

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, 2008–09 (All Ranks)

Itemized Benefits	IN DOLLARS				AS A PERCENT OF SALARY			
	All Combined	Public	Private-Independent	Church-Related	All Combined	Public	Private-Independent	Church-Related
<i>AVERAGE PER FACULTY MEMBER</i>								
Retirement	7,925	8,114	8,410	5,872	10.0	10.5	9.1	8.2
Medical Insurance	5,580	5,559	5,937	5,085	7.0	7.2	6.4	7.1
Dental Insurance	243	253	234	199	0.3	0.3	0.3	0.3
Medical and Dental Combined	1,680	1,907	1,154	1,162	2.1	2.5	1.3	1.6
Disability	203	171	297	238	0.3	0.2	0.3	0.3
Tuition	629	179	1,721	1,575	0.8	0.2	1.9	2.2
Social Security	5,021	4,726	6,133	4,944	6.3	6.1	6.6	6.9
Unemployment	121	106	167	139	0.2	0.1	0.2	0.2
Group Life	162	144	223	172	0.2	0.2	0.2	0.2
Workers' Compensation	407	388	512	342	0.5	0.5	0.6	0.5
Benefits in Kind	233	144	587	180	0.3	0.2	0.6	0.3
All Combined	22,204	21,691	25,374	19,908	28.0	28.2	27.5	27.7
<i>AVERAGE FOR FACULTY MEMBERS RECEIVING SPECIFIC BENEFITS</i>								
Retirement	8,199	8,245	9,042	6,392	10.3	10.7	9.8	8.9
Medical Insurance	7,527	7,556	7,703	7,009	9.5	9.8	8.3	9.8
Dental Insurance	570	599	530	464	0.7	0.8	0.6	0.6
Medical and Dental Combined	8,601	8,714	7,989	8,588	10.8	11.3	8.7	12.0
Disability	313	317	331	265	0.4	0.4	0.4	0.4
Tuition	7,328	2,739	10,967	16,998	9.2	3.6	11.9	23.7
Social Security	5,246	4,987	6,215	5,120	6.6	6.5	6.7	7.1
Unemployment	167	140	245	225	0.2	0.2	0.3	0.3
Group Life	205	199	239	180	0.3	0.3	0.3	0.3
Workers' Compensation	495	497	551	383	0.6	0.6	0.6	0.5
Benefits in Kind	1,474	1,068	2,258	1,399	1.9	1.4	2.4	1.9
Received Any Benefit	22,246	21,719	25,482	19,940	28.0	28.2	27.6	27.7

Note: The institution or state contribution to the retirement plan(s) is included regardless of the vesting provision. Tuition includes both waivers and remissions. 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. For more details on benefits, see Explanation of Statistical Data on page 45. Averages for All Combined are based on total expenditures, not the sum of individual benefit averages. The table is based on 1,252 reporting institutions.