

Temporary Part-Time Pay Rate

College of Arts and Sciences					
Description	Credit Hours	Minimum Enrollment	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
		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
<p>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)</p> <p>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</p>					
College of Education					
Description	Credit Hours	Enrollment	Previous Pay Rate	Effective 04/01/2022 3% per CBA	Effective 07/01/2022 4% per CBA
Standard Payment	Per 1 Credit Hour Course	N/A	\$1,106.56	\$1,139.76	\$1,185.35
Clinical Supervisors		N/A	\$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 Course	N/A	\$1,386.67	\$1,428.27	\$1,485.40
Clinical Supervisors - 20 Week 3 credit hour class *Pay Rates Effective Fall 2022	.01 FTE	1-3 Students			\$1,392.51
	.10 FTE	4-7 Students			\$3,249.19
	.15 FTE	8-10 Students			\$4,641.70
	.25 FTE	10-12 Students			\$5,570.00
	.26 FTE	13-15 Students			\$6,962.55
	.35 FTE	16-18 Students			\$7,890.89
School of Engineering					
Description	Credit Hours	Confirmed Degree	Previous Pay Rate	Effective 04/01/2022 3% per CBA	Effective 07/01/2022 4% per CBA
Based on Education Level and Experience	3 Credit Hour Course	PhD	\$5,200.00-\$10,400.00	\$5,356.00-\$10,712.00	\$5570.24-\$11,140.48
		Masters	\$4,680.00-\$10,400.00	\$4,820.40-\$10,712.00	\$5013.21-\$11,140.48
		Bachelors**	\$4,160.00-\$10,400.00	\$4,284.80-\$10,712.00	\$4,456.19-\$11,140.48
<p>**Advanced Approval Required from Assoc Dean for Academics & Community Engagement</p> <p>**Minimum - Shows Starting Rate, All Can Go up to \$10,000</p>					

School of Law					
Description	Credit Hours	Enrollment	Previous Pay Rate	Effective 04/01/2022 3% per CBA	Effective 07/01/2022 4% per CBA
Rarely will pay above the \$692 per credit hour depending on course detail, degree and/or experience; co-instructors split salary	3 Credit Hour Course	N/A	\$2,159.04	\$2,223.81	\$2,312.76
	2 Credit Hour Course	N/A	\$1,439.36	\$1,482.54	\$1,541.84
	1 Credit Hour Course	N/A	\$719.68	\$741.27	\$770.92
Anderson School of Management					
Description	Credit Hours	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)	\$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
	3 Credit Hour Course	Experienced (more than 4 semesters or 12 credits with excellent)	\$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
	Course	semesters or 12 credits	\$5,200.00	\$5,356.00	\$5,570.24
College of University Library and Learning Sciences					
Description	Credit Hours	Enrollment	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	\$4,160.00	\$4,284.80	\$4,456.19
Honors College					
Description	Credit Hours	Enrollment	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	\$4,160.00	\$4,284.80	\$4,456.19
Lab Courses	Paid the Same Rate as a 3 Credit Course	N/A	\$4,160.00	\$4,284.80	\$4,456.19

College of Fine Arts

Description	Method	Enrollment	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	N/A	\$3,120.00	\$3,213.60	\$3,342.14
NOMAD Low-Residency MFA Art Studio Program	3 Credit Hour Course	N/A			\$4,000-\$4,500
Online Courses in Art	3 Credit Hour Course	N/A	\$4,160.00	\$4,284.80	\$4,456.19
Online Courses taught in following departments: Theatre & Dance	3 Credit Hour Course	N/A	\$4,160.00	\$4,284.80	\$4,456.19
Theatre & Dance- Master Instructor	3 Credit Hour Course	N/A			\$5,500*
Theatre & Dance- 5+ Years (within the department)	3 Credit Hour Course	N/A			\$3,342.14 - \$5,000*
Film and Digital Arts	3 Credit Hour Course	N/A	\$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
		46 - 90	\$3,640.00	\$3,749.20	\$3,899.17
Music - Online Courses	Enrollment*	13 - 45	\$4,420.00	\$4,552.60	\$4,734.70
		91 +	\$5,200.00	\$5,356.00	\$5,570.24

There is flat rate per credit hour when an instructor teaches applied music lessons. *The credit hour is dependent on how many students sign up for the lesson
 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

*Approved Pay Rate effective Spring 2023

School of Architecture and Planning

Description	Credit Hours	Enrollment	Previous Pay Rate	Effective 04/01/2022 3% per CBA	Effective 07/01/2022 4% per CBA
Architecture	3 Credit Hour Course	N/A	\$3,120.00	\$3,213.60	\$4,500.00*
Community & Regional Planning	3 Credit Hour Course	N/A	\$4,160.00	\$4,284.80	\$4,456.19
Community & Regional Planning exception	More than 3 Credit Hours	N/A	\$5,200.00	\$5,356.00	\$5,570.24
Landscape Architecture	3 Credit Hour Course	N/A	\$3,848.00	\$3,963.44	\$4,121.98
Historic Preservation & Regional Graduate Certificate Program*	Per Instructor	N/A	\$4,160.00	\$4,284.80	\$4,456.19
		N/A	\$3,120.00 - \$4,160.00	\$3,213.60-\$4,284.80	\$3,342.14-\$4,456.19

Southwest Summer Institute (rate depends upon the
 *Exception to Historic Preservation & Regional Graduate Certificate Program is two co-instructors and each receives \$2000

University College

Description	Credit Hours	Degree	Previous Pay Rate	Effective 04/01/2022 3% per CBA	Effective 07/01/2022 4% per CBA
Standard Payment	Per Credit Hour	Only offer undergrad courses. Must have a graduate degree or be enrolled in a graduate program with the completion of an undergrad degree	\$1,040.00	\$1,071.20	\$1114.05; Effective 8/1/22 \$1,485.39

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

Gallup Branch

Description	Credit Hours	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)					

Los Alamos Branch

Description	Credit Hours	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
	Per Credit Hour	Masters	\$774.00	\$797.22	\$829.11
	Per Credit Hour	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

Valencia Branch					
Description	Credit Hours	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
	Per Credit Hour	Masters	\$832.00	\$856.96	\$891.24
	Per Credit Hour	Bachelors*	\$780.00	\$803.40	\$835.54
Variations may include: <input type="checkbox"/>					
Taos Branch					
Description	Credit Hours	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	\$836.16	\$861.24	\$895.69
		Masters	\$780.00	\$803.40	\$835.54
		Bachelors*	\$724.88	\$746.63	\$776.49

Revised 11/11/22