

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, 2003–04 (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	7,805	5,520	4,912	4,846	3,495	10.3	9.3	8.8	9.5	6.9
Medical Insurance	5,570	4,939	4,567	5,783	4,380	7.3	8.3	8.2	11.4	8.6
Disability	185	161	174	76	72	0.2	0.3	0.3	0.1	0.1
Tuition	509	410	932	154	92	0.7	0.7	1.7	0.3	0.2
Dental Insurance	226	232	143	242	246	0.3	0.4	0.3	0.5	0.5
Social Security	4,579	4,066	3,995	3,311	3,270	6.0	6.8	7.2	6.5	6.4
Unemployment	104	104	153	86	314	0.1	0.2	0.3	0.2	0.6
Group Life	152	139	158	105	121	0.2	0.2	0.3	0.2	0.2
Worker's Compensation	385	273	328	289	350	0.5	0.5	0.6	0.6	0.7
Benefits in Kind	319	132	151	116	126	0.4	0.2	0.3	0.2	0.2
All Combined	19,835	15,975	15,513	15,008	12,466	26.1	26.9	27.8	29.5	24.5
<i>AVERAGE FOR FACULTY MEMBERS RECEIVING SPECIFIC BENEFITS</i>										
Retirement	8,018	5,715	5,215	5,010	3,640	10.6	9.6	9.3	9.9	7.2
Medical Insurance	5,824	5,437	5,052	6,213	4,598	7.7	9.2	9.0	12.2	9.0
Disability	294	234	228	195	173	0.4	0.4	0.4	0.4	0.3
Tuition	3,740	4,012	8,449	1,153	720	4.9	6.8	15.1	2.3	1.4
Dental Insurance	476	585	389	581	404	0.6	1.0	0.7	1.1	0.8
Social Security	4,844	4,259	4,105	3,508	3,404	6.4	7.2	7.3	6.9	6.7
Unemployment	130	166	242	167	458	0.2	0.3	0.4	0.3	0.9
Group Life	196	183	182	172	147	0.3	0.3	0.3	0.3	0.3
Worker's Compensation	436	402	381	430	445	0.6	0.7	0.7	0.8	0.9
Benefits in Kind	1,813	1,056	1,139	657	2,420	2.4	1.8	2.0	1.3	4.8
All Combined	25,771	22,048	25,381	18,086	16,410	34.0	37.1	45.4	35.6	32.3

Note: The institution or state contribution to the retirement plan(s) is included regardless of the vesting provision. Tuition includes both waivers and remissions. 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. The table is based on 1,446 reporting institutions representing 1,775 campuses.