

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, 2008–09 (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	9,456	6,488	6,089	6,238	5,514	10.5	9.3	9.0	10.5	9.5
Medical Insurance	6,055	5,182	4,930	5,226	4,248	6.7	7.5	7.3	8.8	7.3
Dental Insurance	250	258	175	237	291	0.3	0.4	0.3	0.4	0.5
Medical and Dental Combined	1,557	1,843	1,360	2,850	1,586	1.7	2.7	2.0	4.8	2.7
Disability	233	170	217	97	94	0.3	0.2	0.3	0.2	0.2
Tuition	586	532	1,324	191	40	0.7	0.8	2.0	0.3	0.1
Social Security	5,459	4,651	4,833	3,920	3,241	6.1	6.7	7.2	6.6	5.6
Unemployment	95	125	155	83	568	0.1	0.2	0.2	0.1	1.0
Group Life	164	154	167	184	156	0.2	0.2	0.2	0.3	0.3
Workers' Compensation	438	367	405	263	557	0.5	0.5	0.6	0.4	1.0
Benefits in Kind	368	63	152	138	55	0.4	0.1	0.2	0.2	0.1
All Combined	24,663	19,833	19,808	19,426	16,350	27.4	28.6	29.4	32.8	28.1
<i>AVERAGE FOR FACULTY MEMBERS RECEIVING SPECIFIC BENEFITS</i>										
Retirement	9,712	6,724	6,486	6,502	5,563	10.8	9.7	9.6	11.0	9.6
Medical Insurance	7,792	7,408	6,807	7,965	5,658	8.7	10.7	10.1	13.4	9.7
Dental Insurance	561	626	479	570	516	0.6	0.9	0.7	1.0	0.9
Medical and Dental Combined	8,804	8,344	7,921	10,006	7,311	9.8	12.0	11.8	16.9	12.6
Disability	364	255	274	235	316	0.4	0.4	0.4	0.4	0.5
Tuition	6,855	6,147	13,263	2,494	1,511	7.6	8.9	19.7	4.2	2.6
Social Security	5,736	4,813	4,920	4,119	3,896	6.4	6.9	7.3	6.9	6.7
Unemployment	119	189	247	149	672	0.1	0.3	0.4	0.3	1.2
Group Life	210	198	192	252	184	0.2	0.3	0.3	0.4	0.3
Workers' Compensation	496	515	457	382	644	0.6	0.7	0.7	0.6	1.1
Benefits in Kind	2,042	511	1,173	664	323	2.3	0.7	1.7	1.1	0.6
Received Any Benefit	24,690	19,903	19,829	19,429	16,452	27.4	28.7	29.4	32.8	28.3

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 45. The table is based on 1,252 reporting institutions.