

## 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
<b>Credit Hour (PCH) Pay Scale</b>		
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

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

School of Skilled Trades & Arts

***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	\$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***

<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	\$1,108.64			\$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***

<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	\$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***

<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	\$1,108.64	+	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

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

### ***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		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***

<b>ARTS 1111: 3 Credits</b>	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

### ***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	\$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***

<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	\$1,108.64			\$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

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

### ***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	\$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***

<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	\$1,108.64	+	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

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

<b>ENGL 1110: 3 Credits</b>	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***

<b>ENGL 1110: 3 Credits</b>	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

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

School of Health, Wellness, and Public Safety

***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	\$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***

<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	\$1,108.64	+	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***

<b>CJ 2692 1 Credit</b>	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***

<b>CJ 2692 1 Credit</b>	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

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

### ***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	\$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***

<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	\$1,108.64			\$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

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

<b>NRSG 1010: 4 Credits</b>	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***

<b>NRSG 1010: 4 Credits</b>	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

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

Doctorate or Other Terminal Degree Level	4	X	\$3,494.40	\$13,978
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### ***Tier One: Lecture & Lab***

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<b>NRSG 1015: 4 Credits (see the note below)*</b>	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***

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<b>NRSG 1015: 4 Credits (see the note below)*</b>	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%.*

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

School of Math Science & Engineering

***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	\$1,049.36			\$3,148.08
Doctorate or Other Terminal Degree Level	3	X	\$1,165.84			\$3,497.52

***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	\$1,224.08			\$3,672.24
Doctorate or Other Terminal Degree Level	3	X	\$1,340.56			\$4,021.68

***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	\$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***

<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	\$1,224.08	+	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



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

School of Education

***Tier One:***

***Lecture Only***

<b>EDUC 2230: 3 Credits</b>	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***

<b>EDUC 2230: 3 Credits</b>	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***

<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	\$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***

<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	\$1,108.64			\$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

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

### ***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	\$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***

<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	\$1,108.64			\$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

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