



Temporary Part-Time Pay Rate by College/School

College: Arts & Sciences						
Description		Degree	Previous Pay rate	Effective 04/01/2022 3% per CBA	Effective 07/01/2022 4% per CBA	
Standard payment	3 credit hour course	N/A	\$4,284.80	\$4,413.34	\$4,589.88	
Variations may include:						
Increased pay rates for teaching courses that have greater than a standard number of students enrolled. Example: For courses that have a standard enrollment cap between 30 and 50 students, the pay scale to the right is applied. (It is assumed that TA assistance is provided when enrollment exceeds 100 students.)		Minimum Enrollment	Previous Pay rate	Effective 04/01/2022 3% per CBA	Effective 07/01/2022 4% per CBA	
		15	\$4,284.80	\$4,413.34	\$4,589.88	
		75	\$5,324.80	\$5,484.54	\$5,703.93	
		100	\$6,364.80	\$6,555.74	\$6,817.97	
Units may request that a higher-than-standard pay rate be used when there are exceptional workload and/or instructional circumstances to consider. The granting of such requests is rare and is subject to the availability of funds and approval from the Dean and the Office for Academic Personnel.						
College: Education			Previous Pay rate	Effective 04/01/2022 3% per CBA	Effective 07/01/2022 4% per CBA	
Description		Degree				
Standard payment	per 1 credit hour	N/A	\$1,106.56	\$1,139.76	\$1,185.35	
Clinical Supervisors			\$4,160.00	\$4,284.80	\$4,456.19	
COEHS course requiring specialized expertise, degree, and/or license. Course taught by COEHS faculty retiree.	Per 1 credit hour		\$1,386.67	\$1,428.27	\$1,485.40	
School: Engineering		confirmed	Previous Pay rate	Effective 04/01/2022 3% per CBA	Effective 07/01/2022 4% per CBA	
Description		Degree				
Based on education level and experience.	3 credit hour course	PhD	\$5,200.00-\$10,400.00	\$5,356.00-\$10,712.00	\$5,570.24-\$11,140.48	
		Masters	\$4,680.00-\$10,400.00	\$4,820.40-\$10,712.00	\$5,013.21-\$11,140.48	
		Bachelors*	\$4,160.00-\$10,400.00	\$4,284.80-\$10,712.00	\$4,456.19-\$11,140.48	
*advance approval from Assoc Dean for Academics & Community Engagement.						
*Minimum - shows starting rate, all can go up to \$10,000						
School: Law			Previous Pay rate	Effective 04/01/2022 3% per CBA	Effective 07/01/2022 4% per CBA	
Description						

Rarely will pay above the \$692 per credit hour depending on course detail, degree and/or experience; co-instructors split salary	3 credit hr. course		\$2,159.04	\$2,223.81	\$2,312.76
	2 credit hr. course		\$1,439.36	\$1,482.54	\$1,541.84
	1 credit hr. course		\$719.68	\$741.27	\$770.92

School:	Anderson School of Management		Previous Pay rate	Effective 04/01/2022 3% per CBA	Effective 07/01/2022 4% per CBA
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Description		Experience	Previous Pay rate	Effective 04/01/2022 3% per CBA	Effective 07/01/2022 4% per CBA
Non-academically qualified (AACSB qualifications = IP, PA or SP)	3 credit hour course	1st semester new	\$3,640.00	\$3,749.20	\$3,899.17
		Experienced (more than 4 semesters or 12 credits with excellent performance)	\$4,160.00	\$4,284.80	\$4,456.19
Non-academically qualified (AACSB qualifications = IP, PA or SP) with Approved Certifications/Credentials	3 credit hour course	1st semester new	\$4,160.00	\$4,284.80	\$4,456.19
		Experienced (more than 4 semesters or 12 credits with excellent performance)	\$4,680.00	\$4,820.40	\$5,013.22
Academically Qualified (AACSB Qualifications = SA)	3 credit hour course	1st semester new	\$4,680.00	\$4,820.40	\$5,013.22
		Experienced (more than 4 semesters or 12 credits with excellent performance)	\$5,200.00	\$5,356.00	\$5,570.24

College:	College of University Library and Learning Sciences		Previous Pay rate	Effective 04/01/2022 3% per CBA	Effective 07/01/2022 4% per CBA
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Description			Previous Pay rate	Effective 04/01/2022 3% per CBA	Effective 07/01/2022 4% per CBA
Standard payment	3 credit hour course		\$4,160.00	\$4,284.80	\$4,456.19

College:	Honors		Previous Pay rate	Effective 04/01/2022 3% per CBA	Effective 07/01/2022 4% per CBA
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Description			Previous Pay rate	Effective 04/01/2022 3% per CBA	Effective 07/01/2022 4% per CBA
Standard payment	3 credit hour course		\$4,160.00	\$4,284.80	\$4,456.19

Lab Courses	Paid the same rate as 3 credit course			\$4,160.00	\$4,284.80	\$4,456.19
College: Fine Arts						
Description	Method			Previous Pay rate	Effective 04/01/2022 3% per CBA	Effective 07/01/2022 4% per CBA
Standard payment for courses taught in following departments: Art and Theatre & Dance	3 credit hour course			\$3,120.00	\$3,213.60	\$3,342.14
Online Courses in Art	3 credit hour course			\$4,160.00	\$4,284.80	\$4,456.19
Online Courses taught in following departments: Theatre & Dance	3 credit hour course			\$4,160.00	\$4,284.80	\$4,456.19
Film and Digital Arts	3 credit hour course			\$4,160.00	\$4,284.80	\$4,456.19
Music - all instructors receive same rate unless enrollment increases	Enrollment	Up to 50		\$3,120.00	\$3,213.60	\$3,342.14
		51 - 125		\$3,900.00	\$4,017.00	\$4,177.68
		126 - 200		\$4,680.00	\$4,820.40	\$5,013.22
		201 - 400		\$5,460.00	\$5,623.80	\$5,848.75
Music - Online Courses	Enrollment	13 - 45		\$3,640.00	\$3,749.20	\$3,899.17
		46 - 90		\$4,420.00	\$4,552.60	\$4,734.70
		91 +		\$5,200.00	\$5,356.00	\$5,570.24
Variations may include: Theatre & Dance does not pay more than \$4,000 with the exception of special guests. Also, if an instructor has been teaching for a while (+5) there is a range up to \$3,750 For applied music lessons when an instructor teaches, there is a flat rate per credit hour. Credit hour is dependent on how many students sign up. For Art, if an instructor lives in Santa Fe or the East Mountain area and cannot find a local instructor, they pay \$4,000. For FDA, the credit Capstone course pays \$5,000						
School: Architecture & Planning						
Description				Previous Pay rate	Effective 04/01/2022 3% per CBA	Effective 07/01/2022 4% per CBA
Architecture	3 credit hour course			\$3,120.00	\$3,213.60	\$4,500.00*
Community & Regional Planning	3 credit hour			\$4,160.00	\$4,284.80	\$4,456.19
Community & Regional Planning exception	courses more			\$5,200.00	\$5,356.00	\$5,570.24
Landscape Architecture	3 credit hour			\$3,848.00	\$3,963.44	\$4,121.98
Historic Preservation & Regional Graduate Certificate Program*	Per Instructor			\$4,160.00	\$4,284.80	\$4,456.19
Southwest Summer Institute (rate depends upon the department in which the course is offered.	3 credit hour course			\$3,120.00 - \$4,160.00	\$3,213.60-\$4,284.80	\$3,342.14-\$4,456.19

*Exception to Historic Preservation & Regional Graduate Certificate Program is two co-instructors and each receives \$2000.

*Reflects change in pay rate effective FY2.

College: University College

Description		Degree	Previous Pay rate	Effective 04/01/2022 3% per CBA	Effective 07/01/2022 4% per CBA
Standard payment, only offer undergrad courses. Must have completed a graduate degree or be enrolled in a graduate program with the completion of an undergrad degree.	per credit hour	See Description provided by College	\$1,040.00	\$1,071.20	\$1114.05; Effective 8/1/22 \$1,485.39

The Dean may approve a rate higher-than-standard be used when there are exceptional workload and/or instructional circumstances to consider. The granting of such requests is rare and is subject to the availability of funds and approval from the Dean and the Office for Academic Personnel.

Branch: Gallup

Description		Degree	Previous Pay rate	Effective 04/01/2022 3% per CBA	Effective 07/01/2022 4% per CBA
Degree, 12 hrs of teaching experience	per credit hour	Terminal Degree	\$879.84	\$906.24	\$942.48
Degree, less than 12 hrs of teaching experience	per credit hour	Terminal Degree	\$844.48	\$869.81	\$904.61
Degree, 12 hrs of teaching experience	per credit hour	Master's Degree	\$806.00	\$830.18	\$863.39
Degree, less than 12 hrs of teaching experience	per credit hour	Master's Degree	\$765.44	\$788.40	\$819.94
Degree, 12 hrs of teaching experience	per credit hour	Bachelor's Degree	\$765.44	\$788.40	\$819.94
Degree, less than 12 hrs of teaching experience	per credit hour	Bachelor's Degree	\$729.04	\$750.91	\$780.95
Applied Tech, experience at Journeyman	per credit hour		\$765.44	\$788.40	\$819.94
Nursing, Clinical Clock Hours (per hour). Clinicals will be converted to credit hour and paid on schedule above (BSN/MSN).		See above data			

Branch: Los Alamos

Description		Degree	Previous Pay rate	Effective 04/01/2022 3% per CBA	Effective 07/01/2022 4% per CBA
Based on education level and experience.	Per Credit Hour	PhD	\$828.00	\$852.84	\$886.95
		Masters	\$774.00	\$797.22	\$829.11
		Bachelors*	\$720.00	\$741.60	\$771.26

*Very few of these, only in CTE programs like welding or industrial shop, etc. all other faculty are required to have at least a Master's Degree.

Branch: Valencia

Description		Degree	Previous Pay rate	Effective 04/01/2022 3% per CBA	Effective 07/01/2022 4% per CBA
Based on education level and experience.	Per Credit Hour	PhD	\$884.00	\$910.52	\$946.94
		Masters	\$832.00	\$856.96	\$891.24

		Bachelors*	\$780.00	\$803.40	\$835.54
Variations may include:					
<u>Practicum courses</u> (e.g., CAD, IT or OBT 295, ECME field experience courses) and <u>independent study courses</u> (i.e., courses where the student is expected to study the material on his/her own with minimal assistance from the faculty member): 10% of adjunct salary (based on degree held) per student per credit hour (each student counts as 0.01 FTE)					
<u>Regularly scheduled courses with low enrollments</u> may be compensated at the rate of 10% of adjunct salary (based on degree held) per student per credit hour as an alternative to cancellation. For this to take effect the instructor must agree to teach the course for the full					
<u>Large classes</u> may be compensated at higher rates. Classes which normally have a cap of forty, for example, but that are expanded to accommodate up to eighty students, may be classified as a double load (i.e., six credit hours instead of three).					
<u>Dual Credit</u> courses may carry these additional stipends: \$100 per section for the cooperating college instructor to do grade entry; \$200 per section for the cooperating college instructor to make classroom visits and do grade entry.					
Branch: Taos			Previous Pay rate	Effective 04/01/2022 3% per CBA	Effective 07/01/2022 4% per CBA
Description		Degree			
Based on education level and experience.	Per Credit Hour	PhD	\$836.16	\$861.24	\$895.69
		Masters	\$780.00	\$803.40	\$835.54
		Bachelors*	\$724.88	\$746.63	\$776.49

Revised 04/04/2022