

**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.