

VCU Market-Based Salary Ranges - April, 2026
Job Family: Athletics

| Job Code | Job Title | Minimum \$ | 25th \$ | Midpoint \$ | 75th \$ | Maximum \$ |
|----------|--------------------------------|------------|---------|-------------|---------|------------|
| 11713Y | Chief Athletics Officer 3 | 326,700 | 408,300 | 489,900 | 571,600 | OPEN |
| 11712Y | Chief Athletics Officer 2 | 311,100 | 388,900 | 466,600 | 544,400 | 622,200 |
| 11711Y | Chief Athletics Officer 1 | 295,500 | 369,500 | 443,300 | 517,200 | 591,100 |
| 11523Y | Deputy Athletics Director 3 | 165,500 | 206,900 | 248,200 | 289,600 | OPEN |
| 11522Y | Deputy Athletics Director 2 | 157,600 | 197,000 | 236,400 | 275,800 | 315,200 |
| 11521Y | Deputy Athletics Director 1 | 149,700 | 187,200 | 224,600 | 262,000 | 299,400 |
| 11513Y | Exec Assoc Athletic Director 3 | 148,400 | 185,400 | 222,500 | 259,700 | OPEN |
| 11512Y | Exec Assoc Athletic Director 2 | 141,300 | 176,600 | 211,900 | 247,300 | 282,600 |
| 11511Y | Exec Assoc Athletic Director 1 | 134,200 | 167,800 | 201,300 | 234,900 | 268,500 |
| 11916Y | Sr Athletics Administrator 3 | 96,700 | 120,900 | 145,000 | 169,300 | 193,400 |
| 11915Y | Sr Athletics Administrator 2 | 86,300 | 107,900 | 129,500 | 151,000 | 172,600 |
| 11914Y | Sr Athletics Administrator 1 | 76,000 | 95,000 | 114,000 | 133,000 | 152,000 |
| 11913Y | Athletics Administrator 3 | 54,900 | 68,700 | 82,400 | 96,100 | 109,800 |
| 11912Y | Athletics Administrator 2 | 52,300 | 65,400 | 78,500 | 91,500 | 104,600 |
| 11911Y | Athletics Administrator 1 | 49,700 | 62,100 | 74,600 | 86,900 | 99,400 |
| 11416Y | Sr Sports Program Director 3 | 96,700 | 120,900 | 145,000 | 169,300 | 193,400 |
| 11415Y | Sr Sports Program Director 2 | 92,100 | 115,100 | 138,100 | 161,200 | 184,200 |
| 11414Y | Sr Sports Program Director 1 | 87,500 | 109,300 | 131,200 | 153,100 | 175,000 |
| 11413Y | Sports Program Director 3 | 84,000 | 105,000 | 126,000 | 147,000 | 168,000 |
| 11412Y | Sports Program Director 2 | 80,000 | 100,000 | 120,000 | 140,000 | 160,000 |
| 11411Y | Sports Program Director 1 | 76,000 | 95,000 | 114,000 | 133,000 | 152,000 |
| 11236Y | Sr Head Coach 3 | 86,000 | 107,500 | 128,900 | 150,500 | OPEN |
| 11235Y | Sr Head Coach 2 | 81,900 | 102,400 | 122,800 | 143,300 | OPEN |
| 11234Y | Sr Head Coach 1 | 77,800 | 97,300 | 116,700 | 136,100 | OPEN |
| 11233Y | Head Coach 3 | 74,800 | 93,500 | 112,100 | 130,800 | OPEN |
| 11232Y | Head Coach 2 | 71,200 | 89,000 | 106,800 | 124,600 | OPEN |
| 11231Y | Head Coach 1 | 67,600 | 84,600 | 101,500 | 118,400 | OPEN |
| 11226Y | Sr Assistant Coach 3 | 48,000 | 60,000 | 72,000 | 84,000 | OPEN |
| 11225Y | Sr Assistant Coach 2 | 45,700 | 57,100 | 68,600 | 80,000 | OPEN |
| 11224Y | Sr Assistant Coach 1 | 43,400 | 54,200 | 65,200 | 76,000 | OPEN |
| 11223Y | Assistant Coach 3 | 41,700 | 52,100 | 62,600 | 73,000 | OPEN |
| 11222Y | Assistant Coach 2 | 39,700 | 49,600 | 59,600 | 69,500 | OPEN |
| 11221Y | Assistant Coach 1 | 37,700 | 47,100 | 56,600 | 66,000 | OPEN |

Last Updated: 4/16/2026

| Job Code | Job Title | Minimum \$ | 25th \$ | Midpoint \$ | 75th \$ | Maximum \$ |
|----------|-----------------------|------------|---------|-------------|---------|------------|
| 11216Y | Sr Athletic Trainer 3 | 52,800 | 66,000 | 79,300 | 92,400 | 105,600 |
| 11215Y | Sr Athletic Trainer 2 | 50,300 | 62,900 | 75,500 | 88,000 | 100,600 |
| 11214Y | Sr Athletic Trainer 1 | 47,800 | 59,800 | 71,700 | 83,600 | 95,600 |
| 11213Y | Athletic Trainer 3 | 46,000 | 57,500 | 69,000 | 80,500 | 92,000 |
| 11212Y | Athletic Trainer 2 | 43,800 | 54,800 | 65,700 | 76,700 | 87,600 |
| 11211Y | Athletic Trainer 1 | 41,600 | 52,100 | 62,400 | 72,900 | 83,200 |

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: 4/16/2026