

Appendix A

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

As a result of part-time faculty negotiations, CNM is moving from a contact-hour based methodology for the calculation of course pay, to a methodology based on credit-hour. The change will be effective at the beginning of the 2018 Fall Semester.

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.

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.

Effective Spring 2022	Tier One PCH	Tier Two PCH
Per Credit Hour (PCH) Pay Scale		
Lecture: Bachelor's Educated or Less	\$897.00	\$1,066.00
Lecture: Master's Educated	\$1,009.00	\$1,177.00
Lecture: Doctorate or other Terminal Degree Level	\$1,121.00	\$1,289.00
Lab Includes all Laboratory, Practicum, Cooperative/ Internship/ Externship, Field Experience, Clinical, and Clinical Intensive Coursework	\$2,969.00	\$3,360.00
Studio	\$1,625.00	\$1,849.00

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

School of Applied Technologies

***Tier One:
Lecture Only***

ELTR 1210: 4 Credits	Lecture Hours		Per Contact Hour	Lab Hours	Studio Hours	Total Course Compensation
Bachelor's or Less Level	4	X	\$897.00			\$3,588
Master's Level	4	X	\$1,009.00			\$4,036
Doctorate or Other Terminal Degree Level	4	X	\$1,121.00			\$4,484

***Tier Two:
Lecture Only***

ELTR 1210: 4 Credits	Lecture Hours		Per Contact Hour	Lab Hours	Studio Hours	Total Course Compensation
Bachelor's or Less Level	4	X	\$1,066.00			\$4,264
Master's Level	4	X	\$1,177.00			\$4,708
Doctorate or Other Terminal Degree Level	4	X	\$1,289.00			\$5,156

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

ELTR 1210: 3 Credits	Lecture Hours		Per Contact Hour		Lab Hours		Per Contact Hour	Studio Hours	Total Course Compensation
Bachelor's or Less Level	1	X	\$897.00	+	2	X	\$2,969.00		\$6,835
Master's Level	1	X	\$1,009.00	+	2	X	\$2,969.00		\$6,947
Doctorate or Other Terminal Degree Level	1	X	\$1,121.00	+	2	X	\$2,969.00		\$7,059

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

ELTR 1210: 3 Credits	Lecture Hours		Per Contact Hour		Lab Hours		Per Contact Hour	Studio Hours	Total Course Compensation
Bachelor's or Less Level	1	X	\$1,066.00	+	2	X	\$3,360.00		\$7,786
Master's Level	1	X	\$1,177.00	+	2	X	\$3,360.00		\$7,897
Doctorate or Other Terminal Degree Level	1	X	\$1,289.00	+	2	X	\$3,360.00		\$8,009

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

School of Business & Information Technology (BIT)

***Tier One:
Lecture Only***

IT 1010: 3 Credits	Lecture Hours		Per Contact Hour	Lab Hours		Studio Hours	Total Course Compensation
Bachelor's or Less Level	3	X	\$897.00	0		0	\$2,691
Master's Level	3	X	\$1,009.00	0		0	\$3,027
Doctorate or Other Terminal Degree Level	3	X	\$1,121.00	0		0	\$3,363

***Tier Two:
Lecture Only***

IT 1010: 3 Credits	Lecture Hours		Per Contact Hour	Lab Hours		Studio Hours	Total Course Compensation
Bachelor's or Less Level	3	X	\$1,066.00				\$3,198
Master's Level	3	X	\$1,177.00				\$3,531
Doctorate or Other Terminal Degree Level	3	X	\$1,289.00				\$3,867

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

CULN 1110: 4 Credits	Lecture Hours		Per Contact Hour		Lab Hours		Per Contact Hour	Studio Hours	Total Course Compensation
Bachelor's or Less Level	1	X	\$897.00	+	3	X	\$2,969.00		\$9,804
Master's Level	1	X	\$1,009.00	+	3	X	\$2,969.00		\$9,916
Doctorate or Other Terminal Degree Level	1	X	\$1,121.00	+	3	X	\$2,969.00		\$10,028

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

CULN 1110: 4 Credits	Lecture Hours		Per Contact Hour		Lab Hours		Per Contact Hour	Studio Hours	Total Course Compensation
Bachelor's or Less Level	1	X	\$1,066.00	+	3	X	\$3,360.00		\$11,146
Master's Level	1	X	\$1,177.00	+	3	X	\$3,360.00		\$11,257
Doctorate or Other Terminal Degree Level	1	X	\$1,289.00	+	3	X	\$3,360.00		\$11,369

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

School of Communications, Humanities, and Social Sciences (CHSS)

***Tier One:
Lecture Only***

ENGL 1110: 3 Credits	Lecture Hours		Per Contact Hour	Lab Hours	Studio Hours	Total Course Compensation
Master's Level	3	X	\$1,009.00			\$3,027
Doctorate or Other Terminal Degree Level	3	X	\$1,121.00			\$3,363

***Tier Two:
Lecture Only***

ENGL 1110: 3 Credits	Lecture Hours		Per Contact Hour	Lab Hours	Studio Hours	Total Course Compensation
Master's Level	3	X	\$1,066.00			\$3,198
Doctorate or Other Terminal Degree Level	3	X	\$1,177.00			\$3,531

***Tier One:
Studio Only***

ARTS 1111: 3 Credits	Lecture Hours			Lab Hours	Studio Hours	Per Contact Hour	Total Course Compensation
Master's Level	0				3	X \$1,625.00	\$4,875
Doctorate or Other Terminal Degree Level	0				3	X \$1,625.00	\$4,875

***Tier Two:
Studio Only***

ARTS 1111: 3 Credits	Lecture Hours			Lab Hours	Studio Hours	Per Contact Hour	Total Course Compensation
Master's Level					3	X \$1,849.00	\$5,547
Doctorate or Other Terminal Degree Level					3	X \$1,848.00	\$5,544

Examples of Course Pay Calculations Based On Credit Hour; By Academic School
School of Health, Wellness, and Public Safety (HWPS)

***Tier One:
Lecture Only***

NRSG 1010: 4 Credits	Lecture Hours		Per Contact Hour	Lab Hours	Studio Hours	Total Course Compensation
Bachelor's or Less Level	4	X	\$2,969.00			\$11,876
Master's Level	4	X	\$2,969.00			\$11,876
Doctorate or Other Terminal Degree Level	4	X	\$2,969.00			\$11,876

***Tier Two:
Lecture Only***

NRSG 1010: 4 Credits	Lecture Hours		Per Contact Hour	Lab Hours	Studio Hours	Total Course Compensation
Bachelor's or Less Level	4	X	\$3,360.00			\$13,440
Master's Level	4	X	\$3,360.00			\$13,440
Doctorate or Other Terminal Degree Level	4	X	\$3,360.00			\$13,440

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

NRSG 1015: 4 Credits (see the note below)*	Lecture Hours		Per Contact Hour	Lab Hours	Studio Hours	Total Course Compensation
Bachelor's or Less Level			\$2,969.00			\$11,121 *
Master's Level			\$2,969.00			\$11,901 *
Doctorate or Other Terminal Degree Level			\$2,969.00			\$13,014 *

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

NRSG 1015: 4 Credits (see the note below)*	Lecture Hours		Per Contact Hour	Lab Hours	Studio Hours	Total Course Compensation
Bachelor's or Less Level			\$3,360.00			\$11,121 *
Master's Level			\$3,360.00			\$11,901 *
Doctorate or Other Terminal Degree Level			\$3,360.00			\$13,014 *

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

**There are a small percentage of courses where the new methodology does not work. In those cases, course pay has been increased by 5%.*

Tier One: Lecture & Lab

VT 1070 3 Credits	Lecture Hours		Per Contact Hour		Lab Hours		Per Contact Hour	Studio Hours	Total Course Compensation
Bachelor's or Less Level	2	X	\$897.00	+	1	X	\$2,969.00		\$4,763
Master's Level	2	X	\$1,009.00	+	1	X	\$2,969.00		\$4,987
Doctorate or Other Terminal Degree Level	2	X	\$1,121.00	+	1	X	\$2,969.00		\$5,211

Tier Two: Lecture & Lab

VT 1070 3 Credits	Lecture Hours		Per Contact Hour		Lab Hours		Per Contact Hour	Studio Hours	Total Course Compensation
Bachelor's or Less Level	2	X	\$1,066.00	+	1	X	\$3,360.00		\$5,492
Master's Level	2	X	\$1,177.00	+	1	X	\$3,360.00		\$5,714
Doctorate or Other Terminal Degree Level	2	X	\$1,289.00	+	1	X	\$3,360.00		\$5,938

Tier One: Lab Only

CJ 2692 1 Credit	Lecture Hours				Lab Hours		Per Contact Hour	Studio Hours	Total Course Compensation
Bachelor's or Less Level					1	X	\$2,969.00		\$2,969
Master's Level					1	X	\$2,969.00		\$2,969
Doctorate or Other Terminal Degree Level					1	X	\$2,969.00		\$2,969

Tier Two: Lab Only

CJ 2692 1 Credit	Lecture Hours				Lab Hours		Per Contact Hour	Studio Hours	Total Course Compensation
Bachelor's or Less Level					1	X	\$3,360.00		\$3,360
Master's Level					1	X	\$3,360.00		\$3,360
Doctorate or Other Terminal Degree Level					1	X	\$3,360.00		\$3,360

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

Tier One: Lecture Only

PL 1120: 3 Credits	Lecture Hours		Per Contact Hour	Lab Hours	Studio Hours	Total Course Compensation
Bachelor's or Less Level	3	X	\$897.00			\$2,691
Master's Level	3	X	\$1,009.00			\$3,027
Doctorate or Other Terminal Degree Level	3	X	\$1,121.00			\$3,363

Tier Two: Lecture Only

PL 1120: 3 Credits	Lecture Hours		Per Contact Hour	Lab Hours	Studio Hours	Total Course Compensation
Bachelor's or Less Level	3	X	\$1,066.00			\$3,198
Master's Level	3	X	\$1,177.00			\$3,531
Doctorate or Other Terminal Degree Level	3	X	\$1,289.00			\$3,867

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

School of Math Science & Engineering (MSE)

Tier One:

Lecture Only

MATH 1115: 3 Credits	Lecture Hours		Per Contact Hour	Lab Hours	Studio Hours	Total Course Compensation
Master's Level	3	X	\$1,009.00			\$3,027
Doctorate or Other Terminal Degree Level	3	X	\$1,121.00			\$3,363

Tier Two:

Lecture Only

MATH 1115: 3 Credits	Lecture Hours		Per Contact Hour	Lab Hours	Studio Hours	Total Course Compensation
Master's Level	3	X	\$1,177.00			\$3,531
Doctorate or Other Terminal Degree Level	3	X	\$1,289.00			\$3,867

Tier One:

Lecture & Lab

MATH 1110: 3 Credits	Lecture Hours		Per Contact Hour		Lab Hours		Per Contact Hour	Studio Hours	Total Course Compensation
Master's Level	2	X	\$1,009.00	+	1	X	\$2,882.00		\$4,900
Doctorate or Other Terminal Degree Level	2	X	\$1,121.00	+	1	X	\$2,882.00		\$5,124

Tier Two:

Lecture & Lab

MATH 1110: 3 Credits	Lecture Hours		Per Contact Hour		Lab Hours		Per Contact Hour	Studio Hours	Total Course Compensation
Master's Level	2	X	\$1,177.00	+	1	X	\$3,262.00		\$5,616
Doctorate or Other Terminal Degree Level	2	X	\$1,289.00	+	1	X	\$3,262.00		\$5,840

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

School of Adult and General Education (SAGE)

***Tier One:
Lecture Only***

IRW 0970: 3 Credits	Lecture Hours		Per Contact Hour	Lab Hours	Studio Hours	Total Course Compensation
Bachelor's or Less Level	3	X	\$897.00			\$2,691
Master's Level	3	X	\$1,009.00			\$3,027
Doctorate or Other Terminal Degree Level	3	X	\$1,121.00			\$3,363

***Tier Two:
Lecture Only***

IRW 0970: 3 Credits	Lecture Hours		Per Contact Hour	Lab Hours	Studio Hours	Total Course Compensation
Bachelor's or Less Level	3	X	\$1,066.00			\$3,198
Master's Level	3	X	\$1,177.00			\$3,531
Doctorate or Other Terminal Degree Level	3	X	\$1,289.00			\$3,867

***Tier One:
Lecture Only***

ESL 550: 3 Credits	Lecture Hours		Per Contact Hour	Lab Hours	Studio Hours	Total Course Compensation
Bachelor's or Less Level	3	X	\$897.00			\$2,691
Master's Level	3	X	\$1,009.00			\$3,027
Doctorate or Other Terminal Degree Level	3	X	\$1,121.00			\$3,363

***Tier Two:
Lecture Only***

ESL 550: 3 Credits	Lecture Hours		Per Contact Hour	Lab Hours	Studio Hours	Total Course Compensation
Bachelor's or Less Level	3	X	\$1,066.00			\$3,198
Master's Level	3	X	\$1,177.00			\$3,531
Doctorate or Other Terminal Degree Level	3	X	\$1,289.00			\$3,867

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

Tier One:

Lecture Only

GEMA 550: 3 Credits	Lecture Hours		Per Contact Hour	Lab Hours	Studio Hours	Total Course Compensation
Bachelor's or Less Level	3	X	\$897.00			\$2,691
Master's Level	3	X	\$1,009.00			\$3,027
Doctorate or Other Terminal Degree Level	3	X	\$1,121.00			\$3,363

Tier Two:

Lecture Only

GEMA 550: 3 Credits	Lecture Hours		Per Contact Hour	Lab Hours	Studio Hours	Total Course Compensation
Bachelor's or Less Level	3	X	\$1,066.00			\$3,198
Master's Level	3	X	\$1,177.00			\$3,531
Doctorate or Other Terminal Degree Level	3	X	\$1,289.00			\$3,867

Contact your CNM Employees Union representatives or CNM Human Resources with any questions you may have about your course compensation.

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