

## VCU Market-based Salary Ranges

### Job Family: Research

Job Code	Job Title	Minimum	25th	Midpoint	75th	Maximum
32713	Chief Research Officer 3	\$ 209,700	\$ 262,100	\$ 314,500	\$ 367,000	OPEN
32712	Chief Research Officer 2	\$ 199,700	\$ 249,600	\$ 299,500	\$ 349,500	\$ 399,400
32711	Chief Research Officer 1	\$ 190,200	\$ 237,700	\$ 285,200	\$ 332,800	\$ 380,400
32613	Deputy Chief Research Officer 3	\$ 161,600	\$ 202,000	\$ 242,300	\$ 282,800	OPEN
32612	Deputy Chief Research Officer 2	\$ 153,900	\$ 192,400	\$ 230,800	\$ 269,300	\$ 307,800
32611	Deputy Chief Research Officer 1	\$ 146,600	\$ 183,200	\$ 219,800	\$ 256,500	\$ 293,100
32516	Sr Research Officer 3	\$ 126,700	\$ 158,500	\$ 190,200	\$ 221,800	OPEN
32515	Sr Research Officer 2	\$ 120,700	\$ 150,900	\$ 181,100	\$ 211,300	\$ 241,400
32514	Sr Research Officer 1	\$ 115,000	\$ 143,800	\$ 172,500	\$ 201,200	\$ 229,900
32513	Research Officer 3	\$ 107,700	\$ 134,700	\$ 161,600	\$ 188,500	OPEN
32512	Research Officer 2	\$ 102,600	\$ 128,300	\$ 153,900	\$ 179,600	\$ 205,200
32511	Research Officer 1	\$ 97,700	\$ 122,200	\$ 146,600	\$ 171,000	\$ 195,400
32416	Sr Director RS 3	\$ 92,500	\$ 115,600	\$ 138,700	\$ 161,900	\$ 185,000
32415	Sr Director RS 2	\$ 88,100	\$ 110,100	\$ 132,100	\$ 154,200	\$ 176,200
32414	Sr Director RS 1	\$ 83,900	\$ 104,900	\$ 125,800	\$ 146,800	\$ 167,800
32413	Director RS 3	\$ 75,300	\$ 94,200	\$ 113,000	\$ 131,800	\$ 150,600
32412	Director RS 2	\$ 71,700	\$ 89,700	\$ 107,600	\$ 125,500	\$ 143,400
32411	Director RS 1	\$ 68,300	\$ 85,400	\$ 102,500	\$ 119,600	\$ 136,600
32336	Assoc Director RS 3	\$ 68,600	\$ 85,700	\$ 102,800	\$ 120,000	\$ 137,100
32335	Assoc Director RS 2	\$ 65,300	\$ 81,600	\$ 97,900	\$ 114,300	\$ 130,600
32334	Assoc Director RS 1	\$ 62,200	\$ 77,700	\$ 93,200	\$ 108,800	\$ 124,400
32333	Asst Director RS 3	\$ 55,100	\$ 68,900	\$ 82,600	\$ 96,500	\$ 110,300
32332	Asst Director RS 2	\$ 52,500	\$ 65,600	\$ 78,700	\$ 91,900	\$ 105,000
32331	Asst Director RS 1	\$ 50,000	\$ 62,500	\$ 75,000	\$ 87,500	\$ 100,000
32326	Sr Manager RS 3	\$ 51,000	\$ 63,800	\$ 76,500	\$ 89,300	\$ 102,100
32325	Sr Manager RS 2	\$ 48,600	\$ 60,800	\$ 72,900	\$ 85,100	\$ 97,200
32324	Sr Manager RS 1	\$ 46,300	\$ 57,900	\$ 69,400	\$ 81,000	\$ 92,600
32323	Manager RS 3	\$ 42,600	\$ 53,300	\$ 63,900	\$ 74,600	\$ 85,300
32322	Manager RS 2	\$ 40,600	\$ 50,800	\$ 60,900	\$ 71,100	\$ 81,200
32321	Manager RS 1	\$ 38,700	\$ 48,400	\$ 58,000	\$ 67,700	\$ 77,300
32916	Sr Administrator RS 3	\$ 92,700	\$ 115,600	\$ 138,500	\$ 161,700	\$ 184,800
32915	Sr Administrator RS 2	\$ 81,900	\$ 102,200	\$ 122,400	\$ 142,900	\$ 163,300
32914	Sr Administrator RS 1	\$ 71,100	\$ 88,700	\$ 106,300	\$ 124,100	\$ 141,800
32913	Administrator RS 3	\$ 60,300	\$ 75,300	\$ 90,200	\$ 105,300	\$ 120,300
32912	Administrator RS 2	\$ 49,500	\$ 61,800	\$ 74,100	\$ 86,500	\$ 98,800
32911	Administrator RS 1	\$ 38,700	\$ 48,400	\$ 58,000	\$ 67,700	\$ 77,300
32316	Sr Supervisor RS 3	\$ 40,600	\$ 50,800	\$ 60,900	\$ 71,100	\$ 81,300
32315	Sr Supervisor RS 2	\$ 38,700	\$ 48,400	\$ 58,000	\$ 67,700	\$ 77,400
32314	Sr Supervisor RS 1	\$ 36,900	\$ 46,100	\$ 55,200	\$ 64,500	\$ 73,700
32313	Supervisor RS 3	\$ 35,300	\$ 44,100	\$ 52,900	\$ 61,800	\$ 70,600
32312	Supervisor RS 2	\$ 33,600	\$ 42,000	\$ 50,400	\$ 58,800	\$ 67,200
32311	Supervisor RS 1	\$ 32,000	\$ 40,000	\$ 48,000	\$ 56,000	\$ 64,000

Job Code	Job Title	Minimum	25th	Midpoint	75th	Maximum
33256	Sr Clinical Veterinarian RS 3	\$ 93,800	\$ 117,200	\$ 140,600	\$ 164,100	\$ 187,500
33255	Sr Clinical Veterinarian RS 2	\$ 89,300	\$ 111,600	\$ 133,900	\$ 156,300	\$ 178,600
33254	Sr Clinical Veterinarian RS 1	\$ 85,000	\$ 106,300	\$ 127,500	\$ 148,800	\$ 170,100
33253	Clinical Veterinarian RS 3	\$ 80,100	\$ 100,200	\$ 120,200	\$ 140,200	\$ 160,200
33252	Clinical Veterinarian RS 2	\$ 76,300	\$ 95,400	\$ 114,500	\$ 133,600	\$ 152,600
33251	Clinical Veterinarian RS 1	\$ 72,700	\$ 90,900	\$ 109,000	\$ 127,200	\$ 145,300
33246	Sr Scientist RS 3	\$ 63,700	\$ 79,700	\$ 95,600	\$ 111,600	\$ 127,500
33245	Sr Scientist RS 2	\$ 60,700	\$ 75,900	\$ 91,000	\$ 106,200	\$ 121,400
33244	Sr Scientist RS 1	\$ 57,800	\$ 72,300	\$ 86,700	\$ 101,200	\$ 115,600
33243	Scientist RS 3	\$ 51,300	\$ 64,200	\$ 77,000	\$ 89,900	\$ 102,700
33242	Scientist RS 2	\$ 48,900	\$ 61,100	\$ 73,300	\$ 85,600	\$ 97,800
33241	Scientist RS 1	\$ 46,600	\$ 58,200	\$ 69,800	\$ 81,500	\$ 93,100
33236	Sr Research Analyst 3	\$ 47,400	\$ 59,200	\$ 71,000	\$ 82,900	\$ 94,700
33235	Sr Research Analyst 2	\$ 45,100	\$ 56,400	\$ 67,600	\$ 78,900	\$ 90,200
33234	Sr Research Analyst 1	\$ 43,000	\$ 53,700	\$ 64,400	\$ 75,200	\$ 85,900
33233	Research Analyst 3	\$ 40,100	\$ 50,200	\$ 60,200	\$ 70,200	\$ 80,200
33232	Research Analyst 2	\$ 38,200	\$ 47,800	\$ 57,300	\$ 66,900	\$ 76,400
33231	Research Analyst 1	\$ 36,400	\$ 45,500	\$ 54,600	\$ 63,700	\$ 72,800
33226	Sr Lab Engineer RS 3	\$ 56,000	\$ 70,000	\$ 84,000	\$ 98,000	\$ 112,000
33225	Sr Lab Engineer RS 2	\$ 53,333	\$ 66,700	\$ 80,000	\$ 93,300	\$ 106,700
33224	Sr Lab Engineer RS 1	\$ 50,700	\$ 63,400	\$ 76,000	\$ 88,600	\$ 101,400
33223	Lab Engineer RS 3	\$ 48,300	\$ 60,400	\$ 72,500	\$ 84,500	\$ 96,600
33222	Lab Engineer RS 2	\$ 46,000	\$ 57,500	\$ 69,000	\$ 80,500	\$ 92,000
33221	Lab Engineer RS 1	\$ 43,700	\$ 54,600	\$ 65,600	\$ 76,500	\$ 87,400
34226	Sr Scientific Writer RS 3	\$ 53,900	\$ 67,400	\$ 80,900	\$ 94,300	\$ 107,700
34225	Sr Scientific Writer RS 2	\$ 51,300	\$ 64,200	\$ 77,000	\$ 89,800	\$ 102,600
34224	Sr Scientific Writer RS 1	\$ 48,900	\$ 61,100	\$ 73,300	\$ 85,500	\$ 97,700
34223	Scientific Writer RS 3	\$ 40,800	\$ 51,000	\$ 61,200	\$ 71,500	\$ 81,700
34222	Scientific Writer RS 2	\$ 38,900	\$ 48,600	\$ 58,300	\$ 68,100	\$ 77,800
34221	Scientific Writer RS 1	\$ 37,000	\$ 46,300	\$ 55,500	\$ 64,800	\$ 74,100
34216	Sr Research Administrator 3	\$ 47,900	\$ 59,900	\$ 71,800	\$ 83,800	\$ 95,800
34215	Sr Research Administrator 2	\$ 45,600	\$ 57,000	\$ 68,400	\$ 79,800	\$ 91,200
34214	Sr Research Administrator 1	\$ 43,400	\$ 54,300	\$ 65,100	\$ 76,000	\$ 86,800
34213	Research Administrator 3	\$ 41,300	\$ 51,700	\$ 62,000	\$ 72,300	\$ 82,600
34212	Research Administrator 2	\$ 39,400	\$ 49,300	\$ 59,100	\$ 69,000	\$ 78,800
34211	Research Administrator 1	\$ 37,500	\$ 46,900	\$ 56,300	\$ 65,700	\$ 75,000
34126	Assoc Research Administrator 3	\$ 35,700	\$ 44,700	\$ 53,600	\$ 62,500	\$ 71,400
34125	Assoc Research Administrator 2	\$ 34,000	\$ 42,600	\$ 51,100	\$ 59,600	\$ 68,000
34124	Assoc Research Administrator 1	\$ 32,400	\$ 40,500	\$ 48,600	\$ 56,700	\$ 64,800
34123	Asst Research Administrator 3	\$ 30,900	\$ 38,600	\$ 46,300	\$ 54,100	\$ 61,800
34122	Asst Research Administrator 2	\$ 29,400	\$ 36,800	\$ 44,100	\$ 51,500	\$ 58,800
34121	Asst Research Administrator 1	\$ 28,000	\$ 35,000	\$ 42,000	\$ 49,000	\$ 56,000

Job Code	Job Title	Minimum	25th	Midpoint	75th	Maximum
34116	Sr Clinical Research Coordinator 3	\$ 59,600	\$ 74,600	\$ 89,500	\$ 104,400	\$ 119,200
34115	Sr Clinical Research Coordinator 2	\$ 56,800	\$ 71,000	\$ 85,200	\$ 99,400	\$ 113,600
34114	Sr Clinical Research Coordinator 1	\$ 54,000	\$ 67,500	\$ 80,900	\$ 94,500	\$ 108,000
34113	Clinical Research Coordinator 3	\$ 49,400	\$ 61,800	\$ 74,100	\$ 86,500	\$ 98,800
34112	Clinical Research Coordinator 2	\$ 47,100	\$ 58,900	\$ 70,600	\$ 82,400	\$ 94,200
34111	Clinical Research Coordinator 1	\$ 44,700	\$ 55,900	\$ 67,100	\$ 78,300	\$ 89,400
34076	Sr Veterinary Technician RS 3	\$ 54,338	\$ 59,400	\$ 64,443	\$ 69,500	\$ 74,548
34075	Sr Veterinary Technician RS 2	\$ 50,313	\$ 55,000	\$ 59,670	\$ 64,300	\$ 69,026
34074	Sr Veterinary Technician RS 1	\$ 46,288	\$ 50,600	\$ 54,896	\$ 59,200	\$ 63,504
34073	Veterinary Technician RS 3	\$ 44,275	\$ 48,400	\$ 52,509	\$ 56,600	\$ 60,743
34072	Veterinary Technician RS 2	\$ 40,250	\$ 44,000	\$ 47,736	\$ 51,500	\$ 55,221
34071	Veterinary Technician RS 1	\$ 36,225	\$ 39,600	\$ 42,947	\$ 46,300	\$ 49,669
34066	Sr Research Coordinator 3	\$ 48,400	\$ 60,500	\$ 72,600	\$ 84,700	\$ 96,800
34065	Sr Research Coordinator 2	\$ 46,100	\$ 57,600	\$ 69,100	\$ 80,700	\$ 92,200
34064	Sr Research Coordinator 1	\$ 43,900	\$ 54,900	\$ 65,800	\$ 76,800	\$ 87,800
34063	Research Coordinator 3	\$ 35,000	\$ 43,800	\$ 52,500	\$ 61,200	\$ 69,900
34062	Research Coordinator 2	\$ 33,300	\$ 41,700	\$ 50,000	\$ 58,300	\$ 66,600
34061	Research Coordinator 1	\$ 31,700	\$ 39,700	\$ 47,600	\$ 55,500	\$ 63,400
34056	Sr Lab/Research Technician 3	\$ 34,200	\$ 42,800	\$ 51,300	\$ 59,900	\$ 68,500
34055	Sr Lab/Research Technician 2	\$ 32,600	\$ 40,800	\$ 48,900	\$ 57,100	\$ 65,200
34054	Sr Lab/Research Technician 1	\$ 31,000	\$ 38,800	\$ 46,600	\$ 54,400	\$ 62,100
34053	Lab/Research Technician 3	\$ 26,100	\$ 32,700	\$ 39,300	\$ 45,800	\$ 52,300
34052	Lab/Research Technician 2	\$ 24,900	\$ 31,200	\$ 37,400	\$ 43,600	\$ 49,800
34051	Lab/Research Technician 1	\$ 23,700	\$ 29,700	\$ 35,600	\$ 41,500	\$ 47,400
34046	Sr Labs/Research Assistant 3	\$ 25,600	\$ 32,000	\$ 38,400	\$ 44,800	\$ 51,200
34045	Sr Labs/Research Assistant 2	\$ 24,400	\$ 30,500	\$ 36,600	\$ 42,700	\$ 48,800
34044	Sr Labs/Research Assistant 1	\$ 23,200	\$ 29,100	\$ 34,900	\$ 40,700	\$ 46,500
34043	Labs/Research Assistant 3	\$ 22,300	\$ 27,900	\$ 33,400	\$ 39,000	\$ 44,500
34042	Labs/Research Assistant 2	\$ 21,200	\$ 26,500	\$ 31,800	\$ 37,100	\$ 42,400
34041	Labs/Research Assistant 1	\$ 20,200	\$ 25,300	\$ 30,300	\$ 35,400	\$ 40,400
34036	Sr Vivarium Manager RS 3	\$ 37,600	\$ 47,000	\$ 56,448	\$ 65,800	\$ 75,200
34035	Sr Vivarium Manager RS 2	\$ 35,800	\$ 44,800	\$ 53,760	\$ 62,700	\$ 71,600
34034	Sr Vivarium Manager RS 1	\$ 34,000	\$ 42,500	\$ 51,072	\$ 59,500	\$ 68,000
34033	Vivarium Manager RS 3	\$ 31,400	\$ 39,200	\$ 47,040	\$ 54,900	\$ 62,800
34032	Vivarium Manager RS 2	\$ 29,900	\$ 37,400	\$ 44,800	\$ 52,300	\$ 59,800
34031	Vivarium Manager RS 1	\$ 28,400	\$ 35,500	\$ 42,560	\$ 49,700	\$ 56,800
34026	Sr Animal Care Technician RS 3	\$ 28,200	\$ 35,300	\$ 42,300	\$ 49,400	\$ 56,400
34025	Sr Animal Care Technician RS 2	\$ 26,900	\$ 33,600	\$ 40,300	\$ 47,100	\$ 53,800
34024	Sr Animal Care Technician RS 1	\$ 25,700	\$ 32,100	\$ 38,500	\$ 45,000	\$ 51,400
34023	Animal Care Technician RS 3	\$ 24,400	\$ 30,500	\$ 36,600	\$ 42,700	\$ 48,800
34022	Animal Care Technician RS 2	\$ 23,300	\$ 29,200	\$ 35,000	\$ 40,800	\$ 46,600
34021	Animal Care Technician RS 1	\$ 22,200	\$ 27,800	\$ 33,300	\$ 38,900	\$ 44,400

<b>Job Code</b>	<b>Job Title</b>	<b>Minimum</b>	<b>25th</b>	<b>Midpoint</b>	<b>75th</b>	<b>Maximum</b>
34016	Sr Animal Care Assistant RS 3	\$ 19,300	\$ 24,100	\$ 28,900	\$ 33,800	\$ 38,600
34015	Sr Animal Care Assistant RS 2	\$ 18,300	\$ 22,900	\$ 27,500	\$ 32,100	\$ 36,600
34014	Sr Animal Care Assistant RS 1	\$ 17,400	\$ 21,800	\$ 26,100	\$ 30,500	\$ 34,800
34013	Animal Care Assistant RS 3 *	\$ 17,200	\$ 20,300	\$ 24,400	\$ 28,400	\$ 32,400
34012	Animal Care Assistant RS 2 *	\$ 17,200	\$ 19,400	\$ 23,200	\$ 27,100	\$ 31,000
34011	Animal Care Assistant RS 1 *	\$ 17,200	\$ 18,400	\$ 22,000	\$ 25,700	\$ 29,400

*\* Minimum updated to reflect VCU minimum hiring rate of \$8.25 per hour*

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