

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, 2005–06 (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	8,394	5,809	5,419	5,644	4,256	10.4	9.3	9.0	10.7	8.5
Medical Insurance	5,434	4,356	4,141	4,669	3,479	6.7	7.0	6.9	8.9	6.9
Dental Insurance	241	233	164	192	162	0.3	0.4	0.3	0.4	0.3
Medical and Dental Combined	1,050	1,441	1,090	1,991	1,055	1.3	2.3	1.8	3.8	2.1
Disability	204	179	216	83	73	0.3	0.3	0.4	0.2	0.1
Tuition	552	457	1,089	192	78	0.7	0.7	1.8	0.4	0.2
Social Security	4,897	4,152	4,181	3,180	3,226	6.1	6.7	7.0	6.0	6.4
Unemployment	123	138	174	87	261	0.2	0.2	0.3	0.2	0.5
Group Life	155	144	164	101	93	0.2	0.2	0.3	0.2	0.2
Workers' Compensation	449	315	369	193	253	0.6	0.5	0.6	0.4	0.5
Benefits in Kind	291	162	166	103	77	0.4	0.3	0.3	0.2	0.2
All Combined	21,790	17,386	17,171	16,434	13,011	27.0	27.9	28.6	31.2	25.8
<i>AVERAGE FOR FACULTY MEMBERS RECEIVING SPECIFIC BENEFITS</i>										
Retirement	8,607	6,021	5,750	5,864	4,174	10.7	9.7	9.6	11.1	8.3
Medical Insurance	6,609	6,130	5,649	6,825	4,371	8.2	9.9	9.4	13.0	8.7
Dental Insurance	499	555	448	543	485	0.6	0.9	0.7	1.0	1.0
Medical and Dental Combined	7,705	7,267	6,744	7,880	5,046	9.6	11.7	11.2	15.0	10.0
Disability	332	278	271	239	220	0.4	0.4	0.5	0.5	0.4
Tuition	6,461	5,474	10,028	1,557	446	8.0	8.8	16.7	3.0	0.9
Social Security	5,166	4,346	4,273	3,409	3,440	6.4	7.0	7.1	6.5	6.8
Unemployment	151	206	267	168	475	0.2	0.3	0.4	0.3	0.9
Group Life	195	190	189	160	138	0.2	0.3	0.3	0.3	0.3
Workers' Compensation	508	440	432	315	394	0.6	0.7	0.7	0.6	0.8
Benefits in Kind	1,667	1,350	1,219	655	725	2.1	2.2	2.0	1.2	1.4
Received Any Benefit	21,786	17,461	17,210	16,523	12,595	27.0	28.1	28.7	31.4	25.0

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. Benefits in Kind 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 51. The table is based on 1,462 reporting institutions representing 1,959 campuses.