

**VCU Market-Based Salary Ranges - March, 2024**  
**Job Family: Research & Innovation**

Job Code	Job Title	Minimum \$	25th \$	Midpoint \$	75th \$	Maximum \$
32713Y	Chief Research Officer 3	298,800	373,600	448,200	523,000	OPEN
32712Y	Chief Research Officer 2	284,600	355,800	426,900	498,100	569,200
32711Y	Chief Research Officer 1	270,400	338,000	405,600	473,200	540,700
32613Y	Deputy Chief Research Officer 3	196,600	245,700	294,800	344,000	OPEN
32612Y	Deputy Chief Research Officer 2	187,200	234,000	280,800	327,600	374,400
32611Y	Deputy Chief Research Officer 1	177,800	222,300	266,800	311,200	355,700
32416Y	Sr Director RS 3	162,400	203,100	243,600	284,200	324,900
32415Y	Sr Director RS 2	154,700	193,400	232,000	270,700	309,400
32414Y	Sr Director RS 1	147,000	183,700	220,400	257,200	293,900
32413Y	Director RS 3	138,100	172,600	207,100	241,600	276,200
32412Y	Director RS 2	131,500	164,400	197,200	230,100	263,000
32411Y	Director RS 1	124,900	156,200	187,300	218,600	249,900
32336Y	Assoc Director RS 3	102,000	127,500	153,000	178,400	203,900
32335Y	Assoc Director RS 2	97,100	121,400	145,700	169,900	194,200
32334Y	Assoc Director RS 1	92,200	115,300	138,400	161,400	184,500
32333Y	Asst Director RS 3	86,000	107,500	128,900	150,500	172,000
32332Y	Asst Director RS 2	81,900	102,400	122,800	143,300	163,800
32331Y	Asst Director RS 1	77,800	97,300	116,700	136,100	155,600
32326Y	Sr Manager RS 3	72,600	90,700	108,800	126,900	145,100
32325Y	Sr Manager RS 2	69,100	86,400	103,600	120,900	138,200
32324Y	Sr Manager RS 1	65,600	82,100	98,400	114,900	131,300
32323Y	Manager RS 3	62,700	78,300	94,100	109,700	125,400
32322Y	Manager RS 2	59,700	74,600	89,600	104,500	119,400
32321Y	Manager RS 1	56,700	70,900	85,100	99,300	113,400
32916Y	Sr Administrator RS 3	162,400	203,100	243,600	284,200	324,900
32915Y	Sr Administrator RS 2	127,300	159,100	191,000	222,800	254,600
32914Y	Sr Administrator RS 1	92,200	115,300	138,400	161,400	184,500
32913Y	Administrator RS 3	86,000	107,500	128,900	150,500	172,000
32912Y	Administrator RS 2	71,300	89,100	107,000	124,800	142,600
32911Y	Administrator RS 1	56,700	70,900	85,100	99,300	113,400

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Job Code	Job Title	Minimum \$	25th \$	Midpoint \$	75th \$	Maximum \$
32316N	Sr Supervisor RS 3	55,700	69,600	83,500	97,400	111,300
32315N	Sr Supervisor RS 2	53,000	66,300	79,500	92,800	106,000
32314N	Sr Supervisor RS 1	50,400	63,000	75,500	88,200	100,700
32313N	Supervisor RS 3	47,600	59,400	71,400	83,300	95,100
32312N	Supervisor RS 2	45,300	56,600	68,000	79,300	90,600
32311N	Supervisor RS 1	43,000	53,800	64,600	75,300	86,100
33256Y	Sr Clinical Veterinarian RS 3	104,500	130,600	156,700	182,900	209,000
33255Y	Sr Clinical Veterinarian RS 2	99,500	124,400	149,200	174,100	199,000
33254Y	Sr Clinical Veterinarian RS 1	94,500	118,100	141,700	165,400	189,000
33253Y	Clinical Veterinarian RS 3	90,800	113,600	136,300	159,000	181,600
33252Y	Clinical Veterinarian RS 2	86,500	108,200	129,800	151,400	173,000
33251Y	Clinical Veterinarian RS 1	82,200	102,800	123,300	143,900	164,400
33246Y	Sr Scientist RS 3	81,500	101,900	122,200	142,600	163,000
33245Y	Sr Scientist RS 2	77,600	97,000	116,400	135,800	155,200
33244Y	Sr Scientist RS 1	73,700	92,200	110,600	129,000	147,400
33243Y	Scientist RS 3	66,700	83,400	100,000	116,700	133,400
33242Y	Scientist RS 2	63,500	79,400	95,200	111,100	127,000
33241Y	Scientist RS 1	60,300	75,400	90,400	105,500	120,700
33226N	Sr Lab Engineer RS 3	68,800	86,000	103,100	120,300	137,600
33225N	Sr Lab Engineer RS 2	65,500	81,900	98,200	114,600	131,000
33224N	Sr Lab Engineer RS 1	62,200	77,800	93,300	108,900	124,500
33223N	Lab Engineer RS 3	58,100	72,600	87,000	101,600	116,100
33222N	Lab Engineer RS 2	55,300	69,100	82,900	96,800	110,600
33221N	Lab Engineer RS 1	52,500	65,600	78,800	92,000	105,100
33236N	Sr Research Analyst 3	65,300	81,700	98,000	114,300	130,600
33235N	Sr Research Analyst 2	62,200	77,800	93,300	108,900	124,400
33234N	Sr Research Analyst 1	59,100	73,900	88,600	103,500	118,200
33233N	Research Analyst 3	52,400	65,500	78,500	91,700	104,800
33232N	Research Analyst 2	49,900	62,400	74,800	87,300	99,800
33231N	Research Analyst 1	47,400	59,300	71,100	82,900	94,800
34226N	Sr Scientific Writer RS 3	65,100	81,400	97,700	113,900	130,200
34225N	Sr Scientific Writer RS 2	62,000	77,500	93,000	108,500	124,000
34224N	Sr Scientific Writer RS 1	58,900	73,600	88,400	103,100	117,800
34223N	Scientific Writer RS 3	55,400	69,300	83,200	97,000	110,900
34222N	Scientific Writer RS 2	52,800	66,000	79,200	92,400	105,600
34221N	Scientific Writer RS 1	50,200	62,700	75,200	87,800	100,300

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# Human Resources

Job Code	Job Title	Minimum \$	25th \$	Midpoint \$	75th \$	Maximum \$
32306N	Sr Lab Manager 3	66,000	82,500	99,000	115,600	132,100
32305N	Sr Lab Manager 2	62,900	78,600	94,300	110,100	125,800
32304N	Sr Lab Manager 1	59,800	74,700	89,600	104,600	119,500
32303N	Lab Manager 3	56,600	70,800	84,900	99,000	113,200
32302N	Lab Manager 2	53,900	67,400	80,900	94,300	107,800
32301N	Lab Manager 1	51,200	64,000	76,900	89,600	102,400
34086N	Sr Clinical Research Coordinator Licensed 3	72,600	90,700	108,800	126,900	145,100
34085N	Sr Clinical Research Coordinator Licensed 2	69,100	86,400	103,600	120,900	138,200
34084N	Sr Clinical Research Coordinator Licensed 1	65,600	82,100	98,400	114,900	131,300
34083N	Clinical Research Coordinator Licensed 3	63,900	79,900	95,900	111,900	127,900
34082N	Clinical Research Coordinator Licensed 2	60,900	76,100	91,300	106,600	121,800
34081N	Clinical Research Coordinator Licensed 1	57,900	72,300	86,700	101,300	115,700
34116N	Sr Clinical Research Coordinator 3	51,300	64,200	77,100	89,900	102,700
34115N	Sr Clinical Research Coordinator 2	48,900	61,100	73,400	85,600	97,800
34114N	Sr Clinical Research Coordinator 1	46,500	58,000	69,700	81,300	92,900
34113N	Clinical Research Coordinator 3	42,200	52,800	63,300	73,900	84,400
34112N	Clinical Research Coordinator 2	40,200	50,300	60,300	70,400	80,400
34111N	Clinical Research Coordinator 1	38,200	47,800	57,300	66,900	76,400
34003N	Clinical Research Assistant 3	35,000	43,700	52,400	61,200	69,900
34002N	Clinical Research Assistant 2	33,300	41,600	49,900	58,300	66,600
34001N	Clinical Research Assistant 1	31,600	39,500	47,400	55,400	63,300
34066N	Sr Research Coordinator 3	48,300	60,400	72,500	84,500	96,600
34065N	Sr Research Coordinator 2	46,000	57,500	69,000	80,500	92,000
34064N	Sr Research Coordinator 1	43,700	54,600	65,600	76,500	87,400
34063N	Research Coordinator 3	38,400	48,100	57,600	67,300	76,900
34062N	Research Coordinator 2	36,600	45,800	54,900	64,100	73,200
34061N	Research Coordinator 1	34,800	43,500	52,200	60,900	69,500
34216N	Sr Research Administrator 3	57,600	72,000	86,400	100,900	115,300
34215N	Sr Research Administrator 2	54,900	68,600	82,300	96,100	109,800
34214N	Sr Research Administrator 1	52,200	65,200	78,200	91,300	104,300
34213N	Research Administrator 3	51,600	64,500	77,300	90,200	103,100
34212N	Research Administrator 2	49,100	61,400	73,600	85,900	98,200
34211N	Research Administrator 1	46,600	58,300	69,900	81,600	93,300

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# Human Resources

Job Code	Job Title	Minimum \$	25th \$	Midpoint \$	75th \$	Maximum \$
34126N	Assoc Research Administrator 3	42,400	53,000	63,600	74,200	84,800
34125N	Assoc Research Administrator 2	40,400	50,500	60,600	70,700	80,800
34124N	Assoc Research Administrator 1	38,400	48,000	57,600	67,200	76,800
34123N	Asst Research Administrator 3	36,900	46,100	55,200	64,500	73,700
34122N	Asst Research Administrator 2	35,100	43,900	52,600	61,400	70,200
34121N	Asst Research Administrator 1	33,300	41,700	50,000	58,300	66,700
34076N	Sr Veterinary Technician RS 3	43,200	54,000	64,800	75,500	86,300
34075N	Sr Veterinary Technician RS 2	41,100	51,400	61,700	71,900	82,200
34074N	Sr Veterinary Technician RS 1	39,000	48,800	58,600	68,300	78,100
34073N	Veterinary Technician RS 3	37,500	46,800	56,300	65,600	75,000
34072N	Veterinary Technician RS 2	35,700	44,600	53,600	62,500	71,400
34071N	Veterinary Technician RS I	33,900	42,400	50,900	59,400	67,800
34056N	Sr Lab/Research Technician 3	42,500	53,100	63,800	74,400	85,100
34055N	Sr Lab/Research Technician 2	40,500	50,600	60,800	70,900	81,000
34054N	Sr Lab/Research Technician 1	38,500	48,100	57,800	67,400	77,000
34053N	Lab/Research Technician 3	36,600	45,800	55,000	64,200	73,300
34052N	Lab/Research Technician 2	34,900	43,600	52,400	61,100	69,800
34051N	Lab/Research Technician 1	33,200	41,400	49,800	58,000	66,300
34046N	Sr Labs/Research Assistant 3	32,700	40,800	48,900	57,100	65,300
34045N	Sr Labs/Research Assistant 2	31,100	38,900	46,600	54,400	62,200
34044N	Sr Labs/Research Assistant 1	29,500	37,000	44,300	51,700	59,100
34043N	Labs/Research Assistant 3	29,300	36,600	44,000	51,200	58,600
34042N	Labs/Research Assistant 2	27,900	34,900	41,900	48,800	55,800
34041N	Labs/Research Assistant 1	26,500	33,200	39,800	46,400	53,000
34036N	Vivarium Manager RS 3	61,200	76,500	91,800	107,100	122,400
34035N	Vivarium Manager RS 2	58,300	72,900	87,400	102,000	116,600
34034N	Vivarium Manager RS 1	55,400	69,300	83,000	96,900	110,800
34033N	Asst Vivarium Manager RS 3	51,100	63,900	76,700	89,500	102,300
34032N	Asst Vivarium Manager RS 2	48,700	60,900	73,000	85,200	97,400
34031N	Asst Vivarium Manager RS 1	46,300	57,900	69,400	80,900	92,500
34026N	Sr Animal Care Technician RS 3	34,100	42,600	51,200	59,700	68,300
34025N	Sr Animal Care Technician RS 2	32,500	40,600	48,800	56,900	65,000
34024N	Sr Animal Care Technician RS 1	30,900	38,600	46,400	54,100	61,800
34023N	Animal Care Technician RS 3	29,900	37,400	44,900	52,400	59,900
34022N	Animal Care Technician RS 2	28,500	35,600	42,800	49,900	57,000
34021N	Animal Care Technician RS 1	27,100	33,800	40,700	47,400	54,200

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Job Code	Job Title	Minimum \$	25th \$	Midpoint \$	75th \$	Maximum \$
34016N	Sr Animal Care Assistant RS 3	25,400	31,800	38,100	44,500	50,800
34015N	Sr Animal Care Assistant RS 2 *	24,960	30,300	36,300	42,400	48,400
34014N	Sr Animal Care Assistant RS 1 *	24,960	28,800	34,500	40,300	46,000
34013N	Animal Care Assistant RS 3 *	24,960	28,100	33,700	39,400	44,900
34012N	Animal Care Assistant RS 2 *	24,960	26,800	32,100	37,500	42,800
34011N	Animal Care Assistant RS 1 *	24,960	25,500	30,500	35,600	40,700

\* Range updated to reflect Virginia's minimum wage of \$12.00 per hour effective 1/1/2023.

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**