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 2023Per Credit Hour (PCH) Pay Scale | Tier One PCH | Tier TwoPCH  |
| Lecture: Bachelor's Educated or Less | $932.88 | $1,108.64  |
| Lecture: Master's Educated | $1,049.36  | $1,224.08  |
| Lecture: Doctorate or other Terminal Degree  Level  | $1,165.84  | $1,340.56  |
| Lab   Includes all Laboratory, Practicum, Cooperative/Internship/ Externship, Field Experience, Clinical, and Clinical Intensive Coursework | $3,087.76  | $3,494.40  |
|   Studio  | $1,690.00  | $1,922.96  |

School of Skilled Trades & Arts

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| ***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 | $932.88 |  |  |  |  |  |  | $3,731.52  |
| Master's Level | 4 | X | $1,049.36 |  |  |  |  |  |  | $4,197.44  |
| Doctorate or Other Terminal Degree Level | 4 | X | $1,165.84 |  |  |  |  |  |  | $4,663.36  |
|  |  |  |  |  |  |  |  |  |  |  |
| ***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 | $1,108.64 |  |  |  |  |  |  | $4,434.56  |
| Master's Level | 4 | X | $1,224.08 |  |  |  |  |  |  | $4,896.32  |
| Doctorate or Other Terminal Degree Level | 4 | X | $1,340.56 |  |  |  |  |  |  | $5,362.24  |
|  |  |  |  |  |  |  |  |  |  |  |
| ***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 | $932.88 | + | 2 | X | $3,087.76 |  |  | $7,108.40  |
| Master's Level | 1 | X | $1,049.36 | + | 2 | X | $3,087.76 |  |  | $7,224.88  |
| Doctorate or Other Terminal Degree Level | 1 | X | $1,165.84 | + | 2 | X | $3,087.76 |  |  | $7,341.36  |
|  |  |  |  |  |  |  |  |  |  |  |
| ***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 | $1,108.64 | + | 2 | X | $3,494.40 |  |  | $8,097.44  |
| Master's Level | 1 | X | $1,224.08 | + | 2 | X | $3,494.40 |  |  | $8,212.88  |
| Doctorate or Other Terminal Degree Level | 1 | X | $1,340.56 | + | 2 | X | $3,494.40 |  |  | $8,329.36  |
|  |  |  |  |  |  |  |  |  |  |  |
| ***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 | $1,690.00 | $5,070  |
| Doctorate or Other Terminal Degree Level | 0 |  |  |  |  |  | 3 | X | $1,690.00 | $5,070  |
|  |  |  |  |  |  |  |  |  |  |  |
| ***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 | $1,922.96 | $5,768.88  |
| Doctorate or Other Terminal Degree Level |  |  |  |  |  |  | 3 | X | $1,922.96 | $5,768.88  |

School of Business Hospitality & Technology

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| ***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 | $932.88 |  | 0 |  |  |  | 0 | $2,798.64  |
| Master's Level | 3 | X | $1,049.36 |  | 0 |  |  |  | 0 | $3,148.08  |
| Doctorate or Other Terminal Degree Level | 3 | X | $1,165.84 |  | 0 |  |  |  | 0 | $3,497.52  |
|  |  |  |  |  |  |  |  |  |  |  |
| ***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 | $1,108.64 |  |  |  |  |  |  | $3,325.92  |
| Master's Level | 3 | X | $1,224.08 |  |  |  |  |  |  | $3,672.24  |
| Doctorate or Other Terminal Degree Level | 3 | X | $1,340.56 |  |  |  |  |  |  | $4,021.68  |
|  |  |  |  |  |  |  |  |  |  |  |
| ***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 | $932.88 | + | 3 | X | $3,087.76 |  |  | $10,196.16  |
| Master's Level | 1 | X | $1,049.36 | + | 3 | X | $3,087.76 |  |  | $10,312.64  |
| Doctorate or Other Terminal Degree Level | 1 | X | $1,165.84 | + | 3 | X | $3,087.76 |  |  | $10,429.12  |
|  |  |  |  |  |  |  |  |  |  |  |
| ***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 | $1,108.64 | + | 3 | X | $3,494.40 |  |  | $11,591.84  |
| Master's Level | 1 | X | $1,224.08 | + | 3 | X | $3,494.40 |  |  | $11,707.28  |
| Doctorate or Other Terminal Degree Level | 1 | X | $1,340.56 | + | 3 | X | $3,494.40 |  |  | $11,823.76  |

School of Liberal Arts

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| ***Tier One: Lecture Only*** |  |  |  |  |  |  |  |  |
| **ENGL 1110: 3 Credits** | Lecture Hours |   | Per Contact Hour |   | Lab Hours |   |   | Total Course Compensation |
| Master's Level | 3 | X | $1,049.36 |  |  |  |  | $3,148.08  |
| Doctorate or Other Terminal Degree Level | 3 | X | $1,165.84 |  |  |  |  | $3,497.52  |
|  |  |  |  |  |  |  |  |  |
| ***Tier Two: Lecture Only*** |  |  |  |  |  |  |  |  |
| **ENGL 1110: 3 Credits** | Lecture Hours |   | Per Contact Hour |   | Lab Hours |   |   | Total Course Compensation |
| Master's Level | 3 | X | $1,224.08 |  |  |  |  | $3,672.24  |
| Doctorate or Other Terminal Degree Level | 3 | X | $1,340.56 |  |  |  |  | $4,021.68  |

School of Health, Wellness, and Public Safety

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| ***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 | $932.88 | + | 1 | X | $3,087.76 |  |  | $4,953.52  |
| Master's Level | 2 | X | $1,049.36 | + | 1 | X | $3,087.76 |  |  | $5,186.48  |
| Doctorate or Other Terminal Degree Level | 2 | X | $1,165.84 | + | 1 | X | $3,087.76 |  |  | $5,419.44  |
|  |  |  |  |  |  |  |  |  |  |  |
| ***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 | $1,108.64 | + | 1 | X | $3,494.40 |  |  | $5,711.68  |
| Master's Level | 2 | X | $1,224.08 | + | 1 | X | $3,494.40 |  |  | $5,942.56  |
| Doctorate or Other Terminal Degree Level | 2 | X | $1,340.56 | + | 1 | X | $3,494.40 |  |  | $6,175.52  |
|  |  |  |  |  |  |  |  |  |  |  |
| ***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 | $3,087.76 |  |  | $3,087.76  |
| Master's Level |  |  |  |  | 1 | X | $3,087.76 |  |  | $3,087.76  |
| Doctorate or Other Terminal Degree Level |  |  |  |  | 1 | X | $3,087.76 |  |  | $3,087.76  |
|  |  |  |  |  |  |  |  |  |  |  |
| ***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 | $3,494.40 |  |  | $3,494.40  |
| Master's Level |  |  |  |  | 1 | X | $3,494.40 |  |  | $3,494.40  |
| Doctorate or Other Terminal Degree Level |  |  |  |  | 1 | X | $3,494.40 |  |  | $3,494.40  |
|  |  |  |  |  |  |  |  |  |  |  |
| ***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 | $932.88 |  |  |  |  |  |  | $2,798.64  |
| Master's Level | 3 | X | $1,049.36 |  |  |  |  |  |  | $3,148.08  |
| Doctorate or Other Terminal Degree Level | 3 | X | $1,165.84 |  |  |  |  |  |  | $3,497.52  |
|  |  |  |  |  |  |  |  |  |  |  |
| ***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 | $1,108.64 |  |  |  |  |  |  | $3,325.92  |
| Master's Level | 3 | X | $1,224.08 |  |  |  |  |  |  | $3,672.24  |
| Doctorate or Other Terminal Degree Level | 3 | X | $1,340.56 |  |  |  |  |  |  | $4,021.68  |
|  |  |  |  |  |  |  |  |  |  |  |

School of Nursing & Patient Support

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| ***Tier One: Lecture Only*** |  |  |  |  |  |  |  |  |  |  |
| **NRSG 1010: 4 Credits** | Lecture Hours |   | Per Contact Hour |   | Lab Hours |   |   |   |   | Total Course Compensation |
| Bachelor's or Less Level | 4 | X | $3,087.76 |  |  |  |  |  |  | $12,351  |
| Master's Level | 4 | X | $3,087.76 |  |  |  |  |  |  | $12,351  |
| Doctorate or Other Terminal Degree Level | 4 | X | $3,087.76 |  |  |  |  |  |  | $12,351  |
|  |  |  |  |  |  |  |  |  |  |  |
| ***Tier Two: Lecture Only*** |  |  |  |  |  |  |  |  |  |  |
| **NRSG 1010: 4 Credits** | Lecture Hours |   | Per Contact Hour |   | Lab Hours |   |   |   |   | Total Course Compensation |
| Bachelor's or Less Level | 4 | X | $3,494.40 |  |  |  |  |  |  | $13,978  |
| Master's Level | 4 | X | $3,494.40 |  |  |  |  |  |  | $13,978  |
| Doctorate or Other Terminal Degree Level | 4 | X | $3,494.40 |  |  |  |  |  |  | $13,978  |
|  |  |  |  |  |  |  |  |  |  |  |
| ***Tier One: Lecture & Lab*** |  |  |  |  |  |  |  |  |  |  |
| **NRSG 1015: 4 Credits(see the note below)\*** | Lecture Hours |   | Per Contact Hour |   | Lab Hours |   |   |   |   | Total Course Compensation |
| Bachelor's or Less Level |  |  | $3,087.76 |  |  |  |  |  |  | $12,351\* |
| Master's Level |  |  | $3,087.76 |  |  |  |  |  |  | $12,558\* |
| Doctorate or Other Terminal Degree Level | $3,087.76 |  |  |  |  |  |  | $15,646\* |
|  |  |  |  |  |  |  |  |  |  |  |
| ***Tier Two: Lecture & Lab*** |  |  |  |  |  |  |  |  |  |  |
| **NRSG 1015: 4 Credits(see the note below)\*** | Lecture Hours |   | Per Contact Hour |   | Lab Hours |   |   |   |   | Total Course Compensation |
| Bachelor's or Less Level |  |  | $3,494.40 |  |  |  |  |  |  | $13,978\* |
| Master's Level |  |  | $3,494.40 |  |  |  |  |  |  | $14,212\* |
| Doctorate or Other Terminal Degree Level | $3,494.40 |  |  |  |  |  |  | $17,706\* |
|  |  |  |  |  |  |  |  |  |  |  |
| ***\*There are a small percentage of courses where the new methodology does not work. In those cases, course pay has been increased by 5%.***  |

School of Math Science & Engineering

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| ***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 | $1,049.36 |  |  |  |  |  |  | $3,148.08  |
| Doctorate or Other Terminal Degree Level | 3 | X | $1,165.84 |  |  |  |  |  |  | $3,497.52  |
|  |  |  |  |  |  |  |  |  |  |  |
| ***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 | $1,224.08 |  |  |  |  |  |  | $3,672.24  |
| Doctorate or Other Terminal Degree Level | 3 | X | $1,340.56 |  |  |  |  |  |  | $4,021.68  |
|  |  |  |  |  |  |  |  |  |  |  |
| ***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 | $1,049.36 | + | 1 | X | $2,882.00 |  |  | $4,980.72  |
| Doctorate or Other Terminal Degree Level | 2 | X | $1,165.84 | + | 1 | X | $2,882.00 |  |  | $5,213.68  |
|  |  |  |  |  |  |  |  |  |  |  |
| ***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 | $1,224.08 | + | 1 | X | $3,262.00 |  |  | $5,710.16  |
| Doctorate or Other Terminal Degree Level | 2 | X | $1,340.56 | + | 1 | X | $3,262.00 |  |  | $5,943.12  |
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School of Education

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| ***Tier One: Lecture Only*** |  |  |  |  |  |  |  |  |
| **EDUC 2230: 3 Credits** | Lecture Hours |   | Per Contact Hour |   | Lab Hours |   | Studio Hours | Total Course Compensation |
| Bachelor's or Less Level | 3 | X | $932.88 |  |  |  |  | $2,798.64  |
| Master's Level | 3 | X | $1,049.36 |  |  |  |  | $3,148.08  |
| Doctorate or Other Terminal Degree Level | 3 | X | $1,165.84 |  |  |  |  | $3,497.52  |
|  |  |  |  |  |  |  |  |  |
| ***Tier Two: Lecture Only*** |  |  |  |  |  |  |  |  |
| **EDUC 2230: 3 Credits** | Lecture Hours |   | Per Contact Hour |   | Lab Hours |   | Studio Hours | Total Course Compensation |
| Bachelor's or Less Level | 3 | X | $1,108.64 |  |  |  |  | $3,325.92  |
| Master's Level | 3 | X | $1,224.08 |  |  |  |  | $3,672.24  |
| Doctorate or Other Terminal Degree Level | 3 | X | $1,340.56 |  |  |  |  | $4,021.68  |
|  |  |  |  |  |  |  |  |  |
| ***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 | $932.88 |  |  |  |  | $2,798.64  |
| Master's Level | 3 | X | $1,049.36 |  |  |  |  | $3,148.08  |
| Doctorate or Other Terminal Degree Level | 3 | X | $1,165.84 |  |  |  |  | $3,497.52  |
|  |  |  |  |  |  |  |  |  |
| ***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 | $1,108.64 |  |  |  |  | $3,325.92  |
| Master's Level | 3 | X | $1,224.08 |  |  |  |  | $3,672.24  |
| Doctorate or Other Terminal Degree Level | 3 | X | $1,340.56 |  |  |  |  | $4,021.68  |
|  |  |  |  |  |  |  |  |  |
| ***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 | $932.88 |  |  |  |  | $2,798.64  |
| Master's Level | 3 | X | $1,049.36 |  |  |  |  | $3,148.08  |
| Doctorate or Other Terminal Degree Level | 3 | X | $1,165.84 |  |  |  |  | $3,497.52  |
|  |  |  |  |  |  |  |  |  |
| ***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 | $1,108.64 |  |  |  |  | $3,325.92  |
| Master's Level | 3 | X | $1,224.08 |  |  |  |  | $3,672.24  |
| Doctorate or Other Terminal Degree Level | 3 | X | $1,340.56 |  |  |  |  | $4,021.68  |

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