

Proportional Scaling Pay

Academic Year
2019-2020

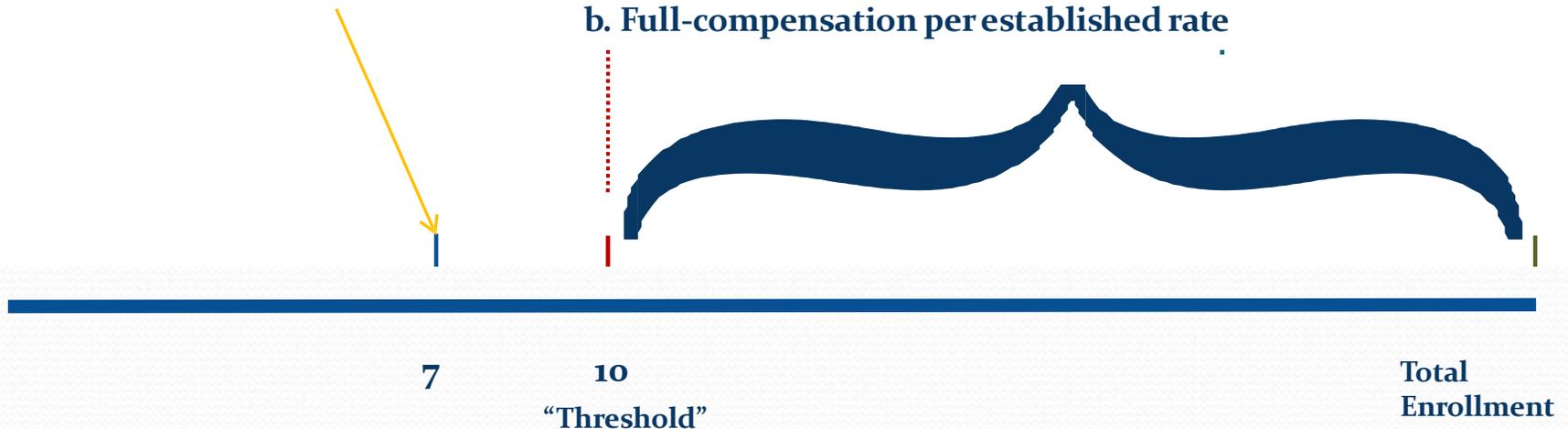
NORTHERN New Mexico College



CASE I: Face-to-Face & Hybrid Courses (All courses except Clinical Courses in the College of Nursing and Capstone Courses in the College of Education)

a. Proportionate rate

b. Full-compensation per established rate



Rate for 3-cr course. PhD Level ($\$766 \times 3$) = $\$2298$

a. Example: (for an enrollment of 7 Students)

a. $\$2298 \times 0.7 = \1609

b. Example: (for an enrollment of 11 Students)

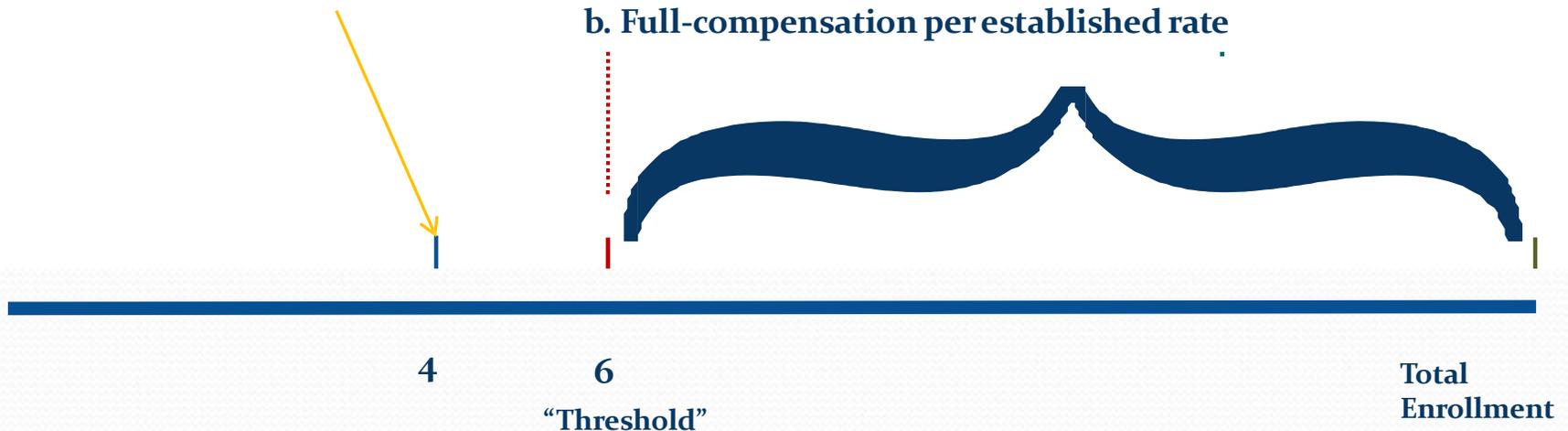
a. $\$2298 \times 1.0 = \2298

Note: In the case of hybrid courses (with a 50% minimum delivered online), adjuncts and full-time faculty overloads (only) will get an extra stipend of \$75 per credit added to the total in the above examples.

CASE II: Clinical Courses in the College of Nursing (CNHS) and Capstone Courses in the College of Education (COE)

a. Proportionate rate

b. Full-compensation per established rate



Rate for 1-cr clinical course in CNHS PhD Level ($\$2120 \times 1$) = $\$2120$

Rate for 3-capstone course in COE PhD Level ($\$766 \times 3$) = $\$2296$

a. Example: (for an enrollment of 4 Students in Clinical Course in CNHS)

a. $\$2120 \times (4/6) = \1413

b. Example: (for an enrollment of 6 (or more) Students in Clinical Course in CNHS)

b. $2120 \times 1.0 = \$2120$

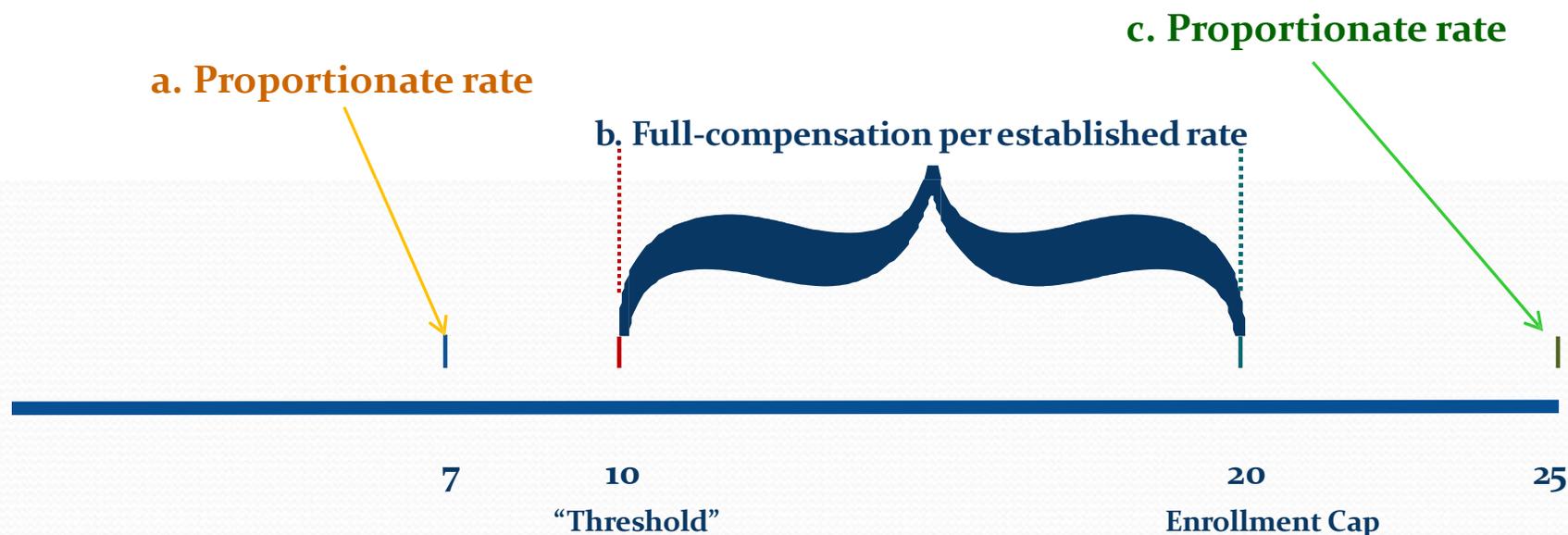
c. Example: (for an enrollment of 4 Students in Capstone in COE)

a. $\$2296 \times (4/6) = \1531

d. Example: (for an enrollment of 6 (or more) Students in Capstones in COE)

b. $2296 \times 1.0 = \$2296$

Case III: Fully On-line Web Course taught by Adjuncts or Full-time Faculty overloads (only)



Rate for 3-cr course. PhD Level (\$766 x 3) = \$2298

a. Example: (for an enrollment of 7 Students)

- a. $\$2298 \times 0.7 = \1609
- b. For each 1 credit (up to 3cr) an on-line addition of \$150 (i.e., 3cr or more = \$450)
- c. Net for 7 students: $\$1609 + 450 = \2059

b. Example: (for an enrollment of 10- 20 Students)

- a. $\$2070 \times 1.0 = \2070
- b. On-line addition = \$450
- c. Net for 20 students: $2070 + 450 = \$2520$

c. Example: (for an enrollment of 25 Students)

- a. $\$2298 \times 1.25 = \2872.5
- b. On-line addition = \$450
- c. Net for 25 students: $2873 + 450 = \$3323$

d. NOTE: *Maximum enrollment in on-line course = 40 students.*

Note: In the case of fully online web courses, adjuncts and full-time faculty overloads (only) will get an extra stipend of \$150 per credit.