

**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, 2012–13 (All Ranks)**

Itemized Benefits	All Combined	Public	Private-Independent	Religiously Affiliated	All Combined	Public	Private-Independent	Religiously Affiliated
	IN DOLLARS				AS A PERCENT OF SALARY			
<i>AVERAGE PER FACULTY MEMBER</i>								
Retirement	8,443	8,657	9,016	6,180	10.0	10.7	9.0	8.1
Medical Insurance	7,190	7,342	7,253	6,237	8.5	9.1	7.3	8.2
Dental Insurance	277	295	243	238	0.3	0.4	0.2	0.3
Medical and Dental Combined	1,757	1,967	1,429	1,224	2.1	2.4	1.4	1.6
Disability	188	158	258	215	0.2	0.2	0.3	0.3
Tuition	775	228	1,850	1,733	0.9	0.3	1.9	2.3
Social Security	5,334	4,952	6,417	5,367	6.3	6.1	6.4	7.1
Unemployment	149	135	185	154	0.2	0.2	0.2	0.2
Group Life	163	149	190	186	0.2	0.2	0.2	0.2
Workers' Compensation	429	413	506	371	0.5	0.5	0.5	0.5
Other Benefits	273	153	734	60	0.3	0.2	0.7	0.1
All Combined	24,977	24,451	28,081	21,965	29.6	30.3	28.1	29.0
<i>AVERAGE FOR FACULTY MEMBERS RECEIVING SPECIFIC BENEFITS</i>								
Retirement	8,594	8,586	9,585	6,722	10.2	10.7	9.6	8.9
Medical Insurance	9,376	9,546	9,360	8,436	11.1	11.8	9.4	11.1
Dental Insurance	610	651	545	511	0.7	0.8	0.5	0.7
Medical and Dental Combined	10,785	10,776	11,244	9,961	12.8	13.4	11.3	13.1
Disability	276	279	290	239	0.3	0.3	0.3	0.3
Tuition	9,546	3,701	13,533	20,908	11.3	4.6	13.6	27.6
Social Security	5,549	5,201	6,573	5,466	6.6	6.5	6.6	7.2
Unemployment	199	169	276	248	0.2	0.2	0.3	0.3
Group Life	198	199	200	195	0.2	0.2	0.2	0.3
Workers' Compensation	509	505	566	419	0.6	0.6	0.6	0.6
Other Benefits	1,971	1,504	2,760	596	2.3	1.9	2.8	0.8
Received Any Benefit	24,529	23,760	28,124	22,043	29.1	29.5	28.2	29.1

*Notes:* 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. Other Benefits 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 41. Averages for Received Any Benefit are based on total expenditures, not the sum of individual benefit averages. The table is based on 1,093 reporting institutions.