

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, 2013–14 (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	10,647	6,864	6,595	6,987	8,149	10.8	9.4	9.1	11.4	13.5
Medical Insurance	8,111	7,345	6,420	6,389	4,382	8.2	10.1	8.9	10.5	7.3
Dental Insurance	284	283	227	316	223	0.3	0.4	0.3	0.5	0.4
Medical and Dental Combined	1,568	1,280	1,410	3,092	3,259	1.6	1.8	1.9	5.1	5.4
Disability	235	174	190	109	122	0.2	0.2	0.3	0.2	0.2
Tuition	696	619	1,552	184	46	0.7	0.8	2.1	0.3	0.1
Social Security	6,015	4,976	5,241	3,364	2,848	6.1	6.8	7.2	5.5	4.7
Unemployment	155	141	160	94	65	0.2	0.2	0.2	0.2	0.1
Group Life	158	184	152	138	361	0.2	0.3	0.2	0.2	0.6
Workers' Compensation	492	424	431	338	431	0.5	0.6	0.6	0.6	0.7
Other Benefits	332	82	150	146	127	0.3	0.1	0.2	0.2	0.2
All Combined	28,693	22,371	22,529	21,158	20,012	29.0	30.6	31.1	34.7	33.2
<i>AVERAGE FOR FACULTY MEMBERS RECEIVING SPECIFIC BENEFITS</i>										
Retirement	10,900	7,138	7,047	7,184	8,178	11.0	9.8	9.7	11.8	13.6
Medical Insurance	10,119	9,562	8,638	9,639	6,208	10.2	13.1	11.9	15.8	10.3
Dental Insurance	611	675	522	605	537	0.6	0.9	0.7	1.0	0.9
Medical and Dental Combined	10,489	8,104	9,352	11,654	14,025	10.6	11.1	12.9	19.1	23.2
Disability	372	244	237	182	186	0.4	0.3	0.3	0.3	0.3
Tuition	8,801	8,361	16,667	2,487	1,356	8.9	11.4	23.0	4.1	2.2
Social Security	6,230	5,175	5,323	3,793	3,259	6.3	7.1	7.3	6.2	5.4
Unemployment	187	190	246	187	90	0.2	0.3	0.3	0.3	0.1
Group Life	200	229	171	171	467	0.2	0.3	0.2	0.3	0.8
Workers' Compensation	552	537	489	457	602	0.6	0.7	0.7	0.7	1.0
Other Benefits	2,097	1,157	1,229	1,232	514	2.1	1.6	1.7	2.0	0.9
Received Any Benefit	28,712	22,434	22,632	21,164	20,020	29.0	30.7	31.2	34.7	33.2

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 39. The table is based on 1,088 reporting institutions.