

VCU Market-Based Salary Ranges - March, 2024

Job Family: Museums and Fine Arts

Job Code	Job Title	Minimum \$	25th \$	Midpoint \$	75th \$	Maximum \$
28516Y	Executive Director ICA 3	160,100	200,100	240,100	280,200	OPEN
28515Y	Executive Director ICA 2	152,500	190,600	228,700	266,900	305,000
28514Y	Executive Director ICA 1	144,900	181,100	217,300	253,600	289,800
28513Y	Chief Curator 3	74,900	93,600	112,200	131,000	OPEN
28512Y	Chief Curator 2	71,300	89,100	106,900	124,800	142,600
28511Y	Chief Curator 1	67,700	84,600	101,600	118,600	135,500
28416Y	Sr Director MS 3	98,800	123,500	148,200	172,900	OPEN
28415Y	Sr Director MS 2	94,100	117,600	141,100	164,700	188,200
28414Y	Sr Director MS 1	89,400	111,700	134,000	156,500	178,800
28413Y	Director MS 3	85,900	107,400	128,800	150,400	OPEN
28412Y	Director MS 2	81,800	102,300	122,700	143,200	163,600
28411Y	Director MS 1	77,700	97,200	116,600	136,000	155,400
28426Y	Sr Dir Facilities Experience Design 3	83,300	104,100	124,800	145,700	166,500
28425Y	Sr Dir Facilities Experience Design 2	79,300	99,100	118,900	138,800	158,600
28424Y	Sr Dir Facilities Experience Design 1	75,300	94,100	113,000	131,900	150,700
28423Y	Dir Facilities Experience Design 3	71,300	89,100	106,900	124,700	142,600
28422Y	Dir Facilities Experience Design 2	67,900	84,900	101,800	118,800	135,800
28421Y	Dir Facilities Experience Design 1	64,500	80,700	96,700	112,900	129,000
28326Y	Sr Manager MS 3	63,300	79,200	94,900	110,800	126,600
28325Y	Sr Manager MS 2	60,300	75,400	90,400	105,500	120,600
28324Y	Sr Manager MS 1	57,300	71,600	85,900	100,200	114,600
28323Y	Manager MS 3	54,000	67,500	81,000	94,500	107,900
28322Y	Manager MS 2	51,400	64,300	77,100	90,000	102,800
28321Y	Manager MS 1	48,800	61,100	73,200	85,500	97,700
28916Y	Sr Administrator MS 3	98,800	123,500	148,200	172,900	197,600
28915Y	Sr Administrator MS 2	88,300	110,400	132,400	154,500	176,600
28914Y	Sr Administrator MS 1	77,700	97,200	116,600	136,000	155,400
28913Y	Administrator MS 3	63,300	79,200	94,900	110,800	126,600
28912Y	Administrator MS 2	56,000	70,000	84,000	98,000	112,000
28911Y	Administrator MS 1	48,800	61,100	73,200	85,500	97,700

Last Updated: 01/01/2026

Job Code	Job Title	Minimum \$	25th \$	Midpoint \$	75th \$	Maximum \$
28316Y	Sr Theatre Manager MS 3	59,200	74,000	88,800	103,600	118,400
28315Y	Sr Theatre Manager MS 2	56,400	70,500	84,500	98,700	112,800
28314Y	Sr Theatre Manager MS 1	53,600	67,000	80,300	93,800	107,200
28313Y	Theatre Manager MS 3	51,500	64,400	77,200	90,100	102,900
28312Y	Theatre Manager MS 2	49,000	61,300	73,500	85,800	98,000
28311Y	Theatre Manager MS 1	46,600	58,200	69,800	81,500	93,100
28266Y	Sr Curator MS 3	54,600	68,300	81,900	95,600	109,200
28265Y	Sr Curator MS 2	52,000	65,000	78,000	91,000	104,000
28264Y	Sr Curator MS 1	49,400	61,800	74,100	86,500	98,800
28263Y	Curator MS 3	48,000	60,000	71,900	84,000	96,000
28262Y	Curator MS 2	45,700	57,100	68,500	80,000	91,400
28261Y	Curator MS 1	43,400	54,200	65,100	76,000	86,800
28276N	Sr Preparator 3	45,000	56,300	67,500	78,800	90,000
28275N	Sr Preparator 2	42,900	53,600	64,300	75,000	85,800
28274N	Sr Preparator 1	40,700	50,900	61,100	71,300	81,400
28273N	Preparator 3	37,400	46,800	56,100	65,400	74,800
28272N	Preparator 2	35,600	44,500	53,400	62,300	71,200
28271N	Preparator 1	33,800	42,300	50,700	59,200	67,600
28256N	Sr Curatorial Assistant MS 3	41,300	51,600	61,800	72,200	82,500
28255N	Sr Curatorial Assistant MS 2	39,300	49,100	58,900	68,800	78,600
28254N	Sr Curatorial Assistant MS 1	37,300	46,600	56,000	65,400	74,700
28253N	Curatorial Assistant MS 3	33,100	41,400	49,700	57,900	66,200
28252N	Curatorial Assistant MS 2	31,500	39,400	47,300	55,100	63,000
28251N	Curatorial Assistant MS 1	29,900	37,400	44,900	52,300	59,900
28116N	Sr Coordinator MS 3	31,000	38,700	46,500	54,200	62,000
28115N	Sr Coordinator MS 2	29,500	36,900	44,300	51,600	59,000
28114N	Sr Coordinator MS 1	28,000	35,100	42,100	49,000	56,100
28113N	Coordinator MS 3	27,600	34,500	41,400	48,300	55,200
28112N	Coordinator MS 2*	26,562	32,900	39,400	46,000	52,600
28111N	Coordinator MS 1 *	26,562	31,300	37,400	43,700	50,000
50333N	Arts Lab Asst/Technician 3	30,300	37,900	45,600	53,100	60,700
50332N	Arts Lab Asst/Technician 2	28,900	36,100	43,400	50,600	57,800
50331N	Arts Lab Asst/Technician 1	27,500	34,300	41,200	48,100	54,900

* Range updated to reflect Virginia's minimum wage of \$12.77 per hour effective 1/1/2026.

Last Updated: 01/01/2026

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, 2024

Last Updated: 01/01/2026