

**VCU Market-Based Salary Ranges - March, 2024**  
**Job Family: Athletics**

Job Code	Job Title	Minimum \$	25th \$	Midpoint \$	75th \$	Maximum \$
11713Y	Chief Athletics Officer 3	407,700	509,700	611,500	713,500	OPEN
11712Y	Chief Athletics Officer 2	388,300	485,400	582,400	679,500	776,600
11711Y	Chief Athletics Officer 1	368,900	461,100	553,300	645,500	737,800
11523Y	Deputy Athletics Director 3	161,000	201,200	241,400	281,700	OPEN
11522Y	Deputy Athletics Director 2	153,300	191,600	229,900	268,300	306,600
11521Y	Deputy Athletics Director 1	145,600	182,000	218,400	254,900	291,300
11513Y	Exec Assoc Athletic Director 3	136,800	171,000	205,200	239,400	OPEN
11512Y	Exec Assoc Athletic Director 2	130,300	162,900	195,400	228,000	260,600
11511Y	Exec Assoc Athletic Director 1	123,800	154,800	185,600	216,600	247,600
11916Y	Sr Athletics Administrator 3	91,900	114,900	137,900	160,800	183,800
11915Y	Sr Athletics Administrator 2	81,500	101,900	122,300	142,600	163,000
11914Y	Sr Athletics Administrator 1	71,200	88,900	106,800	124,500	142,300
11913Y	Athletics Administrator 3	51,900	64,900	77,800	90,800	103,700
11912Y	Athletics Administrator 2	49,400	61,800	74,100	86,500	98,800
11911Y	Athletics Administrator 1	46,900	58,700	70,400	82,200	93,900
11416Y	Sr Sports Program Director 3	91,900	114,900	137,900	160,800	183,800
11415Y	Sr Sports Program Director 2	87,500	109,400	131,300	153,100	175,000
11414Y	Sr Sports Program Director 1	83,100	103,900	124,700	145,400	166,300
11413Y	Sports Program Director 3	78,600	98,300	118,000	137,700	157,300
11412Y	Sports Program Director 2	74,900	93,600	112,400	131,100	149,800
11411Y	Sports Program Director 1	71,200	88,900	106,800	124,500	142,300
11236Y	Sr Head Coach 3	81,600	102,000	122,400	142,800	OPEN
11235Y	Sr Head Coach 2	77,700	97,100	116,600	136,000	OPEN
11234Y	Sr Head Coach 1	73,800	92,200	110,800	129,200	OPEN
11233Y	Head Coach 3	71,000	88,700	106,500	124,200	OPEN
11232Y	Head Coach 2	67,600	84,500	101,400	118,300	OPEN
11231Y	Head Coach 1	64,200	80,300	96,300	112,400	OPEN
11226Y	Sr Assistant Coach 3	37,100	46,300	55,700	64,900	OPEN
11225Y	Sr Assistant Coach 2	35,300	44,100	53,000	61,800	OPEN
11224Y	Sr Assistant Coach 1	33,500	41,900	50,400	58,700	OPEN
11223Y	Assistant Coach 3	32,200	40,300	48,400	56,400	OPEN
11222Y	Assistant Coach 2	30,700	38,400	46,100	53,700	OPEN
11221Y	Assistant Coach 1	29,200	36,500	43,800	51,000	OPEN

Last Updated: 03/26/2024

Job Code	Job Title	Minimum \$	25th \$	Midpoint \$	75th \$	Maximum \$
11216Y	Sr Athletic Trainer 3	48,900	61,200	73,400	85,700	97,900
11215Y	Sr Athletic Trainer 2	46,600	58,300	69,900	81,600	93,200
11214Y	Sr Athletic Trainer 1	44,300	55,400	66,400	77,500	88,500
11213Y	Athletic Trainer 3	42,500	53,100	63,800	74,400	85,100
11212Y	Athletic Trainer 2	40,500	50,600	60,800	70,900	81,000
11211Y	Athletic Trainer 1	38,500	48,100	57,800	67,400	77,000

NOTE: As of January 1, 2020, the salary threshold for exemptions to the federal overtime pay requirements under the Fair Labor Standards Act (FLSA) increased from \$23,660 to \$35,568. 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:** 03/26/2024