

**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, 2014–15 (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	10,913	7,069	6,683	7,552	7,470	10.8	9.6	9.0	12.2	11.3
Medical Insurance	8,476	7,860	6,853	7,465	7,325	8.4	10.7	9.3	12.1	11.1
Dental Insurance	287	303	238	318	419	0.3	0.4	0.3	0.5	0.6
Medical and Dental Combined	1,328	1,081	1,385	2,549	3,382	1.3	1.5	1.9	4.1	5.1
Disability	191	171	192	106	140	0.2	0.2	0.3	0.2	0.2
Tuition	727	607	1,722	184	45	0.7	0.8	2.3	0.3	0.1
Social Security	6,121	5,096	5,343	3,228	2,101	6.1	6.9	7.2	5.2	3.2
Unemployment	142	139	160	93	74	0.1	0.2	0.2	0.1	0.1
Group Life	165	181	234	137	123	0.2	0.2	0.3	0.2	0.2
Workers' Compensation	512	457	432	356	849	0.5	0.6	0.6	0.6	1.3
Other Benefits	386	65	147	174	9	0.4	0.1	0.2	0.3	0.0
All Combined	29,248	23,028	23,389	22,163	21,937	28.9	31.2	31.7	35.8	33.3
<i>AVERAGE FOR FACULTY MEMBERS RECEIVING SPECIFIC BENEFITS</i>										
Retirement	11,259	7,343	7,113	7,814	7,497	11.1	10.0	9.6	12.6	11.4
Medical Insurance	10,286	9,859	9,069	10,240	9,745	10.2	13.4	12.3	16.5	14.8
Dental Insurance	607	704	543	594	874	0.6	1.0	0.7	1.0	1.3
Medical and Dental Combined	11,282	8,306	10,209	13,553	16,493	11.2	11.3	13.8	21.9	25.0
Disability	305	237	230	198	187	0.3	0.3	0.3	0.3	0.3
Tuition	10,524	8,579	17,742	2,357	953	10.4	11.6	24.0	3.8	1.4
Social Security	6,374	5,238	5,457	3,879	3,274	6.3	7.1	7.4	6.3	5.0
Unemployment	179	189	255	216	87	0.2	0.3	0.3	0.3	0.1
Group Life	205	222	264	168	138	0.2	0.3	0.4	0.3	0.2
Workers' Compensation	578	581	500	525	990	0.6	0.8	0.7	0.8	1.5
Other Benefits	2,057	982	1,015	1,421	96	2.0	1.3	1.4	2.3	0.1
Received Any Benefit	29,280	23,106	23,471	22,211	21,937	28.9	31.3	31.8	35.9	33.3

*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 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 37. The table is based on 1,029 reporting institutions.