

VCU Market-Based Salary Ranges - April, 2025
Job Family: Research & Innovation

Job Code	Job Title	Minimum \$	25th \$	Midpoint \$	75th \$	Maximum \$
32713Y	Chief Research Officer 3	323,600	404,600	485,400	566,400	OPEN
32712Y	Chief Research Officer 2	308,200	385,300	462,300	539,400	616,400
32711Y	Chief Research Officer 1	292,800	366,000	439,200	512,400	585,600
32613Y	Deputy Chief Research Officer 3	207,100	258,800	310,600	362,400	OPEN
32612Y	Deputy Chief Research Officer 2	197,200	246,500	295,800	345,100	394,400
32611Y	Deputy Chief Research Officer 1	187,300	234,200	281,000	327,800	374,700
32416Y	Sr Director RS 3	162,900	203,600	244,300	285,000	325,700
32415Y	Sr Director RS 2	155,100	193,900	232,700	271,400	310,200
32414Y	Sr Director RS 1	147,300	184,200	221,100	257,800	294,700
32413Y	Director RS 3	141,900	177,300	212,800	248,200	283,700
32412Y	Director RS 2	135,100	168,900	202,700	236,400	270,200
32411Y	Director RS 1	128,300	160,500	192,600	224,600	256,700
32336Y	Assoc Director RS 3	109,700	137,100	164,500	192,000	219,500
32335Y	Assoc Director RS 2	104,500	130,600	156,700	182,900	209,000
32334Y	Assoc Director RS 1	99,300	124,100	148,900	173,800	198,600
32333Y	Asst Director RS 3	93,200	116,600	139,900	163,200	186,500
32332Y	Asst Director RS 2	88,800	111,000	133,200	155,400	177,600
32331Y	Asst Director RS 1	84,400	105,500	126,500	147,600	168,700
32326Y	Sr Manager RS 3	78,900	98,600	118,200	138,000	157,700
32325Y	Sr Manager RS 2	75,100	93,900	112,600	131,400	150,200
32324Y	Sr Manager RS 1	71,300	89,200	107,000	124,800	142,700
32323Y	Manager RS 3	68,100	85,200	102,300	119,300	136,300
32322Y	Manager RS 2	64,900	81,100	97,400	113,600	129,800
32321Y	Manager RS 1	61,700	77,000	92,500	107,900	123,300
32916Y	Sr Administrator RS 3	162,900	203,600	244,300	285,000	325,700
32915Y	Sr Administrator RS 2	131,100	163,900	196,600	229,400	262,200
32914Y	Sr Administrator RS 1	99,300	124,100	148,900	173,800	198,600
32913Y	Administrator RS 3	93,200	116,600	139,900	163,200	186,500
32912Y	Administrator RS 2	77,500	96,900	116,200	135,600	155,000
32911Y	Administrator RS 1	61,700	77,000	92,500	107,900	123,300

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32316N	Sr Supervisor RS 3	57,000	71,300	85,500	99,800	114,000
32315N	Sr Supervisor RS 2	54,300	67,900	81,400	95,000	108,600
32314N	Sr Supervisor RS 1	51,600	64,500	77,300	90,300	103,200
32313N	Supervisor RS 3	49,500	61,800	74,200	86,500	98,900
32312N	Supervisor RS 2	47,100	58,900	70,700	82,400	94,200
32311N	Supervisor RS 1	44,700	56,000	67,200	78,300	89,500
33256Y	Sr Clinical Veterinarian RS 3	109,500	136,900	164,300	191,600	219,000
33255Y	Sr Clinical Veterinarian RS 2	104,300	130,400	156,500	182,500	208,600
33254Y	Sr Clinical Veterinarian RS 1	99,100	123,900	148,700	173,400	198,200
33253Y	Clinical Veterinarian RS 3	95,200	119,100	142,900	166,600	190,500
33252Y	Clinical Veterinarian RS 2	90,700	113,400	136,100	158,700	181,400
33251Y	Clinical Veterinarian RS 1	86,200	107,700	129,300	150,800	172,300
33246Y	Sr Scientist RS 3	81,500	101,900	122,200	142,600	163,000
33245Y	Sr Scientist RS 2	77,600	97,000	116,400	135,800	155,200
33244Y	Sr Scientist RS 1	73,700	92,200	110,600	129,000	147,400
33243Y	Scientist RS 3	67,900	84,900	102,000	118,900	135,900
33242Y	Scientist RS 2	64,700	80,900	97,100	113,200	129,400
33241Y	Scientist RS 1	61,500	76,900	92,200	107,500	122,900
33226N	Sr Lab Engineer RS 3	70,500	88,100	105,700	123,300	140,900
33225N	Sr Lab Engineer RS 2	67,100	83,900	100,700	117,400	134,200
33224N	Sr Lab Engineer RS 1	63,700	79,700	95,700	111,500	127,500
33223N	Lab Engineer RS 3	61,200	76,500	91,800	107,100	122,400
33222N	Lab Engineer RS 2	58,300	72,900	87,400	102,000	116,600
33221N	Lab Engineer RS 1	55,400	69,300	83,000	96,900	110,800
33236N	Sr Research Analyst 3	65,300	81,700	98,000	114,300	130,600
33235N	Sr Research Analyst 2	62,200	77,800	93,300	108,900	124,400
33234N	Sr Research Analyst 1	59,100	73,900	88,600	103,500	118,200
33233N	Research Analyst 3	53,600	67,000	80,300	93,800	107,100
33232N	Research Analyst 2	51,000	63,800	76,500	89,300	102,000
33231N	Research Analyst 1	48,500	60,600	72,700	84,800	96,900
34226N	Sr Scientific Writer RS 3	67,900	84,900	101,900	118,900	135,900
34225N	Sr Scientific Writer RS 2	64,700	80,900	97,000	113,200	129,400
34224N	Sr Scientific Writer RS 1	61,500	76,900	92,200	107,500	122,900
34223N	Scientific Writer RS 3	59,200	74,000	88,800	103,600	118,400
34222N	Scientific Writer RS 2	56,400	70,500	84,600	98,700	112,800
34221N	Scientific Writer RS 1	53,600	67,000	80,400	93,800	107,200

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32306N	Sr Lab Manager 3	66,000	82,500	99,000	115,600	132,100
32305N	Sr Lab Manager 2	62,900	78,600	94,300	110,100	125,800
32304N	Sr Lab Manager 1	59,800	74,700	89,600	104,600	119,500
32303N	Lab Manager 3	56,800	71,000	85,200	99,400	113,600
32302N	Lab Manager 2	54,100	67,600	81,100	94,700	108,200
32301N	Lab Manager 1	51,400	64,200	77,000	90,000	102,800
34086N	Sr Clinical Research Nurse RS 3	73,200	91,500	109,700	128,100	146,400
34085N	Sr Clinical Research Nurse RS 2	69,700	87,100	104,500	122,000	139,400
34084N	Sr Clinical Research Nurse RS 1	66,200	82,700	99,300	115,900	132,400
34083N	Clinical Research Nurse RS 3	63,900	79,900	95,900	111,900	127,900
34082N	Clinical Research Nurse RS 2	60,900	76,100	91,300	106,600	121,800
34081N	Clinical Research Nurse RS 1	57,900	72,300	86,700	101,300	115,700
34116N	Sr Clinical Research Coordinator 3	52,800	66,000	79,300	92,400	105,600
34115N	Sr Clinical Research Coordinator 2	50,300	62,900	75,500	88,000	100,600
34114N	Sr Clinical Research Coordinator 1	47,800	59,800	71,700	83,600	95,600
34113N	Clinical Research Coordinator 3	46,300	57,900	69,500	81,100	92,600
34112N	Clinical Research Coordinator 2	44,100	55,100	66,200	77,200	88,200
34111N	Clinical Research Coordinator 1	41,900	52,300	62,900	73,300	83,800
34003N	Clinical Research Assistant 3	35,000	43,700	52,400	61,200	69,900
34002N	Clinical Research Assistant 2	33,300	41,600	49,900	58,300	66,600
34001N	Clinical Research Assistant 1	31,600	39,500	47,400	55,400	63,300
34066N	Sr Research Coordinator 3	48,900	61,200	73,400	85,700	97,900
34065N	Sr Research Coordinator 2	46,600	58,300	69,900	81,600	93,200
34064N	Sr Research Coordinator 1	44,300	55,400	66,400	77,500	88,500
34063N	Research Coordinator 3	41,300	51,600	61,800	72,200	82,500
34062N	Research Coordinator 2	39,300	49,100	58,900	68,800	78,600
34061N	Research Coordinator 1	37,300	46,600	56,000	65,400	74,700
34216N	Sr Research Administrator 3	59,300	74,100	89,000	103,800	118,700
34215N	Sr Research Administrator 2	56,500	70,600	84,800	98,900	113,000
34214N	Sr Research Administrator 1	53,700	67,100	80,600	94,000	107,400
34213N	Research Administrator 3	51,600	64,500	77,300	90,200	103,100
34212N	Research Administrator 2	49,100	61,400	73,600	85,900	98,200
34211N	Research Administrator 1	46,600	58,300	69,900	81,600	93,300

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34126N	Assoc Research Administrator 3	43,400	54,200	65,000	75,900	86,700
34125N	Assoc Research Administrator 2	41,300	51,600	61,900	72,300	82,600
34124N	Assoc Research Administrator 1	39,200	49,000	58,800	68,700	78,500
34123N	Asst Research Administrator 3	38,300	47,900	57,500	67,100	76,700
34122N	Asst Research Administrator 2	36,500	45,600	54,800	63,900	73,000
34121N	Asst Research Administrator 1	34,700	43,300	52,100	60,700	69,400
34076N	Sr Veterinary Technician RS 3	45,900	57,300	68,900	80,300	91,800
34075N	Sr Veterinary Technician RS 2	43,700	54,600	65,600	76,500	87,400
34074N	Sr Veterinary Technician RS 1	41,500	51,900	62,300	72,700	83,000
34073N	Veterinary Technician RS 3	39,500	49,400	59,200	69,100	79,000
34072N	Veterinary Technician RS 2	37,600	47,000	56,400	65,800	75,200
34071N	Veterinary Technician RS I	35,700	44,700	53,600	62,500	71,400
34056N	Sr Lab/Research Technician 3	44,700	56,000	67,100	78,300	89,500
34055N	Sr Lab/Research Technician 2	42,600	53,300	63,900	74,600	85,200
34054N	Sr Lab/Research Technician 1	40,500	50,600	60,700	70,900	80,900
34053N	Lab/Research Technician 3	38,000	47,600	57,000	66,600	76,000
34052N	Lab/Research Technician 2	36,200	45,300	54,300	63,400	72,400
34051N	Lab/Research Technician 1	34,400	43,000	51,600	60,200	68,800
34046N	Sr Labs/Research Assistant 3	34,700	43,400	52,000	60,700	69,300
34045N	Sr Labs/Research Assistant 2	33,000	41,300	49,500	57,800	66,000
34044N	Sr Labs/Research Assistant 1	31,400	39,200	47,000	54,900	62,700
34043N	Labs/Research Assistant 3	30,100	37,700	45,300	52,700	60,300
34042N	Labs/Research Assistant 2	28,700	35,900	43,100	50,200	57,400
34041N	Labs/Research Assistant 1	27,300	34,100	40,900	47,700	54,500
34036N	Vivarium Manager RS 3	61,200	76,500	91,800	107,100	122,400
34035N	Vivarium Manager RS 2	58,300	72,900	87,400	102,000	116,600
34034N	Vivarium Manager RS 1	55,400	69,300	83,000	96,900	110,800
34033N	Asst Vivarium Manager RS 3	52,200	65,200	78,300	91,400	104,400
34032N	Asst Vivarium Manager RS 2	49,700	62,100	74,600	87,000	99,400
34031N	Asst Vivarium Manager RS 1	47,200	59,000	70,900	82,700	94,400
34026N	Sr Animal Care Technician RS 3	35,800	44,700	53,700	62,700	71,600
34025N	Sr Animal Care Technician RS 2	34,100	42,600	51,100	59,700	68,200
34024N	Sr Animal Care Technician RS 1	32,400	40,500	48,500	56,700	64,800
34023N	Animal Care Technician RS 3	30,800	38,400	46,100	53,900	61,500
34022N	Animal Care Technician RS 2	29,300	36,600	43,900	51,300	58,600
34021N	Animal Care Technician RS 1	27,800	34,800	41,700	48,700	55,700

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34016N	Sr Animal Care Assistant RS 3	27,600	34,500	41,400	48,300	55,200
34015N	Sr Animal Care Assistant RS 2*	26,562	32,900	39,400	46,000	52,600
34014N	Sr Animal Care Assistant RS 1 *	26,562	31,300	37,400	43,700	50,000
34013N	Animal Care Assistant RS 3 *	26,562	29,000	34,800	40,600	46,400
34012N	Animal Care Assistant RS 2 *	26,562	27,600	33,100	38,700	44,200
34011N	Animal Care Assistant RS 1 *	26,562	26,562	31,400	36,800	42,000

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

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

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