

Table 3  
 Institutional Cost of Employee Benefits per Faculty  
 Member as Percentage of Salary, All Institutions,  
 1986-87 to 2001-02

	1986-87	1991-92	1996-97	2001-02
Benefit				
Retirement	9.4	9.5	9.7	9.4
Medical Insurance	3.9	6	6	6.5
Disability	0.3	0.2	0.3	0.3
Tuition	0.8	0.8	0.7	0.7
Dental Insurance	0.2	0.3	0.3	0.3
Social Security	5.8	6.3	6.2	6.3
Unemployment	0.2	0.2	0.2	0.2
Group Life	0.3	0.3	0.3	0.2
Workers' Compensation	0.4	0.5	0.6	0.5
Benefits in Kind	0.2	0.3	0.2	0.3
All Combined	21.5	24.4	24.5	24.7