

Appendix A

Credit-hour Methodology for the Calculation of Part-time Faculty Course Pay

As a result of the 2018 part-time faculty negotiations, CNM moved from a contact-hour based methodology for the calculation of course pay, to a methodology based on credit-hour.

Course pay will now be calculated based on credit hour, degree status, and tier, for lecture hour courses. Non-lecture courses (labs and studios) will be based on credit hour and tier only. With the conversion to the credit hour methodology for the calculation of course pay, part-time faculty in steps A and B will be combined into a single category designated as Tier 2. All other part-time faculty (those in steps E and F) will be combined into a single category designated as Tier 1.

The per credit hours rates (PCH) for lecture, lab, and studio are listed in the chart below. The most recent change will be effective at the beginning of the 2024 Spring Semester.

Feel free to contact your CNM Employees Union representatives or CNM Human Resources with any questions you may have about your course compensation. Limited examples for courses in both Tiers One and Two in each college have been provided to help part-time faculty become familiar with these changes.

The compensation for any course is based on either Tier One or Tier Two qualification and on any one of these four factors: Lecture Only, Lecture & Lab Combination, Lab Only, or Studio Only.

Faculty Degree	Tier 1 PCH	Tier 2 PCH
Lecture: Bachelor's Educated or Less	\$988.85	\$1,175.16
Lecture: Master's Educated	\$1,112.32	\$1,297.52
Lecture: Doctorate or another Terminal Degree Level	\$1,235.79	\$1,420.99
Lab Includes all Laboratory, Practicum, Cooperative/ Internship/ Externship, Field Experience, Clinical, and Clinical Intensive Coursework	\$3,273.03	\$3,704.06
Studio	\$1,791.40	\$2,038.34

Examples of Course Pay Calculations Based On Credit Hour; By Academic School

School of Skilled Trades & Arts

Tier One:

Lecture

Only

WELD 1005: 2 Credits	Lecture Hours	Per Credit Hour	Lab Hours	Per Credit Hour	Studio Hours	Per Credit Hour	Total Course Compensation
Bachelor's or Less Level	2	* \$988.85					= \$1,977.70
Master's Level	2	* \$1,112.32					= \$2,224.64
Doctorate or Other Terminal Degree Level	2	* \$1,235.79					= \$2,471.58

Tier Two:

Lecture

Only

CARP 1892: 2 Credits	Lecture Hours	Per Credit Hour	Lab Hours	Per Credit Hour	Studio Hours	Per Credit Hour	Total Course Compensation
Bachelor's or Less Level	2	* \$1,175.16					= \$2,350.32
Master's Level	2	* \$1,297.52					= \$2,595.04
Doctorate or Other Terminal Degree Level	2	* \$1,420.99					= \$2,841.98

Tier One:

Lecture &

Lab

ARDR 1102: 3 Credits	Lecture Hours	Per Credit Hour	Lab Hours	Per Credit Hour	Studio Hours	Per Credit Hour	Total Course Compensation
Bachelor's or Less Level	2	* \$988.85	+ 1	* \$3,273.03			= \$5,250.73
Master's Level	2	* \$1,112.32	+ 1	* \$3,273.03			= \$5,497.67
Doctorate or Other Terminal Degree Level	2	* \$1,235.79	+ 1	* \$3,273.03			= \$5,744.61

Examples of Course Pay Calculations Based On Credit Hour; By Academic School

Tier Two: Lecture & Lab

AUTC 1120: 3 Credits	Lecture Hours	Per Credit Hour	Lab Hours	Per Credit Hour	Studio Hours	Per Credit Hour	Total Course Compensation
Bachelor's or Less Level	1	* \$1,175.16	+ 1.667	* \$3,704.06			= \$7,349.83
Master's Level	1	* \$1,297.52	+ 1.667	* \$3,704.06			= \$7,472.19
Doctorate or Other Terminal Degree Level	1	* \$1,420.99	+ 1.667	* \$3,704.06			= \$7,595.66

Tier One: Studio Only

ARTS 1610: 3 Credits	Lecture Hours	Per Credit Hour	Lab Hours	Per Credit Hour	Studio Hours	Per Credit Hour	Total Course Compensation
Studio					3	* \$ 1,791.40	= \$5,374.20

Tier Two: Studio Only

ARTS 1610: 3 Credits	Lecture Hours	Per Credit Hour	Lab Hours	Per Credit Hour	Studio Hours	Per Credit Hour	Total Course Compensation
Studio					3	* \$ 2,038.34	= \$6,115.02

School of Business Hospitality & Technology

Tier One:

Lecture & Lab

CULN 1110: 4 Credits	Lecture Hours		Per Credit Hour		Lab Hours		Per Credit Hour		Total Course Compensation
Bachelor's or Less Level	1	*	\$988.85	+	3	*	\$3,273.03	=	\$10,807.94
Master's Level	1	*	\$1,112.32	+	3	*	\$3,273.03	=	\$10,931.41
Doctorate or Other Terminal Degree Level	1	*	\$1,235.79	+	3	*	\$3,273.03	=	\$11,054.88

Tier Two:

Lecture & Lab

CULN 1110: 4 Credits	Lecture Hours		Per Credit Hour		Lab Hours		Per Credit Hour		Total Course Compensation
Bachelor's or Less Level	1	*	\$1,175.16	+	3	*	\$3,704.06	=	\$12,287.34
Master's Level	1	*	\$1,297.52	+	3	*	\$3,704.06	=	\$12,409.70
Doctorate or Other Terminal Degree Level	1	*	\$1,420.99	+	3	*	\$3,704.06	=	\$12,533.17

School of Liberal Arts

Tier One:

Lecture Only

ENGL 1110: 3 Credits	Lecture Hours		Per Credit Hour		Lab Hours		Per Credit Hour		Total Course Compensation
Bachelor's or Less Level	3	*	\$988.85					=	\$2,966.55
Master's Level	3	*	\$1,112.32					=	\$3,336.96
Doctorate or Other Terminal Degree Level	3	*	\$1,235.79					=	\$3,707.37

Tier Two:

Lecture Only

ENGL 1110: 3 Credits	Lecture Hours		Per Credit Hour		Lab Hours		Per Credit Hour		Total Course Compensation
Bachelor's or Less Level	3	*	\$1,175.16					=	\$3,525.48
Master's Level	3	*	\$1,297.52					=	\$3,892.56
Doctorate or Other Terminal Degree Level	3	*	\$1,420.99					=	\$4,262.97

Examples of Course Pay Calculations Based On Credit Hour; By Academic School

School of Health, Wellness, and Public Safety

Tier One:

Lab Only

CJ 2692 1 Credit	Lecture Hours	Per Credit Hour	Lab Hours	Per Credit Hour	Total Course Compensation
Lab			1	* \$3,273.03	= \$3,273.03

Tier Two:

Lab Only

CJ 2692 1 Credit	Lecture Hours	Per Credit Hour	Lab Hours	Per Credit Hour	Total Course Compensation
Lab			1	* \$3,704.06	= \$3,704.06

Tier One:

Lecture Only

LEA 1001: 2 Credits	Lecture Hours	Per Credit Hour	Lab Hours	Per Credit Hour	Total Course Compensation
Bachelor's or Less Level	2	* \$988.85			= \$1,977.70
Master's Level	2	* \$1,112.32			= \$2,224.64
Doctorate or Other Terminal Degree Level	2	* \$1,235.79			= \$2,471.58

Tier Two:

Lecture Only

LEA 1001: 2 Credits	Lecture Hours	Per Credit Hour	Lab Hours	Per Credit Hour	Total Course Compensation
Bachelor's or Less Level	2	* \$1,175.16			= \$2,350.32
Master's Level	2	* \$1,297.52			= \$2,595.04
Doctorate or Other Terminal Degree Level	2	* \$1,420.99			= \$2,841.98

Examples of Course Pay Calculations Based On Credit Hour; By Academic School

School of Nursing & Patient Support

Tier One:

Lecture Only

NMNC 1110: 3 Credits	Lecture Hours	Per Credit Hour	Lab Hours	Per Credit Hour	Total Course Compensation
Bachelor's or Less Level	3	X	\$988.85	=	\$2,966.55
Master's Level	3	X	\$1,112.32	=	\$3,336.96
Doctorate or Other Terminal Degree Level	3	X	\$1,235.79	=	\$3,707.37

Tier Two:

Lecture Only

NMNC 1110: 3 Credits	Lecture Hours	Per Credit Hour	Lab Hours	Per Credit Hour	Total Course Compensation
Bachelor's or Less Level	3	X	\$1,175.16	=	\$3,525.48
Master's Level	3	X	\$1,297.52	=	\$3,892.56
Doctorate or Other Terminal Degree Level	3	X	\$1,420.99	=	\$4,262.97

Tier One:

Lab Only

MA 1592: 1 Credit	Lecture Hours	Per Credit Hour	Lab Hours	Per Credit Hour	Total Course Compensation
Lab			1	*	\$3,273.03 = \$3,273.03
Master's Level			1	*	\$3,273.03 = \$3,273.03
Doctorate or Other Terminal Degree Level			1	*	\$3,273.03 = \$3,273.03

Tier Two:

Lab Only

MA 1592: 1 Credit	Lecture Hours	Per Credit Hour	Lab Hours	Per Credit Hour	Total Course Compensation
Bachelor's or Less Level			1	*	\$3,704.06 = \$3,704.06
Master's Level			1	*	\$3,704.06 = \$3,704.06
Doctorate or Other Terminal Degree Level			1	*	\$3,704.06 = \$3,704.06

School of Math Science & Engineering

Tier One:***Lecture Only***

MATH 1115: 3 Credits	Lecture Hours	Per Credit Hour	Lab Hours	Per Credit Hour	Total Course Compensation
Bachelor's or Less Level	3	*	\$988.85		= \$2,966.55
Master's Level	3	*	\$1,112.32		= \$3,336.96
Doctorate or Other Terminal Degree Level	3	*	\$1,235.79		= \$3,707.37

Tier Two:***Lecture Only***

MATH 1115: 3 Credits	Lecture Hours	Per Credit Hour	Lab Hours	Per Credit Hour	Total Course Compensation
Bachelor's or Less Level	3	*	\$1,175.16		= \$3,525
Master's Level	3	*	\$1,297.52		= \$3,893
Doctorate or Other Terminal Degree Level	3	*	\$1,420.99		= \$4,263

Tier One:***Lecture & Lab***

MATH 1110: 3 Credits	Lecture Hours	Per Credit Hour	Lab Hours	Per Credit Hour	Total Course Compensation
Bachelor's or Less Level	2	*	\$988.85 + 1	* \$3,273.03	= \$5,250.73
Master's Level	2	*	\$1,112.32 + 1	* \$3,273.03	= \$5,497.67
Doctorate or Other Terminal Degree Level	2	*	\$1,235.79 + 1	* \$3,273.03	= \$5,744.61

Tier Two:***Lecture & Lab***

MATH 1110: 3 Credits	Lecture Hours	Per Credit Hour	Lab Hours	Per Credit Hour	Total Course Compensation
Bachelor's or Less Level	2	*	\$1,175.16 + 1	* \$3,704.06	= \$6,054.38
Master's Level	2	*	\$1,297.52 + 1	* \$3,704.06	= \$6,299.10
Doctorate or Other Terminal Degree Level	2	*	\$1,420.99 + 1	* \$3,704.06	= \$6,546.04

Examples of Course Pay Calculations Based On Credit Hour; By Academic School

School of Education

Tier One:

Lecture Only

IRW 0970: 3 Credits	Lecture Hours		Per Credit Hour		Total Course Compensation
Bachelor's or Less Level	3	*	\$988.85	=	\$2,966.55
Master's Level	3	*	\$1,112.32	=	\$3,336.96
Doctorate or Other Terminal Degree Level	3	*	\$1,235.79	=	\$3,707.37

Tier Two:

Lecture Only

IRW 0970: 3 Credits	Lecture Hours		Per Credit Hour		Total Course Compensation
Bachelor's or Less Level	3	*	\$1,175.16	=	\$3,525.48
Master's Level	3	*	\$1,297.52	=	\$3,892.56
Doctorate or Other Terminal Degree Level	3	*	\$1,420.99	=	\$4,262.97

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