 1	34,500	43,100	51,700	60,300	69,000
10116N	Sr Coordinator AA 3	39,500	49,400	59,200	69,100	79,000
10115N	Sr Coordinator AA 2	37,600	47,000	56,400	65,800	75,200
10114N	Sr Coordinator AA 1	35,700	44,700	53,600	62,500	71,400
10113N	Coordinator AA 3	34,300	42,900	51,500	60,100	68,700
10112N	Coordinator AA 2	32,700	40,900	49,000	57,200	65,400
10111N	Coordinator AA 1	31,100	38,900	46,600	54,300	62,100

NOTE: As of July 1, 2024, the salary threshold for exemptions to the federal overtime pay requirements under the Fair Labor Standards Act (FLSA) increased from \$35,568 to \$43,888. If there are questions or concerns about employee salary compliance, please contact your assigned HRP.

**Market-based salary ranges and jobs shown here based on data effective January 1, 2024**

Last Updated: 07/03/2024