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

Job Code	Job Title	Minimum $	25th $	Midpoint $	75th $	Maximum $
32712Y	Chief Research Officer	313,200	391,500	469,800	548,100	OPEN
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

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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

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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

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