

Academic Affairs Recommendations for:

Part-time Instructors and Summer pay

1. Grandfathering: We support grandfathering current instructors who are teaching the same course if the new pay schedule would lead to a cut in pay.
2. Flat rate across disciplines: We support the same pay scale for all disciplines (Humanities, Engineering, Physical Science, etc.), but with a scale based on course level: Lower division (100-200 level) at \$1,000 per credit hour; upper division (300-400 level) at \$1,300 per credit hour; graduate (500 level) at \$1,500 per credit hour. Courses that are co-taught will be compensated based on the percentage of the work effort for each instructor.
3. Minimum enrollment limits: We recommend minimum enrollment limits of 10 for lower division, 8 for upper division, and 5 for graduate level courses. Enrollment numbers should be determined no sooner than one week prior to the first day of classes, which will allow time for drawing up contracts, etc.
4. Bonus for high enrollment: We do not recommend additional compensation for enrollment above a set number of students.
5. Summer courses: Summer classes taught by part-time faculty should follow the pay schedule. However, summer classes taught by NMT regular faculty should be compensated with one month salary (for a 9-month contract) with a maximum of \$6,500, and with enrollment minima consistent with part-time limits.
6. Exceptions: There must be provisions for exceptions to the pay schedule. Exceptions may be justified, for example, based on the availability of qualified instructors for highly specialized courses. All points are subject to possible exceptions based on Academic Affairs' review, approval and necessary adjustments.