

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, 2009–10 (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 | 9,597 | 6,634 | 5,909 | 6,581 | 5,609 | 10.5 | 9.4 | 8.8 | 11.1 | 10.1 |
| Medical Insurance | 6,363 | 5,101 | 4,941 | 5,299 | 3,472 | 7.0 | 7.2 | 7.3 | 8.9 | 6.2 |
| Dental Insurance | 257 | 269 | 172 | 219 | 129 | 0.3 | 0.4 | 0.3 | 0.4 | 0.2 |
| Medical and Dental Combined | 1,609 | 1,965 | 1,533 | 3,072 | 3,512 | 1.8 | 2.8 | 2.3 | 5.2 | 6.3 |
| Disability | 225 | 197 | 209 | 83 | 101 | 0.2 | 0.3 | 0.3 | 0.1 | 0.2 |
| Tuition | 630 | 568 | 1,388 | 203 | 47 | 0.7 | 0.8 | 2.1 | 0.3 | 0.1 |
| Social Security | 5,545 | 4,751 | 4,807 | 3,909 | 2,675 | 6.1 | 6.7 | 7.1 | 6.6 | 4.8 |
| Unemployment | 103 | 105 | 147 | 70 | 178 | 0.1 | 0.1 | 0.2 | 0.1 | 0.3 |
| Group Life | 169 | 146 | 167 | 148 | 181 | 0.2 | 0.2 | 0.2 | 0.2 | 0.3 |
| Workers' Compensation | 445 | 343 | 387 | 207 | 750 | 0.5 | 0.5 | 0.6 | 0.3 | 1.3 |
| Other Benefits | 361 | 50 | 138 | 131 | 66 | 0.4 | 0.1 | 0.2 | 0.2 | 0.1 |
| All Combined | 25,304 | 20,129 | 19,798 | 19,922 | 16,719 | 27.8 | 28.4 | 29.4 | 33.5 | 30.0 |
| <i>AVERAGE FOR FACULTY MEMBERS RECEIVING SPECIFIC BENEFITS</i> | | | | | | | | | | |
| Retirement | 9,849 | 6,883 | 6,409 | 6,793 | 5,618 | 10.8 | 9.7 | 9.5 | 11.4 | 10.1 |
| Medical Insurance | 8,198 | 7,839 | 7,089 | 8,111 | 6,550 | 9.0 | 11.1 | 10.5 | 13.7 | 11.8 |
| Dental Insurance | 580 | 684 | 488 | 611 | 553 | 0.6 | 1.0 | 0.7 | 1.0 | 1.0 |
| Medical and Dental Combined | 9,387 | 8,638 | 7,929 | 10,499 | 8,071 | 10.3 | 12.2 | 11.8 | 17.7 | 14.5 |
| Disability | 350 | 282 | 263 | 221 | 210 | 0.4 | 0.4 | 0.4 | 0.4 | 0.4 |
| Tuition | 7,497 | 6,890 | 14,818 | 2,106 | 496 | 8.2 | 9.7 | 22.0 | 3.5 | 0.9 |
| Social Security | 5,839 | 4,898 | 4,883 | 4,210 | 3,406 | 6.4 | 6.9 | 7.3 | 7.1 | 6.1 |
| Unemployment | 129 | 159 | 240 | 162 | 215 | 0.1 | 0.2 | 0.4 | 0.3 | 0.4 |
| Group Life | 214 | 188 | 193 | 195 | 201 | 0.2 | 0.3 | 0.3 | 0.3 | 0.4 |
| Workers' Compensation | 505 | 488 | 440 | 348 | 851 | 0.6 | 0.7 | 0.7 | 0.6 | 1.5 |
| Other Benefits | 2,155 | 440 | 1,095 | 743 | 280 | 2.4 | 0.6 | 1.6 | 1.3 | 0.5 |
| Received Any Benefit | 25,338 | 20,211 | 19,856 | 19,833 | 16,737 | 27.8 | 28.5 | 29.5 | 33.4 | 30.0 |

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. 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 33. The table is based on 1,219 reporting institutions.