

## VCU Market-based Salary Ranges

### Job Family: Academic & Faculty Affairs

Job Code	Job Title	Minimum	25th	Midpoint	75th	Maximum
10713	Sr/Vice Provost AA 3	\$ 233,500	\$ 291,900	\$ 350,300	\$ 408,700	OPEN
10712	Sr/Vice Provost AA 2	\$ 222,400	\$ 278,000	\$ 333,600	\$ 389,200	\$ 444,800
10711	Sr/Vice Provost AA 1	\$ 211,800	\$ 264,800	\$ 317,700	\$ 370,700	\$ 423,600
10613	Sr Assoc Vice Provost AA 3	\$ 139,700	\$ 174,600	\$ 209,500	\$ 244,500	OPEN
10612	Sr Assoc Vice Provost AA 2	\$ 133,000	\$ 166,300	\$ 199,500	\$ 232,800	\$ 266,000
10611	Sr Assoc Vice Provost AA 1	\$ 126,700	\$ 158,400	\$ 190,000	\$ 221,700	\$ 253,300
10516	Assoc Vice Provost AA 3	\$ 104,800	\$ 131,000	\$ 157,200	\$ 183,400	OPEN
10515	Assoc Vice Provost AA 2	\$ 99,800	\$ 124,800	\$ 149,700	\$ 174,700	\$ 199,600
10514	Assoc Vice Provost AA 1	\$ 95,000	\$ 118,800	\$ 142,600	\$ 166,400	\$ 190,100
10513	Asst Vice Provost AA 3	\$ 88,200	\$ 110,300	\$ 132,300	\$ 154,400	OPEN
10512	Asst Vice Provost AA 2	\$ 84,000	\$ 105,000	\$ 126,000	\$ 147,000	\$ 168,000
10511	Asst Vice Provost AA 1	\$ 80,000	\$ 100,000	\$ 120,000	\$ 140,000	\$ 160,000
10416	Sr Director AA 3	\$ 75,000	\$ 93,800	\$ 112,500	\$ 131,300	\$ 150,000
10415	Sr Director AA 2	\$ 71,500	\$ 89,400	\$ 107,300	\$ 125,200	\$ 143,000
10414	Sr Director AA 1	\$ 68,000	\$ 85,000	\$ 102,000	\$ 119,000	\$ 136,000
10413	Director AA 3	\$ 65,000	\$ 81,300	\$ 97,500	\$ 113,800	\$ 130,000
10412	Director AA 2	\$ 62,000	\$ 77,500	\$ 93,000	\$ 108,500	\$ 124,000
10411	Director AA 1	\$ 59,000	\$ 73,800	\$ 88,500	\$ 103,300	\$ 118,000
10326	Sr Manager AA 3	\$ 44,600	\$ 55,800	\$ 66,900	\$ 78,100	\$ 89,200
10325	Sr Manager AA 2	\$ 42,500	\$ 53,100	\$ 63,700	\$ 74,400	\$ 85,000
10324	Sr Manager AA 1	\$ 40,500	\$ 50,600	\$ 60,700	\$ 70,900	\$ 81,000
10323	Manager AA 3	\$ 38,700	\$ 48,500	\$ 58,200	\$ 67,800	\$ 77,400
10322	Manager AA 2	\$ 36,900	\$ 46,200	\$ 55,400	\$ 64,600	\$ 73,800
10321	Manager AA 1	\$ 35,100	\$ 43,900	\$ 52,700	\$ 61,500	\$ 70,200
10916	Sr Administrator AA 3	\$ 75,000	\$ 93,800	\$ 112,500	\$ 131,300	\$ 150,000
10915	Sr Administrator AA 2	\$ 67,000	\$ 83,800	\$ 100,500	\$ 117,300	\$ 134,000
10914	Sr Administrator AA 1	\$ 59,000	\$ 73,800	\$ 88,500	\$ 103,300	\$ 118,000
10913	Administrator AA 3	\$ 44,600	\$ 55,800	\$ 66,900	\$ 78,100	\$ 89,200
10912	Administrator AA 2	\$ 39,900	\$ 49,900	\$ 59,900	\$ 69,900	\$ 79,800
10911	Administrator AA 1	\$ 35,100	\$ 43,900	\$ 52,700	\$ 61,500	\$ 70,200
10236	Sr Curriculum Design Professional 3	\$ 60,000	\$ 75,000	\$ 89,900	\$ 104,900	\$ 119,900
10235	Sr Curriculum Design Professional 2	\$ 57,100	\$ 71,400	\$ 85,600	\$ 99,900	\$ 114,200
10234	Sr Curriculum Design Professional 1	\$ 54,400	\$ 68,000	\$ 81,500	\$ 95,200	\$ 108,800
10233	Curriculum Design Professional 3	\$ 47,600	\$ 59,500	\$ 71,400	\$ 83,300	\$ 95,100
10232	Curriculum Design Professional 2	\$ 45,300	\$ 56,700	\$ 68,000	\$ 79,300	\$ 90,600
10231	Curriculum Design Professional 1	\$ 43,100	\$ 54,000	\$ 64,800	\$ 75,600	\$ 86,300
10226	Sr Instructional Design Specialist 3	\$ 54,300	\$ 67,900	\$ 81,400	\$ 95,000	\$ 108,600
10225	Sr Instructional Design Specialist 2	\$ 51,700	\$ 64,600	\$ 77,500	\$ 90,500	\$ 103,400
10224	Sr Instructional Design Specialist 1	\$ 49,200	\$ 61,500	\$ 73,800	\$ 86,200	\$ 98,500
10223	Instructional Design Specialist 3	\$ 40,200	\$ 50,300	\$ 60,300	\$ 70,400	\$ 80,400
10222	Instructional Design Specialist 2	\$ 38,300	\$ 47,900	\$ 57,400	\$ 67,000	\$ 76,600
10221	Instructional Design Specialist 1	\$ 36,500	\$ 45,600	\$ 54,700	\$ 63,900	\$ 73,000

<b>Job Code</b>	<b>Job Title</b>	<b>Minimum</b>	<b>25th</b>	<b>Midpoint</b>	<b>75th</b>	<b>Maximum</b>
10216	Sr Academic Advisor AA 3	\$ 35,400	\$ 44,300	\$ 53,100	\$ 62,000	\$ 70,800
10215	Sr Academic Advisor AA 2	\$ 33,700	\$ 42,200	\$ 50,600	\$ 59,000	\$ 67,400
10214	Sr Academic Advisor AA 1	\$ 32,100	\$ 40,200	\$ 48,200	\$ 56,200	\$ 64,200
10213	Academic Advisor AA 3	\$ 30,000	\$ 37,500	\$ 45,000	\$ 52,600	\$ 60,100
10212	Academic Advisor AA 2	\$ 28,600	\$ 35,800	\$ 42,900	\$ 50,100	\$ 57,200
10211	Academic Advisor AA 1	\$ 27,200	\$ 34,100	\$ 40,900	\$ 47,700	\$ 54,500
10126	Sr Student Recruiter AA 3	\$ 33,800	\$ 42,300	\$ 50,700	\$ 59,200	\$ 67,600
10125	Sr Student Recruiter AA 2	\$ 32,200	\$ 40,300	\$ 48,300	\$ 56,400	\$ 64,400
10124	Sr Student Recruiter AA 1	\$ 30,700	\$ 38,400	\$ 46,000	\$ 53,700	\$ 61,300
10123	Student Recruiter AA 3	\$ 28,200	\$ 35,300	\$ 42,400	\$ 49,500	\$ 56,500
10122	Student Recruiter AA 2	\$ 26,900	\$ 33,700	\$ 40,400	\$ 47,100	\$ 53,800
10121	Student Recruiter AA 1	\$ 25,600	\$ 32,100	\$ 38,500	\$ 44,900	\$ 51,200
10116	Sr Coordinator AA 3	\$ 33,100	\$ 41,400	\$ 49,700	\$ 58,000	\$ 66,200
10115	Sr Coordinator AA 2	\$ 31,500	\$ 39,400	\$ 47,300	\$ 55,200	\$ 63,000
10114	Sr Coordinator AA 1	\$ 30,000	\$ 37,500	\$ 45,000	\$ 52,500	\$ 60,000
10113	Coordinator AA 3	\$ 29,500	\$ 36,900	\$ 44,200	\$ 51,600	\$ 59,000
10112	Coordinator AA 2	\$ 28,100	\$ 35,100	\$ 42,100	\$ 49,200	\$ 56,200
10111	Coordinator AA 1	\$ 26,800	\$ 33,500	\$ 40,100	\$ 46,800	\$ 53,500

***Market-based salary ranges and jobs shown here based on data effective December 2017.***