

**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, 2004–05 (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	6,680	6,798	7,388	4,921	9.8	10.2	9.3	8.1
Medical Insurance	5,654	5,858	5,471	4,751	8.3	8.8	6.9	7.8
Disability	175	148	245	225	0.3	0.2	0.3	0.4
Tuition	522	136	1,477	1,291	0.8	0.2	1.9	2.1
Dental Insurance	229	249	191	173	0.3	0.4	0.2	0.3
Social Security	4,288	4,049	5,178	4,305	6.3	6.1	6.5	7.0
Unemployment	137	134	156	127	0.2	0.2	0.2	0.2
Group Life	148	128	205	173	0.2	0.2	0.3	0.3
Worker's Compensation	363	327	519	336	0.5	0.5	0.7	0.5
Benefits in Kind	215	138	501	222	0.3	0.2	0.6	0.4
All Combined	18,412	17,966	21,332	16,525	26.9	26.9	26.9	27.0
<i>AVERAGE FOR FACULTY MEMBERS RECEIVING SPECIFIC BENEFITS</i>								
Retirement	6,922	6,933	7,876	5,363	10.1	10.4	9.9	8.8
Medical Insurance	6,051	6,187	5,923	5,412	8.8	9.3	7.5	8.9
Disability	273	276	285	247	0.4	0.4	0.4	0.4
Tuition	4,757	1,638	7,504	9,864	6.9	2.5	9.5	16.1
Dental Insurance	525	577	417	400	0.8	0.9	0.5	0.7
Social Security	4,520	4,339	5,217	4,432	6.6	6.5	6.6	7.3
Unemployment	192	179	238	208	0.3	0.3	0.3	0.3
Group Life	192	185	219	183	0.3	0.3	0.3	0.3
Worker's Compensation	452	427	574	384	0.7	0.6	0.7	0.6
Benefits in Kind	1,340	988	2,074	1,429	2.0	1.5	2.6	2.3
All Combined	25,224	21,729	30,327	27,922	36.8	32.5	38.2	45.7

*Note:* The institution or state contribution to the retirement plan(s) is included regardless of the vesting provision. Tuition includes both waivers and remissions. Dental insurance may be underestimated because some institutions report insurance cost under Medical Insurance. Medical Insurance may be overestimated because dental cost is sometimes included. 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 45. Averages for All Combined may not add up due to rounding. The table is based on 1,416 reporting institutions representing 1,715 campuses.