

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, 2007–08 (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	7,339	7,426	8,022	5,676	9.7	10.1	9.1	8.3
Medical Insurance	5,176	5,095	5,660	4,858	6.8	7.0	6.4	7.1
Dental Insurance	219	219	230	199	0.3	0.3	0.3	0.3
Medical and Dental Combined	1,705	2,010	1,017	1,022	2.3	2.7	1.2	1.5
Disability	199	173	266	242	0.3	0.2	0.3	0.4
Tuition	593	166	1,595	1,482	0.8	0.2	1.8	2.2
Social Security	4,622	4,277	5,836	4,667	6.1	5.8	6.6	6.8
Unemployment	177	178	204	125	0.2	0.2	0.2	0.2
Group Life	168	143	258	173	0.2	0.2	0.3	0.3
Workers' Compensation	381	339	546	358	0.5	0.5	0.6	0.5
Benefits in Kind	234	152	560	189	0.3	0.2	0.6	0.3
All Combined	20,813	20,178	24,193	18,992	27.5	27.6	27.4	27.6
<i>AVERAGE FOR FACULTY MEMBERS RECEIVING SPECIFIC BENEFITS</i>								
Retirement	7,574	7,541	8,543	6,143	10.0	10.3	9.7	8.9
Medical Insurance	7,186	7,263	7,274	6,595	9.5	9.9	8.2	9.6
Dental Insurance	537	566	504	442	0.7	0.8	0.6	0.6
Medical and Dental Combined	7,977	7,987	7,972	7,876	10.5	10.9	9.0	11.5
Disability	313	332	301	267	0.4	0.5	0.3	0.4
Tuition	6,156	2,243	8,868	16,319	8.1	3.1	10.1	23.7
Social Security	4,887	4,589	5,904	4,880	6.5	6.3	6.7	7.1
Unemployment	248	243	288	208	0.3	0.3	0.3	0.3
Group Life	217	204	274	181	0.3	0.3	0.3	0.3
Workers' Compensation	471	446	587	397	0.6	0.6	0.7	0.6
Benefits in Kind	1,502	1,182	2,067	1,437	2.0	1.6	2.3	2.1
Received Any Benefit	20,838	20,204	24,219	19,014	27.5	27.6	27.5	27.6

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 35. Averages for All Combined are based on total expenditures, not the sum of individual benefit averages. The table is based on 1,374 reporting institutions.