

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

<b>Job Code</b>	<b>Job Title</b>	<b>Minimum \$</b>	<b>25th \$</b>	<b>Midpoint \$</b>	<b>75th \$</b>	<b>Maximum \$</b>
11712Y	Chief Athletics Officer	311,100	388,900	466,600	544,400	OPEN
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: 4/28/2026**

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:** 4/28/2026