

**VCU Market-Based Salary Ranges - April, 2026**  
**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	102,200	127,700	153,200	178,800	OPEN
28415Y	Sr Director MS 2	97,300	121,600	145,900	170,300	194,600
28414Y	Sr Director MS 1	92,400	115,500	138,600	161,800	184,900
28413Y	Director MS 3	89,400	111,700	134,000	156,300	OPEN
28412Y	Director MS 2	85,100	106,400	127,600	148,900	170,200
28411Y	Director MS 1	80,800	101,100	121,200	141,500	161,700
28426Y	Sr Dir Facilities Experience Design 3	92,500	115,600	138,800	161,900	185,000
28425Y	Sr Dir Facilities Experience Design 2	88,100	110,100	132,200	154,200	176,200
28424Y	Sr Dir Facilities Experience Design 1	83,700	104,600	125,600	146,500	167,400
28423Y	Dir Facilities Experience Design 3	79,900	99,900	119,800	139,900	159,800
28422Y	Dir Facilities Experience Design 2	76,100	95,100	114,100	133,200	152,200
28421Y	Dir Facilities Experience Design 1	72,300	90,300	108,400	126,500	144,600
28326Y	Sr Manager MS 3	64,400	80,400	96,600	112,700	128,700
28325Y	Sr Manager MS 2	61,300	76,600	92,000	107,300	122,600
28324Y	Sr Manager MS 1	58,200	72,800	87,400	101,900	116,500
28323Y	Manager MS 3	55,800	69,700	83,600	97,500	111,500
28322Y	Manager MS 2	53,100	66,400	79,600	92,900	106,200
28321Y	Manager MS 1	50,400	63,100	75,600	88,300	100,900
28916Y	Sr Administrator MS 3	102,200	127,700	153,200	178,800	204,300
28915Y	Sr Administrator MS 2	91,500	114,400	137,200	160,100	183,000
28914Y	Sr Administrator MS 1	80,800	101,100	121,200	141,500	161,700
28913Y	Administrator MS 3	64,400	80,400	96,600	112,700	128,700
28912Y	Administrator MS 2	57,400	71,800	86,100	100,500	114,800
28911Y	Administrator MS 1	50,400	63,100	75,600	88,300	100,900

Last Updated: 04/16/2026

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	54,700	68,400	82,100	95,800	109,400
28265Y	Sr Curator MS 2	52,100	65,100	78,200	91,200	104,200
28264Y	Sr Curator MS 1	49,500	61,800	74,300	86,600	99,000
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	46,300	57,900	69,500	81,100	92,600
28275N	Sr Preparator 2	44,100	55,100	66,200	77,200	88,200
28274N	Sr Preparator 1	41,900	52,300	62,900	73,300	83,800
28273N	Preparator 3	39,000	48,700	58,500	68,100	77,900
28272N	Preparator 2	37,100	46,400	55,700	64,900	74,200
28271N	Preparator 1	35,200	44,100	52,900	61,700	70,500
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	33,400	41,800	50,100	58,500	66,800
28252N	Curatorial Assistant MS 2	31,800	39,800	47,700	55,700	63,600
28251N	Curatorial Assistant MS 1	30,200	37,800	45,300	52,900	60,400
28116N	Sr Coordinator MS 3	36,000	45,000	54,100	63,000	72,000
28115N	Sr Coordinator MS 2	34,300	42,900	51,500	60,000	68,600
28114N	Sr Coordinator MS 1	32,600	40,800	48,900	57,000	65,200
28113N	Coordinator MS 3	31,600	39,500	47,400	55,300	63,200
28112N	Coordinator MS 2	30,100	37,600	45,100	52,700	60,200
28111N	Coordinator MS 1	28,600	35,700	42,800	50,100	57,200
50333N	Arts Lab Asst/Technician 3	36,000	45,000	54,100	63,000	72,000
50332N	Arts Lab Asst/Technician 2	34,300	42,900	51,500	60,000	68,600
50331N	Arts Lab Asst/Technician 1	32,600	40,800	48,900	57,000	65,200

Last Updated: 04/16/2026

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, 2026*

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