

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, 2007–08 (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	8,752	6,388	5,791	6,483	4,839	10.1	9.5	9.0	11.2	8.8
Medical Insurance	5,825	5,048	4,574	4,587	2,022	6.7	7.5	7.1	8.0	3.7
Dental Insurance	216	252	171	249	137	0.2	0.4	0.3	0.4	0.2
Medical and Dental Combined	1,589	1,576	1,179	3,523	3,171	1.8	2.3	1.8	6.1	5.7
Disability	230	180	213	133	46	0.3	0.3	0.3	0.2	0.1
Tuition	604	459	1,230	193	39	0.7	0.7	1.9	0.3	0.1
Social Security	5,073	4,404	4,553	3,616	2,896	5.9	6.6	7.1	6.3	5.2
Unemployment	109	191	176	80	827	0.1	0.3	0.3	0.1	1.5
Group Life	194	149	166	125	97	0.2	0.2	0.3	0.2	0.2
Workers' Compensation	421	350	406	288	230	0.5	0.5	0.6	0.5	0.4
Benefits in Kind	380	97	147	134	46	0.4	0.1	0.2	0.2	0.1
All Combined	23,393	19,093	18,607	19,412	14,351	27.0	28.4	28.8	33.7	26.0
<i>AVERAGE FOR FACULTY MEMBERS RECEIVING SPECIFIC BENEFITS</i>										
Retirement	8,960	6,604	6,159	6,769	4,881	10.4	9.8	9.5	11.7	8.8
Medical Insurance	7,571	6,974	6,286	8,344	5,230	8.8	10.4	9.7	14.5	9.5
Dental Insurance	512	599	453	618	497	0.6	0.9	0.7	1.1	0.9
Medical and Dental Combined	8,646	8,160	7,140	9,407	5,351	10.0	12.2	11.1	16.3	9.7
Disability	374	266	267	290	154	0.4	0.4	0.4	0.5	0.3
Tuition	5,987	5,881	12,561	2,232	227	6.9	8.8	19.5	3.9	0.4
Social Security	5,435	4,599	4,613	3,951	3,190	6.3	6.9	7.2	6.9	5.8
Unemployment	138	287	276	131	1,473	0.2	0.4	0.4	0.2	2.7
Group Life	251	192	191	186	145	0.3	0.3	0.3	0.3	0.3
Workers' Compensation	476	496	460	388	369	0.6	0.7	0.7	0.7	0.7
Benefits in Kind	2,033	778	1,132	699	490	2.3	1.2	1.8	1.2	0.9
Received Any Benefit	23,408	19,131	18,634	19,428	14,381	27.1	28.5	28.9	33.7	26.0

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 35. The table is based on 1,374 reporting institutions.