

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, 2003–04 (All Ranks)

Itemized Benefits	All Combined	Public	Private-Independent	Church-Related	All Combined	Public	Private-Independent	Church-Related
	IN DOLLARS				AS A PERCENT OF SALARY			
<i>AVERAGE PER FACULTY MEMBER</i>								
Retirement	6,409	6,519	7,079	4,788	9.6	10.0	9.2	8.1
Medical Insurance	5,218	5,391	5,139	4,360	7.8	8.3	6.7	7.3
Disability	166	142	230	205	0.2	0.2	0.3	0.3
Tuition	500	130	1,421	1,213	0.8	0.2	1.9	2.0
Dental Insurance	218	229	218	156	0.3	0.4	0.3	0.3
Social Security	4,226	4,007	5,094	4,165	6.4	6.2	6.6	7.0
Unemployment	117	106	152	124	0.2	0.2	0.2	0.2
Group Life	145	122	218	168	0.2	0.2	0.3	0.3
Worker's Compensation	337	302	481	322	0.5	0.5	0.6	0.5
Benefits in Kind	222	142	533	209	0.3	0.2	0.7	0.4
All Combined	17,559	17,090	20,565	15,711	26.4	26.3	26.8	26.5
<i>AVERAGE FOR FACULTY MEMBERS RECEIVING SPECIFIC BENEFITS</i>								
Retirement	6,634	6,635	7,555	5,218	10.0	10.2	9.9	8.8
Medical Insurance	5,590	5,695	5,584	4,959	8.4	8.8	7.3	8.4
Disability	258	263	268	228	0.4	0.4	0.3	0.4
Tuition	4,093	1,407	6,376	8,665	6.2	2.2	8.3	14.6
Dental Insurance	498	531	450	381	0.7	0.8	0.6	0.6
Social Security	4,438	4,277	5,118	4,276	6.7	6.6	6.7	7.2
Unemployment	166	147	219	198	0.2	0.2	0.3	0.3
Group Life	187	173	235	179	0.3	0.3	0.3	0.3
Worker's Compensation	420	397	522	369	0.6	0.6	0.7	0.6
Benefits in Kind	1,474	1,089	2,274	1,494	2.2	1.7	3.0	2.5
All Combined	23,757	20,614	28,602	25,966	35.7	31.7	37.3	43.8

Note: The institution or state contribution to the retirement plan(s) is included regardless of the vesting provision. Tuition includes both waivers and remissions. Dental insurance may be underestimated because some institutions report insurance cost under Medical Insurance. Medical Insurance may be overestimated because dental cost is sometimes included. 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 47. Averages for All Combined may not add up due to rounding. The table is based on 1,446 reporting institutions representing 1,775 campuses.