

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, 2011–12 (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	9,971	6,430	6,088	6,089	6,167	10.5	9.0	8.8	10.2	10.7
Medical Insurance	7,451	6,466	5,737	5,895	1,871	7.9	9.1	8.3	9.9	3.3
Dental Insurance	280	290	212	232	82	0.3	0.4	0.3	0.4	0.1
Medical and Dental Combined	1,520	1,691	1,337	3,154	5,054	1.6	2.4	1.9	5.3	8.8
Disability	217	208	202	85	105	0.2	0.3	0.3	0.1	0.2
Tuition	716	569	1,450	184	29	0.8	0.8	2.1	0.3	0.1
Social Security	5,577	4,811	4,924	3,566	3,021	5.9	6.8	7.1	6.0	5.2
Unemployment	169	153	185	86	186	0.2	0.2	0.3	0.1	0.3
Group Life	169	165	161	194	159	0.2	0.2	0.2	0.3	0.3
Workers' Compensation	450	412	396	247	647	0.5	0.6	0.6	0.4	1.1
Other Benefits	371	53	145	161	75	0.4	0.1	0.2	0.3	0.1
All Combined	26,889	21,249	20,838	19,894	17,396	28.4	29.9	30.0	33.4	30.2
<i>AVERAGE FOR FACULTY MEMBERS RECEIVING SPECIFIC BENEFITS</i>										
Retirement	10,252	6,656	6,554	6,542	6,255	10.8	9.4	9.4	11.0	10.9
Medical Insurance	9,242	8,631	7,839	8,740	4,254	9.8	12.1	11.3	14.7	7.4
Dental Insurance	610	694	520	597	373	0.6	1.0	0.7	1.0	0.6
Medical and Dental Combined	10,651	9,818	8,875	12,700	10,352	11.3	13.8	12.8	21.3	18.0
Disability	345	293	249	194	191	0.4	0.4	0.4	0.3	0.3
Tuition	9,821	7,091	15,543	2,344	855	10.4	10.0	22.4	3.9	1.5
Social Security	5,838	4,949	5,017	4,019	3,367	6.2	7.0	7.2	6.7	5.8
Unemployment	207	201	294	228	243	0.2	0.3	0.4	0.4	0.4
Group Life	214	205	181	246	200	0.2	0.3	0.3	0.4	0.3
Workers' Compensation	504	508	446	418	810	0.5	0.7	0.6	0.7	1.4
Other Benefits	2,197	733	1,323	1,537	488	2.3	1.0	1.9	2.6	0.8
Received Any Benefit	26,909	21,323	20,923	20,049	17,401	28.5	30.0	30.1	33.7	30.2

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. Averages for "Received Any Benefit" are based on total expenditures, not the sum of individual benefit averages. For more details on benefits, see Explanation of Statistical Data on page 35. The table is based on 1,181 reporting institutions.