

Average Institutional Cost of Benefits per Faculty Member and Average Cost for Faculty Members Receiving Specific Benefits, in Dollars and as a Percent of Average Salary, by Institutional Affiliation and Itemized Benefits, 2006–07 (All Ranks)

Itemized Benefits	All Combined	Public	Private-Independent	Church-Related	All Combined	Public	Private-Independent	Church-Related
	IN DOLLARS				AS A PERCENT OF SALARY			
<i>AVERAGE PER FACULTY MEMBER</i>								
Retirement	7,266	7,406	7,897	5,415	9.9	10.4	9.4	8.2
Medical Insurance	5,023	4,935	5,567	4,685	6.9	6.9	6.6	7.1
Dental Insurance	227	233	232	182	0.3	0.3	0.3	0.3
Medical and Dental Combined	1,406	1,722	557	851	1.9	2.4	0.7	1.3
Disability	194	158	302	235	0.3	0.2	0.4	0.4
Tuition	568	148	1,631	1,417	0.8	0.2	1.9	2.1
Social Security	4,597	4,369	5,525	4,499	6.3	6.1	6.6	6.8
Unemployment	130	121	166	128	0.2	0.2	0.2	0.2
Group Life	161	141	228	170	0.2	0.2	0.3	0.3
Workers' Compensation	375	352	464	368	0.5	0.5	0.6	0.6
Benefits in Kind	224	161	471	215	0.3	0.2	0.6	0.3
All Combined	20,170	19,746	23,040	18,165	27.6	27.7	27.3	27.5
<i>AVERAGE FOR FACULTY MEMBERS RECEIVING SPECIFIC BENEFITS</i>								
Retirement	7,487	7,507	8,433	5,837	10.2	10.5	10.0	8.8
Medical Insurance	6,620	6,649	6,758	6,211	9.0	9.3	8.0	9.4
Dental Insurance	540	580	481	426	0.7	0.8	0.6	0.6
Medical and Dental Combined	7,870	8,064	6,449	7,385	10.8	11.3	7.7	11.2
Disability	307	303	349	256	0.4	0.4	0.4	0.4
Tuition	7,050	2,491	10,748	14,771	9.6	3.5	12.8	22.3
Social Security	4,843	4,658	5,588	4,716	6.6	6.5	6.6	7.1
Unemployment	182	164	238	213	0.2	0.2	0.3	0.3
Group Life	204	198	240	179	0.3	0.3	0.3	0.3
Workers' Compensation	467	466	504	410	0.6	0.7	0.6	0.6
Benefits in Kind	1,471	1,266	1,923	1,356	2.0	1.8	2.3	2.1
Received Any Benefit	20,190	19,765	23,097	18,152	27.6	27.7	27.4	27.5

Note: The institution or state contribution to the retirement plan(s) is included regardless of the vesting provision. Tuition includes both waivers and remissions. Medical and Dental Combined is limited to institutions that could not separate the two expenditures; it is not a sum of the other two categories. Benefits in Kind most often include moving expenses, housing, cafeteria plans, or benefits with cash options. For more details on benefits, see Explanation of Statistical Data on page 51. Averages for All Combined are based on total expenditures, not the sum of individual benefit averages. The table is based on 1,423 reporting institutions.

Average Institutional Cost of Benefits per Faculty Member and Average Cost for Faculty Members Receiving Specific Benefits, in Dollars and as a Percent of Average Salary, by Institutional Category and Itemized Benefits, 2006–07 (All Ranks)

Itemized Benefits	I	IIA	IIB	III	IV	I	IIA	IIB	III	IV
	IN DOLLARS					AS A PERCENT OF SALARY				
<i>AVERAGE PER FACULTY MEMBER</i>										
Retirement	8,817	6,113	5,616	6,059	4,234	10.5	9.5	9.1	11.1	8.4
Medical Insurance	5,636	4,577	4,296	4,835	3,567	6.7	7.1	6.9	8.8	7.1
Dental Insurance	242	239	161	216	178	0.3	0.4	0.3	0.4	0.4
Medical and Dental Combined	1,219	1,621	1,150	2,717	990	1.5	2.5	1.9	5.0	2.0
Disability	224	177	203	111	48	0.3	0.3	0.3	0.2	0.1
Tuition	557	474	1,162	173	28	0.7	0.7	1.9	0.3	0.1
Social Security	5,022	4,432	4,384	3,366	3,225	6.0	6.9	7.1	6.1	6.4
Unemployment	108	133	166	98	304	0.1	0.2	0.3	0.2	0.6
Group Life	168	153	173	148	103	0.2	0.2	0.3	0.3	0.2
Workers' Compensation	426	328	398	213	257	0.5	0.5	0.6	0.4	0.5
Benefits in Kind	332	127	137	141	44	0.4	0.2	0.2	0.3	0.1
All Combined	22,752	18,373	17,845	18,076	12,977	27.1	28.5	28.8	33.0	25.7
<i>AVERAGE FOR FACULTY MEMBERS RECEIVING SPECIFIC BENEFITS</i>										
Retirement	9,023	6,307	5,972	6,218	4,271	10.8	9.8	9.6	11.4	8.5
Medical Insurance	6,974	6,461	5,930	7,682	4,274	8.3	10.0	9.6	14.0	8.5
Dental Insurance	522	610	433	653	484	0.6	0.9	0.7	1.2	1.0
Medical and Dental Combined	8,093	7,842	7,046	8,633	6,150	9.7	12.2	11.4	15.8	12.2
Disability	357	262	256	287	221	0.4	0.4	0.4	0.5	0.4
Tuition	7,472	5,895	11,358	1,489	955	8.9	9.1	18.3	2.7	1.9
Social Security	5,349	4,617	4,469	3,634	3,486	6.4	7.2	7.2	6.6	6.9
Unemployment	134	200	266	183	562	0.2	0.3	0.4	0.3	1.1
Group Life	213	196	201	211	157	0.3	0.3	0.3	0.4	0.3
Workers' Compensation	482	464	455	352	447	0.6	0.7	0.7	0.6	0.9
Benefits in Kind	1,967	968	1,024	723	418	2.3	1.5	1.7	1.3	0.8
Received Any Benefit	22,765	18,399	17,882	18,093	12,987	27.1	28.5	28.9	33.0	25.7

Note: The institution or state contribution to the retirement plan(s) is included regardless of the vesting provision. Tuition includes both waivers and remissions. Medical and Dental Combined is limited to institutions that could not separate the two expenditures; it is not a sum of the other two categories. Benefits in Kind most often include moving expenses, housing, cafeteria plans, or benefits with cash options. Averages for All Combined are based on total expenditures, not the sum of individual benefit averages. For more details on benefits, see Explanation of Statistical Data on page 51. The table is based on 1,423 reporting institutions.