

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, 2011–12 (All Ranks)

Itemized Benefits	All Combined	Public	Private-Independent	Religiously Affiliated	All Combined	Public	Private-Independent	Religiously Affiliated
	IN DOLLARS				AS A PERCENT OF SALARY			
<i>AVERAGE PER FACULTY MEMBER</i>								
Retirement	8,210	8,433	8,732	5,815	9.9	10.6	9.0	7.9
Medical Insurance	6,812	6,871	6,991	6,100	8.3	8.6	7.2	8.3
Dental Insurance	270	285	235	247	0.3	0.4	0.2	0.3
Medical and Dental Combined	1,655	1,870	1,317	985	2.0	2.4	1.4	1.3
Disability	205	178	286	213	0.2	0.2	0.3	0.3
Tuition	738	246	1,831	1,649	0.9	0.3	1.9	2.2
Social Security	5,150	4,853	6,114	5,112	6.2	6.1	6.3	6.9
Unemployment	162	148	204	169	0.2	0.2	0.2	0.2
Group Life	168	158	198	168	0.2	0.2	0.2	0.2
Workers' Compensation	424	412	488	378	0.5	0.5	0.5	0.5
Other Benefits	236	147	620	38	0.3	0.2	0.6	0.1
All Combined	24,030	23,600	27,016	20,874	29.1	29.7	27.9	28.3
<i>AVERAGE FOR FACULTY MEMBERS RECEIVING SPECIFIC BENEFITS</i>								
Retirement	8,524	8,597	9,344	6,394	10.3	10.8	9.6	8.7
Medical Insurance	8,845	8,891	9,018	8,196	10.7	11.2	9.3	11.1
Dental Insurance	621	668	529	526	0.8	0.8	0.5	0.7
Medical and Dental Combined	10,306	10,351	10,825	8,759	12.5	13.0	11.2	11.9
Disability	308	318	322	238	0.4	0.4	0.3	0.3
Tuition	9,514	4,070	14,642	18,078	11.5	5.1	15.1	24.5
Social Security	5,365	5,090	6,284	5,239	6.5	6.4	6.5	7.1
Unemployment	215	185	303	269	0.3	0.2	0.3	0.4
Group Life	208	213	211	176	0.3	0.3	0.2	0.2
Workers' Compensation	497	496	537	424	0.6	0.6	0.6	0.6
Other Benefits	1,816	1,420	2,551	511	2.2	1.8	2.6	0.7
Received Any Benefit	24,085	23,650	27,064	20,967	29.2	29.7	27.9	28.4

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. Other Benefits 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 35. Averages for "Received Any Benefit" are based on total expenditures, not the sum of individual benefit averages. The table is based on 1,181 reporting institutions.