

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, 2012-13 (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	10,215	6,385	6,311	6,561	7,420	10.6	8.9	8.9	11.1	11.9
Medical Insurance	7,760	6,840	6,200	5,529	6,173	8.0	9.6	8.8	9.4	9.9
Dental Insurance	282	296	227	220	337	0.3	0.4	0.3	0.4	0.5
Medical and Dental Combined	1,755	1,598	1,434	3,651	3,494	1.8	2.2	2.0	6.2	5.6
Disability	204	170	188	116	116	0.2	0.2	0.3	0.2	0.2
Tuition	726	629	1,483	213	51	0.8	0.9	2.1	0.4	0.1
Social Security	5,797	4,931	5,118	3,232	2,484	6.0	6.9	7.2	5.5	4.0
Unemployment	156	125	175	91	311	0.2	0.2	0.2	0.2	0.5
Group Life	158	165	180	152	172	0.2	0.2	0.3	0.3	0.3
Workers' Compensation	467	375	413	312	612	0.5	0.5	0.6	0.5	1.0
Other Benefits	414	90	141	150	113	0.4	0.1	0.2	0.3	0.2
All Combined	27,936	21,605	21,868	20,228	21,283	28.9	30.2	30.9	34.4	34.0
<i>AVERAGE FOR FACULTY MEMBERS RECEIVING SPECIFIC BENEFITS</i>										
Retirement	10,495	6,700	6,758	4,433	7,523	10.9	9.4	9.5	7.5	12.0
Medical Insurance	9,824	9,014	8,363	8,937	9,277	10.2	12.6	11.8	15.2	14.8
Dental Insurance	603	681	522	479	821	0.6	1.0	0.7	0.8	1.3
Medical and Dental Combined	11,071	10,146	9,599	12,958	12,497	11.4	14.2	13.6	22.0	20.0
Disability	324	234	229	201	170	0.3	0.3	0.3	0.3	0.3
Tuition	9,043	7,949	16,298	2,663	985	9.4	11.1	23.0	4.5	1.6
Social Security	6,025	5,141	5,169	3,656	2,862	6.2	7.2	7.3	6.2	4.6
Unemployment	194	172	271	192	402	0.2	0.2	0.4	0.3	0.6
Group Life	197	201	200	193	207	0.2	0.3	0.3	0.3	0.3
Workers' Compensation	536	477	467	446	748	0.6	0.7	0.7	0.8	1.2
Other Benefits	2,421	1,095	1,093	1,296	510	2.5	1.5	1.5	2.2	0.8
Received Any Benefit	27,963	21,742	21,904	13,261	21,283	28.9	30.4	30.9	22.5	34.0

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. Averages for Received Any Benefit are based on total expenditures, not the sum of individual benefit averages. For more details on benefits, see Explanation of Statistical Data on page 41. The table is based on 1,093 reporting institutions.