

**VCU Market-Based Salary Ranges - April, 2026**  
**Job Family: Research & Innovation**

| <b>Job Code</b> | <b>Job Title</b>                | <b>Minimum \$</b> | <b>25th \$</b> | <b>Midpoint \$</b> | <b>75th \$</b> | <b>Maximum \$</b> |
|-----------------|---------------------------------|-------------------|----------------|--------------------|----------------|-------------------|
| 32713Y          | Chief Research Officer 3        | 328,900           | 411,100        | 493,300            | 575,500        | OPEN              |
| 32712Y          | Chief Research Officer 2        | 313,200           | 391,500        | 469,800            | 548,100        | 626,400           |
| 32711Y          | Chief Research Officer 1        | 297,500           | 371,900        | 446,300            | 520,700        | 595,100           |
| 32613Y          | Deputy Chief Research Officer 3 | 208,300           | 260,400        | 312,500            | 364,600        | OPEN              |
| 32612Y          | Deputy Chief Research Officer 2 | 198,400           | 248,000        | 297,600            | 347,200        | 396,800           |
| 32611Y          | Deputy Chief Research Officer 1 | 188,500           | 235,600        | 282,700            | 329,800        | 377,000           |
| 32416Y          | Sr Director RS 3                | 173,600           | 216,900        | 260,300            | 303,800        | 347,100           |
| 32415Y          | Sr Director RS 2                | 165,300           | 206,600        | 247,900            | 289,300        | 330,600           |
| 32414Y          | Sr Director RS 1                | 157,000           | 196,300        | 235,500            | 274,800        | 314,100           |
| 32413Y          | Director RS 3                   | 147,500           | 184,400        | 221,200            | 258,200        | 295,100           |
| 32412Y          | Director RS 2                   | 140,500           | 175,600        | 210,700            | 245,900        | 281,000           |
| 32411Y          | Director RS 1                   | 133,500           | 166,800        | 200,200            | 233,600        | 267,000           |
| 32336Y          | Assoc Director RS 3             | 111,900           | 140,000        | 167,900            | 195,900        | 223,900           |
| 32335Y          | Assoc Director RS 2             | 106,600           | 133,300        | 159,900            | 186,600        | 213,200           |
| 32334Y          | Assoc Director RS 1             | 101,300           | 126,600        | 151,900            | 177,300        | 202,500           |
| 32333Y          | Asst Director RS 3              | 97,800            | 122,200        | 146,700            | 171,000        | 195,500           |
| 32332Y          | Asst Director RS 2              | 93,100            | 116,400        | 139,700            | 162,900        | 186,200           |
| 32331Y          | Asst Director RS 1              | 88,400            | 110,600        | 132,700            | 154,800        | 176,900           |
| 32326Y          | Sr Manager RS 3                 | 81,600            | 102,000        | 122,300            | 142,800        | 163,200           |
| 32325Y          | Sr Manager RS 2                 | 77,700            | 97,100         | 116,500            | 136,000        | 155,400           |
| 32324Y          | Sr Manager RS 1                 | 73,800            | 92,200         | 110,700            | 129,200        | 147,600           |
| 32323Y          | Manager RS 3                    | 69,600            | 87,000         | 104,400            | 121,800        | 139,200           |
| 32322Y          | Manager RS 2                    | 66,300            | 82,900         | 99,400             | 116,000        | 132,600           |
| 32321Y          | Manager RS 1                    | 63,000            | 78,800         | 94,400             | 110,200        | 126,000           |
| 32916Y          | Sr Administrator RS 3           | 173,600           | 216,900        | 260,300            | 303,800        | 347,100           |
| 32915Y          | Sr Administrator RS 2           | 137,400           | 171,800        | 206,100            | 240,500        | 274,800           |
| 32914Y          | Sr Administrator RS 1           | 101,300           | 126,600        | 151,900            | 177,300        | 202,500           |
| 32913Y          | Administrator RS 3              | 97,800            | 122,200        | 146,700            | 171,000        | 195,500           |
| 32912Y          | Administrator RS 2              | 80,400            | 100,500        | 120,600            | 140,700        | 160,800           |
| 32911Y          | Administrator RS 1              | 63,000            | 78,800         | 94,400             | 110,200        | 126,000           |

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| Job Code | Job Title                     | Minimum \$ | 25th \$ | Midpoint \$ | 75th \$ | Maximum \$ |
|----------|-------------------------------|------------|---------|-------------|---------|------------|
| 32316N   | Sr Supervisor RS 3            | 59,100     | 73,900  | 88,600      | 103,400 | 118,200    |
| 32315N   | Sr Supervisor RS 2            | 56,300     | 70,400  | 84,400      | 98,500  | 112,600    |
| 32314N   | Sr Supervisor RS 1            | 53,500     | 66,900  | 80,200      | 93,600  | 107,000    |
| 32313N   | Supervisor RS 3               | 50,500     | 63,100  | 75,700      | 88,400  | 101,000    |
| 32312N   | Supervisor RS 2               | 48,100     | 60,100  | 72,100      | 84,200  | 96,200     |
| 32311N   | Supervisor RS 1               | 45,700     | 57,100  | 68,500      | 80,000  | 91,400     |
| 33256Y   | Sr Clinical Veterinarian RS 3 | 114,800    | 143,400 | 172,200     | 200,900 | 229,500    |
| 33255Y   | Sr Clinical Veterinarian RS 2 | 109,300    | 136,600 | 164,000     | 191,300 | 218,600    |
| 33254Y   | Sr Clinical Veterinarian RS 1 | 103,800    | 129,800 | 155,800     | 181,700 | 207,700    |
| 33253Y   | Clinical Veterinarian RS 3    | 99,900     | 124,800 | 149,700     | 174,700 | 199,700    |
| 33252Y   | Clinical Veterinarian RS 2    | 95,100     | 118,900 | 142,600     | 166,400 | 190,200    |
| 33251Y   | Clinical Veterinarian RS 1    | 90,300     | 113,000 | 135,500     | 158,100 | 180,700    |
| 33246Y   | Sr Scientist RS 3             | 83,100     | 103,800 | 124,600     | 145,300 | 166,100    |
| 33245Y   | Sr Scientist RS 2             | 79,100     | 98,900  | 118,700     | 138,400 | 158,200    |
| 33244Y   | Sr Scientist RS 1             | 75,100     | 94,000  | 112,800     | 131,500 | 150,300    |
| 33243Y   | Scientist RS 3                | 71,300     | 89,100  | 107,000     | 124,700 | 142,600    |
| 33242Y   | Scientist RS 2                | 67,900     | 84,900  | 101,900     | 118,800 | 135,800    |
| 33241Y   | Scientist RS 1                | 64,500     | 80,700  | 96,800      | 112,900 | 129,000    |
| 33226N   | Sr Lab Engineer RS 3          | 70,800     | 88,500  | 106,200     | 123,900 | 141,500    |
| 33225N   | Sr Lab Engineer RS 2          | 67,400     | 84,300  | 101,100     | 118,000 | 134,800    |
| 33224N   | Sr Lab Engineer RS 1          | 64,000     | 80,100  | 96,000      | 112,100 | 128,100    |
| 33223N   | Lab Engineer RS 3             | 61,200     | 76,500  | 91,900      | 107,100 | 122,400    |
| 33222N   | Lab Engineer RS 2             | 58,300     | 72,900  | 87,500      | 102,000 | 116,600    |
| 33221N   | Lab Engineer RS 1             | 55,400     | 69,300  | 83,100      | 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            | 53,900     | 67,300  | 80,900      | 94,300  | 107,700    |
| 33232N   | Research Analyst 2            | 51,300     | 64,100  | 77,000      | 89,800  | 102,600    |
| 33231N   | Research Analyst 1            | 48,700     | 60,900  | 73,200      | 85,300  | 97,500     |
| 34226N   | Sr Scientific Writer RS 3     | 68,600     | 85,700  | 102,900     | 120,000 | 137,100    |
| 34225N   | Sr Scientific Writer RS 2     | 65,300     | 81,600  | 98,000      | 114,300 | 130,600    |
| 34224N   | Sr Scientific Writer RS 1     | 62,000     | 77,500  | 93,100      | 108,600 | 124,100    |
| 34223N   | Scientific Writer RS 3        | 59,300     | 74,100  | 89,000      | 103,800 | 118,700    |
| 34222N   | Scientific Writer RS 2        | 56,500     | 70,600  | 84,800      | 98,900  | 113,000    |
| 34221N   | Scientific Writer RS 1        | 53,700     | 67,100  | 80,600      | 94,000  | 107,400    |

**Last Updated:** 04/16/2026

| Job Code | Job Title                          | Minimum \$ | 25th \$ | Midpoint \$ | 75th \$ | Maximum \$ |
|----------|------------------------------------|------------|---------|-------------|---------|------------|
| 32306N   | Sr Lab Manager 3                   | 66,700     | 83,400  | 100,000     | 116,700 | 133,400    |
| 32305N   | Sr Lab Manager 2                   | 63,500     | 79,400  | 95,200      | 111,100 | 127,000    |
| 32304N   | Sr Lab Manager 1                   | 60,300     | 75,400  | 90,400      | 105,500 | 120,700    |
| 32303N   | Lab Manager 3                      | 58,500     | 73,100  | 87,700      | 102,400 | 117,000    |
| 32302N   | Lab Manager 2                      | 55,700     | 69,600  | 83,500      | 97,500  | 111,400    |
| 32301N   | Lab Manager 1                      | 52,900     | 66,100  | 79,300      | 92,600  | 105,800    |
| 34086N   | Sr Clinical Research Nurse RS 3    | 75,300     | 94,100  | 112,900     | 131,800 | 150,600    |
| 34085N   | Sr Clinical Research Nurse RS 2    | 71,700     | 89,600  | 107,500     | 125,500 | 143,400    |
| 34084N   | Sr Clinical Research Nurse RS 1    | 68,100     | 85,100  | 102,100     | 119,200 | 136,200    |
| 34083N   | Clinical Research Nurse RS 3       | 65,000     | 81,300  | 97,500      | 113,700 | 130,000    |
| 34082N   | Clinical Research Nurse RS 2       | 61,900     | 77,400  | 92,900      | 108,300 | 123,800    |
| 34081N   | Clinical Research Nurse RS 1       | 58,800     | 73,500  | 88,300      | 102,900 | 117,600    |
| 34116N   | Sr Clinical Research Coordinator 3 | 54,900     | 68,700  | 82,300      | 96,100  | 109,800    |
| 34115N   | Sr Clinical Research Coordinator 2 | 52,300     | 65,400  | 78,400      | 91,500  | 104,600    |
| 34114N   | Sr Clinical Research Coordinator 1 | 49,700     | 62,100  | 74,500      | 86,900  | 99,400     |
| 34113N   | Clinical Research Coordinator 3    | 46,500     | 58,200  | 69,700      | 81,400  | 93,000     |
| 34112N   | Clinical Research Coordinator 2    | 44,300     | 55,400  | 66,400      | 77,500  | 88,600     |
| 34111N   | Clinical Research Coordinator 1    | 42,100     | 52,600  | 63,100      | 73,600  | 84,200     |
| 34003N   | Clinical Research Assistant 3      | 36,500     | 45,700  | 54,800      | 63,900  | 73,100     |
| 34002N   | Clinical Research Assistant 2      | 34,800     | 43,500  | 52,200      | 60,900  | 69,600     |
| 34001N   | Clinical Research Assistant 1      | 33,100     | 41,300  | 49,600      | 57,900  | 66,100     |
| 34066N   | Sr Research Coordinator 3          | 49,200     | 61,500  | 73,800      | 86,200  | 98,500     |
| 34065N   | Sr Research Coordinator 2          | 46,900     | 58,600  | 70,300      | 82,100  | 93,800     |
| 34064N   | Sr Research Coordinator 1          | 44,600     | 55,700  | 66,800      | 78,000  | 89,100     |
| 34063N   | Research Coordinator 3             | 42,300     | 52,900  | 63,500      | 74,000  | 84,600     |
| 34062N   | Research Coordinator 2             | 40,300     | 50,400  | 60,500      | 70,500  | 80,600     |
| 34061N   | Research Coordinator 1             | 38,300     | 47,900  | 57,500      | 67,000  | 76,600     |
| 34216N   | Sr Research Administrator 3        | 61,200     | 76,500  | 91,800      | 107,100 | 122,400    |
| 34215N   | Sr Research Administrator 2        | 58,300     | 72,900  | 87,400      | 102,000 | 116,600    |
| 34214N   | Sr Research Administrator 1        | 55,400     | 69,300  | 83,000      | 96,900  | 110,800    |
| 34213N   | Research Administrator 3           | 52,000     | 65,000  | 78,000      | 90,900  | 104,000    |
| 34212N   | Research Administrator 2           | 49,500     | 61,900  | 74,300      | 86,600  | 99,000     |
| 34211N   | Research Administrator 1           | 47,000     | 58,800  | 70,600      | 82,300  | 94,100     |

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|----------|--------------------------------|------------|---------|-------------|---------|------------|
| 34126N   | Assoc Research Administrator 3 | 44,400     | 55,500  | 66,600      | 77,700  | 88,800     |
| 34125N   | Assoc Research Administrator 2 | 42,300     | 52,900  | 63,400      | 74,000  | 84,600     |
| 34124N   | Assoc Research Administrator 1 | 40,200     | 50,300  | 60,200      | 70,300  | 80,400     |
| 34123N   | Asst Research Administrator 3  | 38,900     | 48,600  | 58,300      | 68,000  | 77,700     |
| 34122N   | Asst Research Administrator 2  | 37,000     | 46,300  | 55,500      | 64,800  | 74,000     |
| 34121N   | Asst Research Administrator 1  | 35,200     | 44,000  | 52,700      | 61,600  | 70,300     |
| 34076N   | Sr Veterinary Technician RS 3  | 46,700     | 58,400  | 70,000      | 81,800  | 93,500     |
| 34075N   | Sr Veterinary Technician RS 2  | 44,500     | 55,600  | 66,700      | 77,900  | 89,000     |
| 34074N   | Sr Veterinary Technician RS 1  | 42,300     | 52,800  | 63,400      | 74,000  | 84,600     |
| 34073N   | Veterinary Technician RS 3     | 40,000     | 50,000  | 60,100      | 70,000  | 80,000     |
| 34072N   | Veterinary Technician RS 2     | 38,100     | 47,600  | 57,200      | 66,700  | 76,200     |
| 34071N   | Veterinary Technician RS I     | 36,200     | 45,200  | 54,300      | 63,400  | 72,400     |
| 34056N   | Sr Lab/Research Technician 3   | 46,000     | 57,500  | 69,000      | 80,500  | 92,000     |
| 34055N   | Sr Lab/Research Technician 2   | 43,800     | 54,800  | 65,700      | 76,700  | 87,600     |
| 34054N   | Sr Lab/Research Technician 1   | 41,600     | 52,100  | 62,400      | 72,900  | 83,200     |
| 34053N   | Lab/Research Technician 3      | 38,700     | 48,400  | 58,100      | 67,800  | 77,500     |
| 34052N   | Lab/Research Technician 2      | 36,900     | 46,100  | 55,300      | 64,600  | 73,800     |
| 34051N   | Lab/Research Technician 1      | 35,100     | 43,800  | 52,500      | 61,400  | 70,100     |
| 34046N   | Sr Labs/Research Assistant 3   | 37,500     | 46,800  | 56,200      | 65,600  | 75,000     |
| 34045N   | Sr Labs/Research Assistant 2   | 35,700     | 44,600  | 53,500      | 62,500  | 71,400     |
| 34044N   | Sr Labs/Research Assistant 1   | 33,900     | 42,400  | 50,800      | 59,400  | 67,800     |
| 34043N   | Labs/Research Assistant 3      | 32,600     | 40,700  | 48,800      | 57,000  | 65,100     |
| 34042N   | Labs/Research Assistant 2      | 31,000     | 38,800  | 46,500      | 54,300  | 62,000     |
| 34041N   | Labs/Research Assistant 1      | 29,500     | 36,900  | 44,200      | 51,600  | 58,900     |
| 34036N   | Vivarium Manager RS 3          | 62,300     | 77,800  | 93,500      | 109,000 | 124,500    |
| 34035N   | Vivarium Manager RS 2          | 59,300     | 74,100  | 89,000      | 103,800 | 118,600    |
| 34034N   | Vivarium Manager RS 1          | 56,300     | 70,400  | 84,600      | 98,600  | 112,700    |
| 34033N   | Asst Vivarium Manager RS 3     | 53,600     | 67,000  | 80,300      | 93,800  | 107,100    |
| 34032N   | Asst Vivarium Manager RS 2     | 51,000     | 63,800  | 76,500      | 89,300  | 102,000    |
| 34031N   | Asst Vivarium Manager RS 1     | 48,500     | 60,600  | 72,700      | 84,800  | 96,900     |
| 34026N   | Sr Animal Care Technician RS 3 | 37,300     | 46,600  | 55,900      | 65,200  | 74,600     |
| 34025N   | Sr Animal Care Technician RS 2 | 35,500     | 44,400  | 53,200      | 62,100  | 71,000     |
| 34024N   | Sr Animal Care Technician RS 1 | 33,700     | 42,200  | 50,500      | 59,000  | 67,500     |
| 34023N   | Animal Care Technician RS 3    | 32,200     | 40,300  | 48,300      | 56,400  | 64,500     |
| 34022N   | Animal Care Technician RS 2    | 30,700     | 38,400  | 46,000      | 53,700  | 61,400     |
| 34021N   | Animal Care Technician RS 1    | 29,200     | 36,500  | 43,700      | 51,000  | 58,300     |

**Last Updated: 04/16/2026**

| Job Code | Job Title                       | Minimum \$ | 25th \$ | Midpoint \$ | 75th \$ | Maximum \$ |
|----------|---------------------------------|------------|---------|-------------|---------|------------|
| 34016N   | Sr Animal Care Assistant RS 3   | 28,400     | 35,500  | 42,500      | 49,700  | 56,700     |
| 34015N   | Sr Animal Care Assistant RS 2   | 27,000     | 33,800  | 40,500      | 47,300  | 54,000     |
| 34014N   | Sr Animal Care Assistant RS 1 * | 26,562     | 32,100  | 38,500      | 44,900  | 51,300     |
| 34013N   | Animal Care Assistant RS 3 *    | 26,562     | 29,800  | 35,800      | 41,700  | 47,700     |
| 34012N   | Animal Care Assistant RS 2 *    | 26,562     | 28,400  | 34,100      | 39,700  | 45,400     |
| 34011N   | Animal Care Assistant RS 1 *    | 26,562     | 27,000  | 32,400      | 37,700  | 43,100     |

\* 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, 2026***

**Last Updated: 04/16/2026**