

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, 2010–11 (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	8,137	8,388	8,563	5,812	10.0	10.7	9.1	8.0
Medical Insurance	6,288	6,399	6,301	5,577	7.8	8.2	6.7	7.7
Dental Insurance	250	257	240	226	0.3	0.3	0.3	0.3
Medical and Dental Combined	1,805	1,978	1,513	1,270	2.2	2.5	1.6	1.7
Disability	198	169	260	262	0.2	0.2	0.3	0.4
Tuition	672	195	1,740	1,687	0.8	0.2	1.8	2.3
Social Security	5,187	4,890	6,177	5,228	6.4	6.2	6.5	7.2
Unemployment	143	129	191	145	0.2	0.2	0.2	0.2
Group Life	164	150	211	163	0.2	0.2	0.2	0.2
Workers' Compensation	413	400	489	356	0.5	0.5	0.5	0.5
Other Benefits	227	148	527	174	0.3	0.2	0.6	0.2
All Combined	23,485	23,103	26,211	20,899	29.0	29.5	27.7	28.7
<i>AVERAGE FOR FACULTY MEMBERS RECEIVING SPECIFIC BENEFITS</i>								
Retirement	8,438	8,536	9,153	6,432	10.4	10.9	9.7	8.8
Medical Insurance	8,477	8,590	8,517	7,689	10.5	11.0	9.0	10.6
Dental Insurance	602	628	582	491	0.7	0.8	0.6	0.7
Medical and Dental Combined	9,391	9,475	9,281	8,862	11.6	12.1	9.8	12.2
Disability	301	309	289	293	0.4	0.4	0.3	0.4
Tuition	9,046	3,311	14,440	19,609	11.2	4.2	15.3	26.9
Social Security	5,419	5,167	6,309	5,309	6.7	6.6	6.7	7.3
Unemployment	189	162	282	223	0.2	0.2	0.3	0.3
Group Life	206	207	221	172	0.3	0.3	0.2	0.2
Workers' Compensation	490	493	533	392	0.6	0.6	0.6	0.5
Other Benefits	1,476	1,117	2,143	1,453	1.8	1.4	2.3	2.0
Received Any Benefit	23,542	23,172	26,236	20,936	29.1	29.6	27.7	28.8

Note: The institution or state contribution to the retirement plan(s) is included regardless of the vesting provision. Tuition includes both waivers and remissions. 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 37. Averages for All Combined are based on total expenditures, not the sum of individual benefit averages. The table is based on 1,311 reporting institutions.

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, 2010–11 (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	9,733	6,740	6,010	6,961	5,689	10.5	9.5	8.8	11.5	9.9
Medical Insurance	6,974	5,812	5,156	5,184	6,385	7.5	8.2	7.6	8.6	11.1
Dental Insurance	265	252	203	222	241	0.3	0.4	0.3	0.4	0.4
Medical and Dental Combined	1,646	1,894	1,620	3,521	1,324	1.8	2.7	2.4	5.8	2.3
Disability	219	185	198	103	62	0.2	0.3	0.3	0.2	0.1
Tuition	644	537	1,378	141	25	0.7	0.8	2.0	0.2	0.0
Social Security	5,668	4,930	4,833	3,611	3,177	6.1	6.9	7.1	6.0	5.5
Unemployment	142	139	163	102	210	0.2	0.2	0.2	0.2	0.4
Group Life	173	147	163	173	149	0.2	0.2	0.2	0.3	0.3
Workers' Compensation	444	394	383	236	590	0.5	0.6	0.6	0.4	1.0
Other Benefits	347	80	153	135	121	0.4	0.1	0.2	0.2	0.2
All Combined	26,255	21,111	20,261	20,389	17,973	28.4	29.7	29.8	33.8	31.2
<i>AVERAGE FOR FACULTY MEMBERS RECEIVING SPECIFIC BENEFITS</i>										
Retirement	9,987	6,995	6,504	7,220	5,734	10.8	9.8	9.6	12.0	10.0
Medical Insurance	8,899	8,170	7,410	8,671	7,899	9.6	11.5	10.9	14.4	13.7
Dental Insurance	609	638	515	581	518	0.7	0.9	0.8	1.0	0.9
Medical and Dental Combined	9,820	9,020	8,219	10,573	8,537	10.6	12.7	12.1	17.5	14.8
Disability	342	270	254	227	243	0.4	0.4	0.4	0.4	0.4
Tuition	9,067	7,198	14,398	2,291	582	9.8	10.1	21.2	3.8	1.0
Social Security	5,932	5,069	4,933	4,176	3,712	6.4	7.1	7.2	6.9	6.5
Unemployment	175	183	254	202	262	0.2	0.3	0.4	0.3	0.5
Group Life	219	191	187	236	168	0.2	0.3	0.3	0.4	0.3
Workers' Compensation	503	492	438	360	770	0.5	0.7	0.6	0.6	1.3
Other Benefits	1,912	734	1,211	687	575	2.1	1.0	1.8	1.1	1.0
Received Any Benefit	26,267	21,230	20,314	20,452	17,995	28.4	29.9	29.9	33.9	31.3

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. Other Benefits 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 37. The table is based on 1,311 reporting institutions.