

**VCU Market-Based Salary Ranges - April, 2026**
**Job Family: Academic & Faculty Affairs**

Job Code	Job Title	Minimum \$	25th \$	Midpoint \$	75th \$	Maximum \$
10712Y	Provost AA	386,300	482,900	579,400	676,000	OPEN
10613Y	Sr/Vice Provost AA 3	199,400	249,300	299,000	348,900	OPEN
10612Y	Sr/Vice Provost AA 2	189,900	237,400	284,800	332,300	379,800
10611Y	Sr/Vice Provost AA 1	180,400	225,500	270,600	315,700	360,800
10516Y	Assoc Vice Provost AA 3	159,900	199,900	239,800	279,800	OPEN
10515Y	Assoc Vice Provost AA 2	152,300	190,400	228,400	266,500	304,600
10514Y	Assoc Vice Provost AA 1	144,700	180,900	217,000	253,200	289,400
10513Y	Asst Vice Provost AA 3	123,100	153,800	184,600	215,400	OPEN
10512Y	Asst Vice Provost AA 2	117,200	146,500	175,800	205,100	234,400
10511Y	Asst Vice Provost AA 1	111,300	139,200	167,000	194,800	222,700
10416Y	Sr Director AA 3	102,600	128,200	153,800	179,600	205,200
10415Y	Sr Director AA 2	97,700	122,100	146,500	171,000	195,400
10414Y	Sr Director AA 1	92,800	116,000	139,200	162,500	185,600
10413Y	Director AA 3	88,800	111,100	133,200	155,500	177,700
10412Y	Director AA 2	84,600	105,800	126,900	148,100	169,200
10411Y	Director AA 1	80,400	100,500	120,600	140,700	160,700
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	102,600	128,200	153,800	179,600	205,200
10915Y	Sr Administrator AA 2	91,500	114,400	137,200	160,100	183,000
10914Y	Sr Administrator AA 1	80,400	100,500	120,600	140,700	160,700
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: 4/28/2026**

Job Code	Job Title	Minimum \$	25th \$	Midpoint \$	75th \$	Maximum \$
10236Y	Sr Curriculum Design Professional 3	65,800	82,300	98,700	115,200	131,700
10235Y	Sr Curriculum Design Professional 2	62,700	78,400	94,000	109,700	125,400
10234Y	Sr Curriculum Design Professional 1	59,600	74,500	89,300	104,200	119,100
10233Y	Curriculum Design Professional 3	57,200	71,500	85,800	100,200	114,500
10232Y	Curriculum Design Professional 2	54,500	68,100	81,700	95,400	109,000
10231Y	Curriculum Design Professional 1	51,800	64,700	77,600	90,600	103,600
10226Y	Sr Instructional Design Specialist 3	63,800	79,800	95,800	111,700	127,700
10225Y	Sr Instructional Design Specialist 2	60,800	76,000	91,200	106,400	121,600
10224Y	Sr Instructional Design Specialist 1	57,800	72,200	86,600	101,100	115,500
10223Y	Instructional Design Specialist 3	54,700	68,400	82,000	95,800	109,400
10222Y	Instructional Design Specialist 2	52,100	65,100	78,100	91,200	104,200
10221Y	Instructional Design Specialist 1	49,500	61,800	74,200	86,600	99,000
10216Y	Sr Academic Advisor AA 3	51,200	64,100	76,900	89,700	102,500
10215Y	Sr Academic Advisor AA 2	48,800	61,000	73,260	85,400	97,600
10214Y	Sr Academic Advisor AA 1	46,400	58,000	69,600	81,100	92,700
10213Y	Academic Advisor AA 3	44,600	55,800	66,900	78,100	89,300
10212Y	Academic Advisor AA 2	42,500	53,100	63,700	74,400	85,000
10211Y	Academic Advisor AA 1	40,400	50,400	60,500	70,700	80,800
10126N	Sr Student Recruiter AA 3	44,800	56,100	67,200	78,400	89,700
10125N	Sr Student Recruiter AA 2	42,700	53,400	64,000	74,700	85,400
10124N	Sr Student Recruiter AA 1	40,600	50,700	60,800	71,000	81,100
10123N	Student Recruiter AA 3	39,000	48,700	58,500	68,100	77,900
10122N	Student Recruiter AA 2	37,100	46,400	55,700	64,900	74,200
10121N	Student Recruiter AA 1	35,200	44,100	52,900	61,700	70,500
10116N	Sr Coordinator AA 3	47,100	58,900	70,800	82,500	94,300
10115N	Sr Coordinator AA 2	44,900	56,100	67,400	78,600	89,800
10114N	Sr Coordinator AA 1	42,700	53,300	64,000	74,700	85,300
10113N	Coordinator AA 3	41,900	52,400	62,800	73,300	83,800
10112N	Coordinator AA 2	39,900	49,900	59,800	69,800	79,800
10111N	Coordinator AA 1	37,900	47,400	56,800	66,300	75,800

NOTE: The salary threshold for exemptions to the federal overtime pay requirements under the Fair Labor Standards Act (FLSA) is \$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, 2026**

Last Updated: 4/28/2026