

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, 2009–10 (All Ranks)

Itemized Benefits	All Combined	Public	Private-Independent	Church-Related	All Combined	Public	Private-Independent	Church-Related
	IN DOLLARS				AS A PERCENT OF SALARY			
<i>AVERAGE PER FACULTY MEMBER</i>								
Retirement	8,069	8,333	8,397	5,830	10.0	10.7	9.0	8.0
Medical Insurance	5,728	5,668	6,191	5,262	7.1	7.3	6.7	7.3
Dental Insurance	246	255	235	210	0.3	0.3	0.3	0.3
Medical and Dental Combined	1,799	2,082	1,064	1,366	2.2	2.7	1.1	1.9
Disability	206	176	291	241	0.3	0.2	0.3	0.3
Tuition	682	189	1,756	1,808	0.8	0.2	1.9	2.5
Social Security	5,104	4,818	6,121	5,042	6.4	6.2	6.6	7.0
Unemployment	108	84	164	161	0.1	0.1	0.2	0.2
Group Life	161	143	210	181	0.2	0.2	0.2	0.2
Workers' Compensation	400	372	519	357	0.5	0.5	0.6	0.5
Other Benefits	228	138	568	169	0.3	0.2	0.6	0.2
All Combined	22,731	22,258	25,516	20,628	28.3	28.6	27.5	28.4
<i>AVERAGE FOR FACULTY MEMBERS RECEIVING SPECIFIC BENEFITS</i>								
Retirement	8,365	8,459	9,061	6,438	10.4	10.9	9.8	8.9
Medical Insurance	7,948	8,003	8,063	7,380	9.9	10.3	8.7	10.2
Dental Insurance	600	641	544	469	0.7	0.8	0.6	0.6
Medical and Dental Combined	9,008	9,060	8,676	9,007	11.2	11.6	9.3	12.4
Disability	311	316	321	271	0.4	0.4	0.3	0.4
Tuition	7,963	2,882	11,847	18,527	9.9	3.7	12.8	25.5
Social Security	5,334	5,074	6,261	5,223	6.6	6.5	6.7	7.2
Unemployment	151	112	246	263	0.2	0.1	0.3	0.4
Group Life	203	198	224	190	0.3	0.3	0.2	0.3
Workers' Compensation	490	480	568	403	0.6	0.6	0.6	0.6
Other Benefits	1,541	1,132	2,325	1,269	1.9	1.5	2.5	1.7
Received Any Benefit	22,777	22,282	25,655	20,669	28.3	28.6	27.6	28.5

Note: The institutional 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 33. Averages for All Combined are based on total expenditures, not the sum of individual benefit averages. The table is based on 1,219 reporting institutions.