

## 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 2020 Per Credit Hour (PCH) Pay Scale	Tier One PCH	Tier Two PCH
Lecture: Bachelor's Educated or Less	\$857	\$1,018
Lecture: Master's Educated	\$964	\$1,125
Lecture: Doctorate or other Terminal Degree Level	\$1,071	\$1,232
Lab  Includes all Laboratory, Practicum, Cooperative/ Internship/ Externship, Field Experience, Clinical, and Clinical Intensive Coursework	\$2,839	\$3,213
Studio	\$1,553	\$1,768

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

School of Applied Technologies

***Tier One:  
Lecture Only***

<b>ELTR 1210: 4 Credits</b>	Lecture Hours		Per Contact Hour	Lab Hours		Studio Hours	Total Course Compensation
Bachelor's or Less Level	4	X	\$857.00	0		0	\$3,428
Master's Level	4	X	\$964.00	0		0	\$3,856
Doctorate or Other Terminal Degree Level	4	X	\$1,071.00	0		0	\$4,284

***Tier Two:  
Lecture Only***

<b>ELTR 1210: 4 Credits</b>	Lecture Hours		Per Contact Hour	Lab Hours		Studio Hours	Total Course Compensation
Bachelor's or Less Level	4	X	\$1,018.00	0		0	\$4,072
Master's Level	4	X	\$1,125.00	0		0	\$4,500
Doctorate or Other Terminal Degree Level	4	X	\$1,232.00	0		0	\$4,928

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

<b>ELTR 1210: 3 Credits</b>	Lecture Hours		Per Contact Hour	Lab Hours		Per Contact Hour	Studio Hours	Total Course Compensation
Bachelor's or Less Level	1	X	\$857.00	+	2	X	\$2,839.00	\$6,535
Master's Level	1	X	\$964.00	+	2	X	\$2,839.00	\$6,642
Doctorate or Other Terminal Degree Level	1	X	\$1,071.00	+	2	X	\$2,839.00	\$6,749

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

<b>ELTR 1210: 3 Credits</b>	Lecture Hours		Per Contact Hour	Lab Hours		Per Contact Hour	Studio Hours	Total Course Compensation
Bachelor's or Less Level	1	X	\$1,018.00	+	2	X	\$3,213.00	\$7,444
Master's Level	1	X	\$1,125.00	+	2	X	\$3,213.00	\$7,551
Doctorate or Other Terminal Degree Level	1	X	\$1,232.00	+	2	X	\$3,213.00	\$7,658

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

School of Business & Information Technology (BIT)

***Tier One:  
Lecture Only***

<b>IT 1010: 3 Credits</b>	Lecture Hours		Per Contact Hour	Lab Hours		Studio Hours	Total Course Compensation
Bachelor's or Less Level	3	X	\$857.00	0		0	\$2,571
Master's Level	3	X	\$964.00	0		0	\$2,892
Doctorate or Other Terminal Degree Level	3	X	\$1,071.00	0		0	\$3,213

***Tier Two:  
Lecture Only***

<b>IT 1010: 3 Credits</b>	Lecture Hours		Per Contact Hour	Lab Hours		Studio Hours	Total Course Compensation
Bachelor's or Less Level	3	X	\$1,018.00	0		0	\$3,054
Master's Level	3	X	\$1,125.00	0		0	\$3,375
Doctorate or Other Terminal Degree Level	3	X	\$1,232.00	0		0	\$3,696

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

<b>CULN 1110: 4 Credits</b>	Lecture Hours		Per Contact Hour		Lab Hours		Per Contact Hour	Studio Hours	Total Course Compensation
Bachelor's or Less Level	1	X	\$857.00	+	3	X	\$2,839.00	0	\$9,374
Master's Level	1	X	\$964.00	+	3	X	\$2,839.00	0	\$9,481
Doctorate or Other Terminal Degree Level	1	X	\$1,071.00	+	3	X	\$2,839.00	0	\$9,588

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

<b>CULN 1110: 4 Credits</b>	Lecture Hours		Per Contact Hour		Lab Hours		Per Contact Hour	Studio Hours	Total Course Compensation
Bachelor's or Less Level	1	X	\$1,018.00	+	3	X	\$3,213.00	0	\$10,657
Master's Level	1	X	\$1,125.00	+	3	X	\$3,213.00	0	\$10,764
Doctorate or Other Terminal Degree Level	1	X	\$1,232.00	+	3	X	\$3,213.00	0	\$10,871

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

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

**Tier One:**  
**Lecture Only**

<b>ENGL 1110: 3 Credits</b>	Lecture Hours		Per Contact Hour	Lab Hours	Studio Hours	Total Course Compensation
Master's Level	3	X	\$964.00	0	0	\$2,892
Doctorate or Other Terminal Degree Level	3	X	\$1,071.00	0	0	\$3,213

**Tier Two:**  
**Lecture Only**

<b>ENGL 1110: 3 Credits</b>	Lecture Hours		Per Contact Hour	Lab Hours	Studio Hours	Total Course Compensation
Master's Level	3	X	\$1,125.00	0	0	\$3,375
Doctorate or Other Terminal Degree Level	3	X	\$1,232.00	0	0	\$3,696

**Tier One:**  
**Studio Only**

<b>ARTS 1111: 3 Credits</b>	Lecture Hours			Lab Hours	Studio Hours	Per Contact Hour	Total Course Compensation
Master's Level	0			0	3	X \$1,553.00	\$4,659
Doctorate or Other Terminal Degree Level	0			0	3	X \$1,553.00	\$4,659

**Tier Two:**  
**Studio Only**

<b>ARTS 1111: 3 Credits</b>	Lecture Hours			Lab Hours	Studio Hours	Per Contact Hour	Total Course Compensation
Master's Level	0			0	3	X \$1,768.00	\$5,304
Doctorate or Other Terminal Degree Level	0			0	3	X \$1,768.00	\$5,304

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

School of Health, Wellness, and Public Safety (HWPS)

***Tier One:***

***Lecture Only***

<b>NRSG 1010: 4 Credits</b>	Lecture Hours		Per Contact Hour	Lab Hours	Studio Hours	Total Course Compensation
Bachelor's or Less Level	4	X	\$857.00	0	0	\$3,428
Master's Level	4	X	\$964.00	0	0	\$3,856
Doctorate or Other Terminal Degree Level	4	X	\$1,071.00	0	0	\$4,284

***Tier Two:***

***Lecture Only***

<b>NRSG 1010: 4 Credits</b>	Lecture Hours		Per Contact Hour	Lab Hours	Studio Hours	Total Course Compensation
Bachelor's or Less Level	4	X	\$1,018.00	0	0	\$4,072
Master's Level	4	X	\$1,125.00	0	0	\$4,500
Doctorate or Other Terminal Degree Level	4	X	\$1,232.00	0	0	\$4,928

***Tier One:***

***Lecture & Lab***

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

***Tier Two:***

***Lecture & Lab***

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

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

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

HWPS Continued

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

<b>VT 1070 3 Credits</b>	Lecture Hours		Per Contact Hour		Lab Hours		Per Contact Hour	Studio Hours	Total Course Compensation
Bachelor's or Less Level	2	X	\$857.00	+	1	X	\$2,839.00	0	\$4,553
Master's Level	2	X	\$964.00	+	1	X	\$2,839.00	0	\$4,767
Doctorate or Other Terminal Degree Level	2	X	\$1,071.00	+	1	X	\$2,839.00	0	\$4,981

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

<b>VT 1070 3 Credits</b>	Lecture Hours		Per Contact Hour		Lab Hours		Per Contact Hour	Studio Hours	Total Course Compensation
Bachelor's or Less Level	2	X	\$1,018.00	+	1	X	\$3,213.00	0	\$5,249
Master's Level	2	X	\$1,125.00	+	1	X	\$3,213.00	0	\$5,463
Doctorate or Other Terminal Degree Level	2	X	\$1,232.00	+	1	X	\$3,213.00	0	\$5,677

***Tier One:  
Lab Only***

<b>CJ 2692 1 Credit</b>	Lecture Hours				Lab Hours		Per Contact Hour	Studio Hours	Total Course Compensation
Bachelor's or Less Level	0				1	X	\$2,839.00	0	\$2,839
Master's Level	0				1	X	\$2,839.00	0	\$2,839
Doctorate or Other Terminal Degree Level	0				1	X	\$2,839.00	0	\$2,839

***Tier Two:  
Lab Only***

<b>CJ 2692 1 Credit</b>	Lecture Hours				Lab Hours		Per Contact Hour	Studio Hours	Total Course Compensation
Bachelor's or Less Level	0				1	X	\$3,213.00	0	\$3,213
Master's Level	0				1	X	\$3,213.00	0	\$3,213
Doctorate or Other Terminal Degree Level	0				1	X	\$3,213.00	0	\$3,213

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

HWPS Continued

***Tier One:  
Lecture Only***

<b>PL 1120: 3 Credits</b>	Lecture Hours		Per Contact Hour	Lab Hours	Studio Hours	Total Course Compensation
Bachelor's or Less Level	3	X	\$857.00	0	0	\$2,571
Master's Level	3	X	\$964.00	0	0	\$2,892
Doctorate or Other Terminal Degree Level	3	X	\$1,071.00	0	0	\$3,213

***Tier Two:  
Lecture Only***

<b>PL 1120: 3 Credits</b>	Lecture Hours		Per Contact Hour	Lab Hours	Studio Hours	Total Course Compensation
Bachelor's or Less Level	3	X	\$1,018.00	0	0	\$3,054
Master's Level	3	X	\$1,125.00	0	0	\$3,375
Doctorate or Other Terminal Degree Level	3	X	\$1,232.00	0	0	\$3,696

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

School of Math Science & Engineering (MSE)

***Tier One:  
Lecture Only***

<b>MATH 1115: 3 Credits</b>	Lecture Hours		Per Contact Hour	Lab Hours		Studio Hours	Total Course Compensation
Master's Level	3	X	\$964.00	0		0	\$2,892
Doctorate or Other Terminal Degree Level	3	X	\$1,071.00	0		0	\$3,213

***Tier Two:  
Lecture Only***

<b>MATH 1115: 3 Credits</b>	Lecture Hours		Per Contact Hour	Lab Hours		Studio Hours	Total Course Compensation
Master's Level	3	X	\$1,125.00	0		0	\$3,375
Doctorate or Other Terminal Degree Level	3	X	\$1,232.00	0		0	\$3,696

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

<b>MATH 1110: 3 Credits</b>	Lecture Hours		Per Contact Hour		Lab Hours		Per Contact Hour	Studio Hours	Total Course Compensation
Master's Level	2	X	\$964.00	+	1	X	\$2,839.00	0	\$4,767
Doctorate or Other Terminal Degree Level	2	X	\$1,071.00	+	1	X	\$2,839.00	0	\$4,981

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

<b>MATH 1110: 3 Credits</b>	Lecture Hours		Per Contact Hour		Lab Hours		Per Contact Hour	Studio Hours	Total Course Compensation
Master's Level	2	X	\$1,125.00	+	1	X	\$3,213.00	0	\$5,463
Doctorate or Other Terminal Degree Level	2	X	\$1,232.00	+	1	X	\$3,213.00	0	\$5,677



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

School of Adult General Education (SAGE)

***Tier One:***

***Lecture Only***

<b>IRW 0970: 3 Credits</b>	Lecture Hours		Per Contact Hour	Lab Hours	Studio Hours	Total Course Compensation
Bachelor's or Less Level	3	X	\$857.00	0	0	\$2,571
Master's Level	3	X	\$964.00	0	0	\$2,892
Doctorate or Other Terminal Degree Level	3	X	\$1,071.00	0	0	\$3,213

***Tier Two:***

***Lecture Only***

<b>IRW 0970: 3 Credits</b>	Lecture Hours		Per Contact Hour	Lab Hours	Studio Hours	Total Course Compensation
Bachelor's or Less Level	3	X	\$1,018.00	0	0	\$3,054
Master's Level	3	X	\$1,125.00	0	0	\$3,375
Doctorate or Other Terminal Degree Level	3	X	\$1,232.00	0	0	\$3,696

***Tier One:***

***Lecture Only***

<b>ESL 550: 3 Credits</b>	Lecture Hours		Per Contact Hour	Lab Hours	Studio Hours	Total Course Compensation
Bachelor's or Less Level	3	X	\$857.00	0	0	\$2,571
Master's Level	3	X	\$964.00	0	0	\$2,892
Doctorate or Other Terminal Degree Level	3	X	\$1,071.00	0	0	\$3,213

***Tier Two:***

***Lecture Only***

<b>ESL 550: 3 Credits</b>	Lecture Hours		Per Contact Hour	Lab Hours	Studio Hours	Total Course Compensation
Bachelor's or Less Level	3	X	\$1,018.00	0	0	\$3,054
Master's Level	3	X	\$1,125.00	0	0	\$3,375
Doctorate or Other Terminal Degree Level	3	X	\$1,232.00	0	0	\$3,696

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

SAGE Continued

***Tier One:***

***Lecture Only***

<b>GEMA 550: 3 Credits</b>	Lecture Hours		Per Contact Hour	Lab Hours	Studio Hours	Total Course Compensation
Bachelor's or Less Level	3	X	\$857.00	0	0	\$2,571
Master's Level	3	X	\$964.00	0	0	\$2,892
Doctorate or Other Terminal Degree Level	3	X	\$1,071.00	0	0	\$3,213

***Tier Two:***

***Lecture Only***

<b>GEMA 550: 3 Credits</b>	Lecture Hours		Per Contact Hour	Lab Hours	Studio Hours	Total Course Compensation
Bachelor's or Less Level	3	X	\$1,018.00	0	0	\$3,054
Master's Level	3	X	\$1,125.00	0	0	\$3,375
Doctorate or Other Terminal Degree Level	3	X	\$1,232.00	0	0	\$3,696

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